

PATHFINDER

Investing in Women

2025 ANNUAL REPORT



Contents

02 Global Impact Data

04 Letter from the CEO

06 Women&Co: Pathfinder's Social Innovation Platform

08 Health, Climate Resilience, and Leadership

10 Health: Building Systems, Mobilizing Communities, Saving Lives

16 Climate: Building Resilient Communities

20 Leadership: Elevating Women's Participation

24 News and Highlights 2025

26 Letter from the Board Chair

30 Financials

LEFT
At a school-based disaster risk management session in Thatta, Pakistan.

COVER
Abuja Zuriel Premier Academy student at the International Day of the Girl Child Adolescent Townhall and Mentoring Day 2025.
Photo by: Rain Vedutti

Global Impact Data

Program Reach

16
Countries we worked in (see map to right)

44
Active projects Pathfinder worked on

Service Delivery & Impact

12,691
Health facilities supported

$193,531,777
Health care costs saved

2,499
Maternal deaths averted

1,538,652
Lifesaving child health services supported

Women's Economic and Social Empowerment

311
Women engaged in new livelihoods

1,286
Gender-transformative trainings and dialogues held



Tsedach Tilahun is a lab technician at Gimjabet health center in Ethiopia.

Photo by Genaye Eshetu



Sexual & Reproductive Health

14,888,212
Contraceptive methods distributed

6,237,658
Clients served with contraceptives

2,417,828
Unintended pregnancies averted

117,740
Individuals who received HIV counseling and testing

88,994
Individuals who received antiretroviral therapy

39,126
Individuals who received postabortion care

50,450
Individuals who received comprehensive abortion care services

Climate Resilience

118
Health facilities prepared for climate shocks

883
Health professionals trained on climate resilience

354,075
Community members trained on climate resilience

350,731
Individuals who participated in climate and health awareness events

Data collected between July 1, 2024 and June 30, 2025.

Letter from the CEO

DEAR FRIENDS AND PARTNERS,

As I write this letter in my first full year as Pathfinder's CEO, I do so with deep respect for the legacy I steward and clear-eyed focus on the world we are operating in today. For nearly 70 years, Pathfinder has evolved alongside the women, families, and communities we serve—adapting our approaches as realities change, while remaining anchored in a simple conviction: when women have agency, choice, and opportunity, societies are stronger.

Across the countries where we work, women, girls, and their communities are navigating profoundly shifting realities. Populations are younger, lives are longer, and climate pressures increasingly intersect with health, livelihoods, and care responsibilities. Women are not only managing these complexities—they are leading through them. Their needs no longer fit within single-sector solutions, and neither do their ideas. Our work, by necessity, must reflect this interconnectedness.

The past year has also been marked by extraordinary disruption in the global funding landscape. In February 2025, 83% of USAID programs were terminated globally, including six Pathfinder programs that had been reaching millions with lifesaving services. The scale of this loss has been devastating: millions of women and couples are being denied access to modern contraception, with far-reaching consequences for families and communities. This moment tested all of us—but it also reinforced what we already knew. Systems built on fragility cannot withstand compounding shocks. Resilience, sustainability, and local leadership must be designed in.

Pathfinder has faced moments of upheaval before, and each time we have emerged by listening closely, adapting thoughtfully, and staying grounded in local leadership. That same posture guides us now. In 2025, despite the loss of 60% of our funding due to the closure of USAID, we maintained operations in 16 countries, continued delivering essential health services, and took an important step forward in how we support women's leadership and innovation.

That step is Women&Co—Pathfinder's social innovation platform. Women&Co formalizes and accelerates what has long been true across our work: women are not simply participants in development efforts; they are designers, problem-solvers, and builders of solutions.

Through Women&Co, we are creating ecosystems that support women-led ideas and enterprises across health, climate resilience, and economic opportunity—complementing our programmatic work with pathways that enable women's innovations to grow, sustain, and scale.

My own leadership is shaped by a belief in collaborative problem-solving and in the power of locally created solutions informed by global best practices. These principles guide how we are strengthening teams, decentralizing operations, and working alongside partners to build resilient health systems and communities. Women&Co reflects this evolution—not a departure from our mission, but a new way of advancing it in a more complex world.

"Women&Co represents the next era of international development: innovation with a power shift so that women are active leaders solving problems, securing new kinds of investments, and influencing broader, structural change."

In 2025, we reaffirmed our commitment to three integrated priorities: women's health, resilience, and leadership. These are not separate agendas. They mirror the realities of women's lives and the solutions women themselves are advancing—from young women leaders in West Africa linking climate and health stressors, to women in Pakistan taking action to eliminate early marriage and gender-based violence, to entrepreneurs building sustainable livelihoods in their communities.

The path ahead will continue to demand collaboration, innovation, and courage. But I am confident in what I have seen time and again: when women lead, communities heal, economies grow, and futures expand. Pathfinder will continue to do what it has always done—go where others have not, adapt to local contexts, and listen closely to the women and partners shaping change on the ground.

That is how we have evolved for nearly seven decades. It is how we will continue to evolve now.



Dr. Tabinda Sarosh,
President and
Chief Executive Officer



Photo by Clinton Global Initiative



Dr. Amina Dorayi, Regional Portfolio Director, West and Central Africa, at the 2025 Women&Co launch in Nigeria. Women&Co's first social enterprise, FemVive, launched in Kenya.

Women&Co: Pathfinder's Social Innovation Platform

Pathfinder is building on decades of experience and long-standing relationships with its new strategy and innovation platform—Women&Co.* Women&Co formalizes what Pathfinder has always practiced —investing in innovative, localized solutions that create opportunities for women.

How Does Women&Co Work?

Women&Co brings together a multidisciplinary group of women who are experts, innovators, and changemakers at the convergence of health, leadership, and resilience to co-design and lead sustainable solutions and businesses. The "&Co" represents the ecosystem surrounding this work—communities, companies, collaborators, and coalitions—working together to fuel women-led change. Women&Co is structured for scale and sustainability and to meet the needs of the time by:

- Centering women's leadership
- Building sustainable enterprises
- Creating innovation ecosystems

The Women&Co Approach

Co-Design
We co-design community-led solutions with women and their communities, rooted in the history, values, lived realities, and skills that distinguish the communities we serves.

Incubate
We factor in enablers for women's leadership and consider National Development Goals as the foundation of the process toward our vision. Our focus is on women's leadership, health, and climate.

Scale
Successful solutions expand through networks, partnerships, and sustainable business models.

*Women&Co launched in Pathfinder fiscal year 2026.

Health, Climate Resilience, and Leadership

Pathfinder recognizes that women's health, climate resilience, and leadership aren't separate issues—they're deeply interconnected aspects that ensure women thrive. By focusing on these three areas, we create comprehensive pathways for change.

Health

For nearly 70 years, we've connected millions with essential health services. Our gender-transformative approach puts women's and girls' health needs first, ensuring access to quality care and informed decision-making.

Climate Resilience

Women and girls face higher risks from climate-related disasters. Pathfinder supports women-led climate adaptation solutions that protect health and build resilience.

Leadership

We open doors for women and young people to forge their own paths, ensuring their voices drive real change in their communities and beyond.



A school-based disaster risk management session in Thatta, Pakistan.

HEALTH:

Building Systems, Mobilizing Communities, Saving Lives

We expand quality healthcare for millions worldwide. By strengthening health systems to withstand shocks and using innovative delivery models, we ensure essential services reach women and marginalized communities. We partner with governments and civil society to modernize systems through health worker mentorship, digital tools, and behavior change, allowing for the delivery of quality care at scale.

WHAT PATHFINDER DOES:

- Advances rights, agency, and choice among women, girls, and their communities.
- Ensures universal access to quality essential health services.
- Bolsters health system resilience to withstand shocks and stressors.
- Creates enabling environments for individual and community health goals.

6 million contraceptive clients served in 2025 despite unprecedented funding challenges.

12,691 health facilities strengthened.

1,538,652 lifesaving child health services supported.

176,280 safe deliveries supported.



Marcia da Conceicao speaks with community leader Lucia Makuku.



Democratic Republic of the Congo: A Decade of Impact

For a decade in Democratic Republic of the Congo (DRC), our Sexual and Reproductive Health Rights for Adolescents and Youth program in Kinshasa demonstrated how sustained investment in youth-responsive services creates lasting change.

The DRC program pioneered the Youth Corner model—dedicated spaces within health facilities where young people receive comprehensive sexual and reproductive health services adapted to their needs. The program's success came from truly listening to young people and adapting services based on their feedback. In addition to this, Youth Advisory Boards gave young people the space to raise their voices and contribute to program design and implementation.

When providers noted that Deaf and hard-of-hearing youth couldn't access services, the program responded by training staff in sign language. As one provider shared, "I'm glad I took the sign language training, because it was the response to a concern I had that was very important to me. Today, I'm going to start receiving Deaf patients, talking to them without intermediaries and providing appropriate care in complete confidentiality."

Over 10 years, the program served 16,968 young people through Youth Corners.

648 young gender-based violence survivors received clinical services at Youth Corners, with comprehensive referral support for legal and psychosocial services.

EDITH'S LEADERSHIP JOURNEY

Edith Matondo, a 20-year-old advocate selected for the youth advisory board, exemplifies the program's impact. She represented her peers at the National Family Planning Repositioning Conference, sharing her perspective about improving sexual and reproductive health for all adolescents and young people, with a focus on disadvantaged populations, including people with albinism.



Pathfinder promotes informed, full, and free contraceptive choice.

Photo by Raïssa Karama

Pathfinder's work with the Kano State Accountability Mechanismin Nigeria—a group of civil society organizations, media outlets, and government ministries—is contributing to improved government accountability for maternal, newborn, and child health (below).

Photo by Bayo Ewuola

In Nigeria, we have supported a range of women's and girls' health services, including delivery of the HPV vaccine in five states (right).

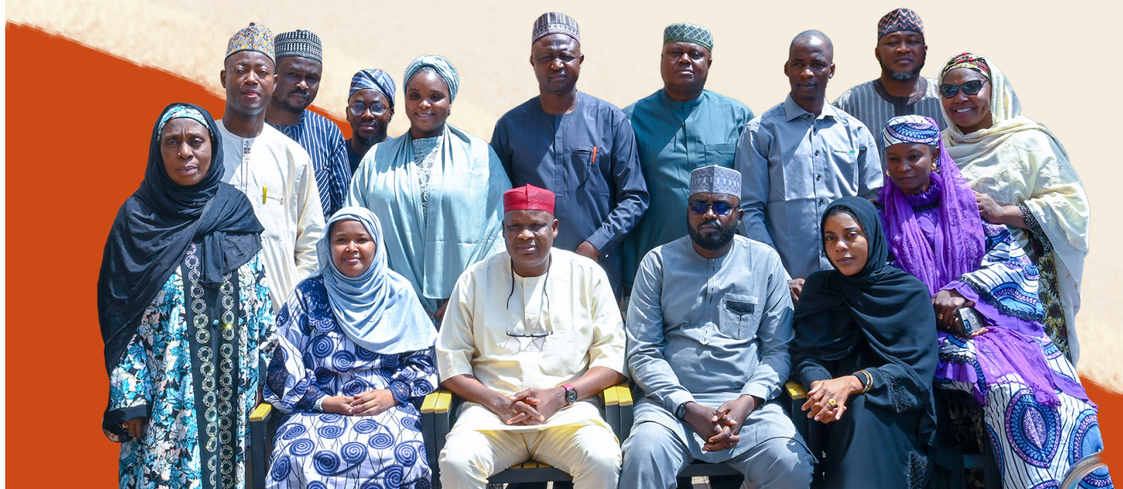
Photo by Bayo Ewuola

Nigeria: Mobilizing Civil Society

In Nigeria's Kano state, where maternal mortality takes thousands of women's lives each year, Pathfinder is proving that lasting change requires more than strengthening health services—it demands communities hold their governments accountable.

Working with the Kano State Accountability Mechanism (KanSLAM)—a coalition of civil society organizations, media outlets, and government ministries—Pathfinder is strengthening systems and tracking progress related to the government's budgetary commitments to maternal, newborn, and child health.

The approach centers on data-driven advocacy. Together with KanSLAM, we created a Family Health Budget Performance Scorecard that enables community members to track budget allocations, service delivery, and funding for health programs. Armed with this data, KanSLAM leads high-level advocacy visits that have secured approvals for health budget memos ensuring adequate provision of quality medicines and reinforcing free maternal and child healthcare initiatives.





CLIMATE:

Building Resilient Communities

WHAT PATHFINDER DOES:

- Supports climate-resilient health systems that provide continuous services.
- Addresses human impacts of climate change through community-led adaptation.
- Promotes the next generation of women and youth climate leaders.
- Integrates gender-transformative approaches into climate action.

350K+ people attended climate and health events supported by Pathfinder.

Strengthened **118** health facilities to withstand climate shocks.

Trained **883** health professionals on emergency response.

Held **1,286** gender-transformative trainings, directly linking environmental resilience with women's economic and social empowerment.

Youth climate champions in Niger.

Photo by Maimouna Daouda

Bangladesh and Pakistan: Women-led Climate Resilience

In Bangladesh and Pakistan, Pathfinder's Advancing the Leadership of Women and Girls Towards Better Health and Climate Change Resilience program conducted detailed emergency preparedness assessments at 789 health facilities. The findings were clear: infrastructure, supplies, and services are critically vulnerable during climate emergencies, yet few facilities had contingency plans in place.

Over the past four years, the program supported the development of contingency plans for health facilities in partnership with provincial and district health authorities. The plans ensure continued provision of essential medicines and supplies for nearby communities; clearly define the roles of health facility staff in responding to disasters; and ensure referral linkages with public and private health providers, emergency services, disaster management authorities, and climate champions in nearby communities. Facility renovations, including submersible water supplies, washrooms and water basins, and approach roads, are significantly improving functionality of facilities.

FARABI'S JOURNEY

Farabi, 15, is a student leader promoting health, safety, and climate resilience at her school in Netrakona, Bangladesh. After identifying girls' unmet health needs, she helped secure regular access to local health services. Having lived through a 2022 flash flood, she now shares early warnings and leads sessions on climate change and sustainable practices. Respected by peers, she shows strong commitment to community wellbeing and hopes to serve her country as an army officer.



Burkina Faso, Niger, and Côte d'Ivoire: Youth Climate Champions

Youth Champions for Climate Resilience in West Africa has catalyzed West African youth as leaders and innovators at the intersection of climate and reproductive health. These youth leaders have reached more than 400,000 people with information on climate and health resilience. "Together, we grow much more than plants: we cultivate a sustainable future for our community," said Maimouna Daouda.



Impacto turned adolescent girls and young women into change-agents by enabling them to have a voice in decision making, while exercising their bodily autonomy.



LEADERSHIP:

Elevating Women's Participation

WHAT PATHFINDER DOES:

- Empowers women and youth economically through skill-building and access to resources.
- Ensures women's representation in decision-making bodies.
- Engages women and youth as climate champions.
- Contributes to policies that support women's and girls' agency and rights.

In the previous four years, Pathfinder supported **23,000** women and girls to enroll in programs that increased their economic resources.

Mozambique: Breaking Barriers to Women's Leadership

When Impacto began in 2018, adolescent girls and young women were virtually absent from local advisory committees, school councils, and co-management committees. Traditional gender norms and patriarchal systems of power limited their roles in public decision-making forums, often suppressing their voices entirely. The program's transformation occurred through three integrated strategies:

- Integrating civic action into small-group curricula.
- Hosting civic training workshops.
- Sensitizing influential community members.

The program's systematic approach yielded dramatic results: By 2025, 93% of committees in Manica province and 99% in Tete province included adolescent girls and young women.

Given its success, Pathfinder is now leading a new phase of the Impacto program in Mozambique.

Aklima Takes the Lead

In the flood-prone village of Khagail, Bangladesh, Aklima Begum's early life was shaped by uncertainty. During the devastating 2022 floods, she was pregnant and struggling with extreme poverty, with no stable income and limited support.

Everything began to change when she joined a local women's group supported by Pathfinder's Advancing the Leadership of Women and Girls Towards Better Health and Climate Resilience program. Through regular meetings and hands-on training, Aklima learned that climate disasters could be met with preparation, knowledge, and collective action. "I used to believe disasters were something to endure in silence," she shared. "Now I know that awareness and readiness are the greatest strengths."

Adopting climate-resilient farming techniques like sack and tower gardening, Aklima now grows ten types of vegetables on raised beds using flood-adaptive methods. Her harvest improves her family's nutrition, and the surplus generates a monthly income she saves for emergencies. She also accesses seeds, fertilizers, and services from government agricultural offices and guides other women in navigating these resources.

Aklima began producing bamboo and cane crafts—baskets, trays, and household items—which she sells in the local market. This strengthened her family's financial stability and established her as an independent entrepreneur.

Aklima's leadership extends into her community. She contributes to disaster preparedness and response plans, raises awareness, and ensures women's voices are included in decision-making.

With conviction, she states, "I am no longer just someone's wife or mother—I am a person, a leader. I want more women like me to find courage and direction. This transformation has been possible through the support and guidance I received, and I am deeply grateful."

Aklima contributes to disaster preparedness and response plans, raises awareness, and ensures women's voices are included in decision-making.



News and Highlights 2025

Pathfinder programs were featured at 47 international conferences and events in 2025, sharing innovative approaches with global audiences.

Historic MOU Signed with WHO Pakistan

Pathfinder Pakistan signed a Memorandum of Understanding with the World Health Organization focused on advancing reproductive, maternal, newborn, child, and adolescent health. The collaboration will include family planning policy and implementation—specifically around postpartum and postabortion family planning, family planning training and curricula, development of digital interventions; joint planning and implementation of emergency response, advocacy and health awareness campaigns, and social and behavior change.

Pathfinder at the United Nations General Assembly

At UNGA 2025, Pathfinder, alongside Women in Global Health and Amref Health Africa, convened women climate-health advocates from across the globe for a high-level strategic dialogue. The roundtable moved beyond fragmented advocacy to coordinate global action—developing immediate policy recommendations for Climate Week in New York and laying the foundation for sustained collaboration.

EMPOWER Launches in Uganda

Despite funding challenges, Pathfinder successfully launched EMPOWER, a groundbreaking program focused on expanding access to reproductive health care in Uganda's most marginalized communities.

Through EMPOWER, Pathfinder works with the Ministry of Health, local partners, and district governments in strengthening Uganda's health system to provide quality reproductive and maternal health services while empowering women and girls to make informed family planning choices. EMPOWER addresses harmful norms and misinformation to ensure equitable access to care across 80 districts.

Gender Equity Seal Certifications in Egypt

Following evaluations by independent auditors trained through Pathfinder's Women's Economic and Social Empowerment Program, 15 companies have achieved Egyptian Gender Equity Seal certification, recognizing their commitment to workplace equality and women's empowerment. Based on the World Bank's Gender Equality Model, the certification evaluates organizations across four key areas: (1) fair recruitment practices, (2) equitable career development, (3) family-work balance policies, and (4) sexual harassment prevention. These certifications, awarded in partnership with Egypt's National Council for Women, mark a significant milestone in building inclusive workplaces where women are full partners in shaping Egypt's future.



Juliet Nyongesa is a midwife in Uganda. Through community outreach, she delivers DMPA-SC, an injectable contraceptive, and counsels mothers.

Photo by Joshua Yiga

Letter from the Board Chair



Isaura Gomez, a former student at the Acordos de Lusaka High School in Maxixe, Mozambique.
Photo by David Cooper

DEAR PATHFINDER COMMUNITY,

As Board Chair, I have the privilege of witnessing firsthand how Pathfinder transforms lives by supporting women's ideas, innovations, and leadership. The question that guides our work isn't just "What does supporting women mean?" but rather "What does incubating their ideas mean in practice?" The answer lies in the remarkable stories that emerge from our programs worldwide, stories that demonstrate what happens when women have the platforms, resources, and support they need to lead change in their communities.

In Bangladesh, we listened when 15-year-old Tanjila Akter proposed creating early warning networks after her family's devastating experience with flash floods. Our team provided training, resources, and platforms for her to develop and implement her solution. Today, Tanjila's early warning system has protected dozens of families from flood damage. But more importantly, her success has inspired other young women to step forward with their own innovations. This is what incubating ideas looks like: creating ripple effects that extend far beyond individual solutions.

In Mozambique, we recognized that young people's passion for reproductive health advocacy meant they needed platforms for influence. Our program in Mozambique didn't just invite them to meetings; it created space for their voices in policy discussions and equipped them with the skills to engage effectively with government officials. As one young woman from Tete province told us, "During community leader council meetings, leaders listen to and respect our opinions, even when there are heated debates. We have been able to argue that child marriage is not acceptable and that if it happens, we will report it to the authorities." This transformation didn't happen overnight. It required systematic work to shift community attitudes, build young women's confidence, and create accountability mechanisms that ensure their voices are heard and valued.

What excites me most as Board Chair is the multiplier effect we see in our programs. When we support one woman's innovation, she becomes a model for others. When we create one inclusive platform, it opens doors for many more. When we demonstrate that young women's voices matter in one community, neighboring communities take notice and begin creating their own opportunities.

Despite the funding challenges that marked 2025, I remain optimistic about Pathfinder's future. The women we support have shown us that their innovations don't depend solely on external funding. They depend on having their ideas valued, their leadership recognized, and their solutions supported to scale. Women&Co represents the evolution of this approach: a platform designed not to deliver solutions to women, but to incubate the solutions they create. This is the future of development—not doing for women, but *investing* in their capacity to lead.



Sincerely,
Collin Mothupi
Board Chair

Board Members

July 1st, 2024, to June 30th, 2025

Collin Mothupi, Chair
Priya Agrawal, Vice Chair
Nayé Bathily
Lida Coleman
Fiona Dias
Biniam Gebre
Christian Hicks
Jessica Jenkins
Bruce Kuhlik
Daniel Lamaute
Shirley Machaba
Racey Muchilwa
Harald Nusser
Kavita Patel
Jameela Pedicini
Ann Svensen
Judy Tabb
Manuel Urbina
Monique Vledder

Arifa Akter is a climate leader in her community. “I used to spend all my time at home, but after becoming a group leader, many changes came into my life. My family and economic situation have improved. Before, I was afraid to speak in public, but now I can share my thoughts and stand with my community.”

Financials

Revenue

Grants and contracts	$	99,975,992
Contributions	$	3,454,064
Other	$	1,459,247
Total	**$**	**104,889,303**

Expenses

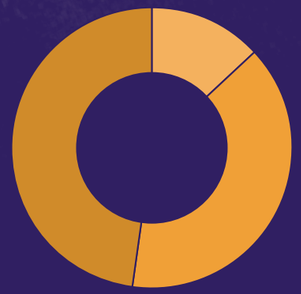
Program services	$	93,896,911
Management and general	$	14,563,292
Fundraising	$	1,747,711
Total	**$**	**110,207,914**

Operating deficit	$	- 5,318,611
Non-operating gains	$	2,402,383

Change in net assets for the year	$	- 2,916,228
Net assets at beginning of year	$	40,209,889
Net assets at end of year	$	37,293,661

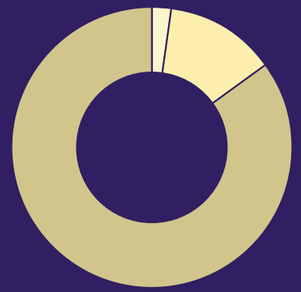
Platinum Transparency 2025 Candid.

The information presented above is drawn from Pathfinder International's financial statements, audited by RSM US LLP. They are available upon request or at **pathfinder.org/financials**.



Revenue

48% US government
39% Foundations, corporations, individuals, and other
13% Foreign governments and multilaterals



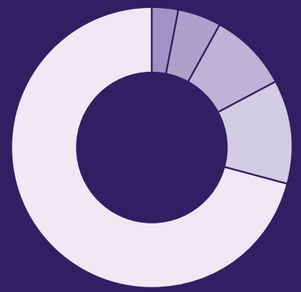
Expenses

85% Program services
13% Management and general
2% Fundraising



Program expenses by region

71% Sub-Saharan Africa
29% South Asia, Middle East, and North Africa



Program expenses by area

71% Contraception
12% Maternal and newborn health
9% Comprehensive abortion care
5% Climate Resilience
3% HIV and AIDS

At a gender-transformative approach workshop in the Charsadda district of Pakistan, Bibi Hajra, a climate champion, sits with her father. Hajra is a participant in Pathfinder's Advancing the Leadership of Women and Girls Towards Better Health and Climate Change Resilience program.

When women thrive, sustainable progress becomes possible.



PATHFINDER

pathfinder.org

Report design by Brevity & Wit