

Virtual Team Member Volunteer Program





Please mute your microphone & register your attendance in the survey in the chat. We will begin promptly at 10 am Central Time.



Virtual Team Member Volunteer Program





WPF GLOBAL EDUCATOR & WFM TM VOLUNTEER PROGRAM MANAGER Genie Bolduc

Thank you for joining!

- Register attendance in the survey in the chat.
- Please mute your microphone.
- Use the chat for questions and comments.



Virtual Team Member Volunteer Program









Virtual Team Member Volunteer Program





WPF DIRECTOR OF DEVELOPMENT AND OUTREACH Joy Stoddard

Joy joined Whole Foods Market in 2000 and Whole Planet Foundation in 2006. In her role as Senior Team Leader, she develops strategic partnerships and connects people to our mission of poverty alleviation. Having traveled in 42 countries and 48 states, she is inspired to share the transformative power of microcredit and create prosperity. Joy has been awarded All*Star six times, Team Member of the Year and numerous leadership recognitions from Whole Foods Market. Previously, she coordinated training programs at the International Monetary Fund for six years. She has a B.A. from Washington and Lee University and speaks French and Spanish. Joy enjoys Austin with her husband Scott and teenager Roman.

WHOLE FOODS MARKET



Whole Foods Market Team Member Volunteer Program

Launched in 2007

Over 850 WFM Team Members have participated in:

- learning about products for sale in WFM stores
- experiencing the culture and history of another community
- learning about the work of WPF, meeting microfinance staff and clients whose loans are funded by WPF
- providing community service
- sharing their experiences with fellow TMs and WFM shoppers

WHOLE FOODS MARKET









ζζ

TEAM MEMBER VOLUNTEER PROGRAM

6~

par ALAFFIA en Collaboratio avec Whole Foods Market J.E.P DJAMA









REGIONAL DIRECTOR, WEST AFRICA/MENA & INTERIM REGIONAL DIRECTOR, ASIA Claire Kelly

Claire joined Whole Planet Foundation in March of 2013 as Microfinance Field Program Manager for Africa/Middle East region. From Dakar, Senegal, Claire supported the regional portfolio with monitoring and evaluation of existing and new projects. She also worked on WPF's systems and lent remote support to the Asia region. Since 2016, Claire moved to Vietnam as the Asia/Pacific Regional Director. From her bases of Hanoi and then HCMC, Claire has developed this portfolio. As of mid-2020, Claire is relocating to London to work as WPF's West Africa/MENA Regional Director and will continue as Interim Asia/Pacific RD.

Prior to joining WPF, Claire served as a Peace Corps volunteer in the Extreme North of Cameroon from 2010-2012. Claire has a BA from Georgetown University and she also studied abroad in Scotland at the University of St. Andrews. Claire is passionate about the foundation's dynamic partners and their hard-working staff who bring financial services to excluded populations around the globe. While on and off the road, Claire enjoys yoga, swimming, reading and cooking.



Virtual Team Member Volunteer Program



GOAL: Help micro-entrepreneurs start and grow businesses as a path out of poverty

OBSTACLE: Entrepreneurs aren't able to get the capital they need to do this.

WPF SUPPORTS ORGANIZATIONS WHO HELP FINANCIALLY EXCLUDED MICRO-ENTREPRENEURS GET ACCESS TO BUSINESS CAPITAL.

WE SEEK PARTNERS WITH

- A strong social mission
- A strong organization
- A strong methodology

FIELD TEAM'S ROLE

- Find new partners
- Engage with active partners
- Seek ways to grow impact: better tools, new approaches
- Help tell the story of WPF's work



Virtual Team Member Volunteer Program





ASIA AND PACIFIC REGION

- First project in 2008
- Asia and Pacific Region
 - Authorized projects since 2008:
 - **5**2 projects
 - 21 countries
 - □ \$28.8 Million
 - Currently active: 21 partners



Whole Planet Foundation in India

WHOLE PLANET

FOUNDATION

- Whole Planet Foundation has three active partners in India.
- Two partners focus on microfinance and one partner focusses on Ultra Poor Graduation.
- Each partner works in a different geographic region.

CASHPOR – Traditional Group Microfinance
Trickle Up – Ultra Poor Graduation
Sampurna Training & Entrepreneurship
Programme (STEP) – Traditional Group
Microfinance

















CEO & DIRECTOR, SAMPURNA TRAINING & ENTREPRENEURSHIP PROGRAMME Abhijit Bera

Abhijit is founder and Managing Director of STEP. He is passionate about social upliftment. His academic background is Master in Social Work. He has more than 15 years of experience in microfinance and non formal trainings.

Prior to STEP, he worked in various roles in various microfinance companies in India. He headed a microfinance organization (NCRC) as Executive Director in collaboration with Entrepreneurship Du Monde (France). His role was to develop a model of social microfinance organization that will focus not only providing access to financial services but also to provide various socio-economic support without which the development of deprived families are limited. He was invited to describe this model in different country like, Cambodia, Philippines, Myanmar, Africa, Luxembourg and France.

In 2018, he was awarded as one of the youngest leaders in microfinance recognized by the regional microfinance association (WB-AMFI).

Sampurna Training and Entrepreneurship Programme











STEP is a non-profit organization that provides various innovative financial and nonfinancial services to tackle the social challenges faced by vulnerable sections of society. STEP is registered under section 25 of The Company Act 1956.

VISION

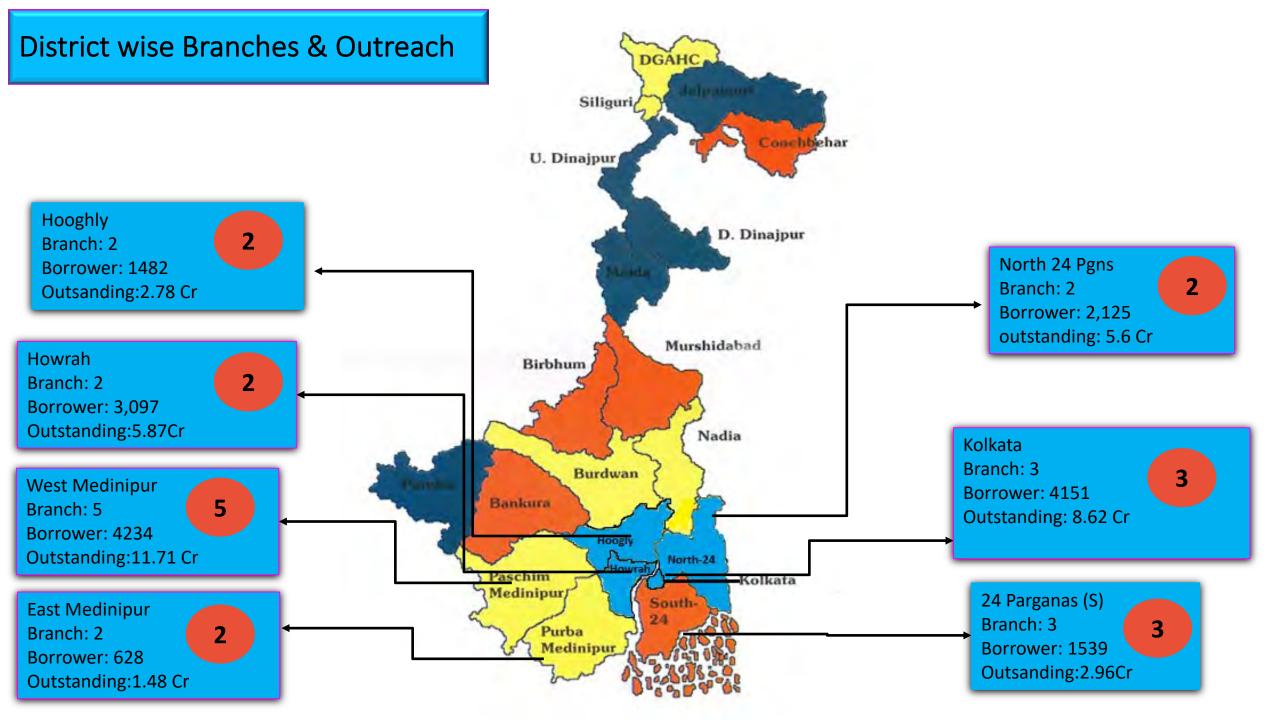
A flourishing society where vulnerable families are empowered to improve and strengthen their standard of living.

MISSION

To provide low income and disadvantaged families with sustainable adapted and innovative financial services, business development and access to employment and social services, building their self-reliance and capacity to realize their wishes.







Microfinance (As of June 2021)

We provide microcredit to low-income families mostly involved in informal business. The loan is given through a small group of 7-10 women. Collections take place at the group leader's house on a fortnightly (every 2 weeks) basis.

19 Branches 17,896

Active Borrowers

106 Staff

85%

Repayment Rate

30,910 INR

Average Loan Size (\$415 USD)

34.96 crores INR

Portfolio Outstanding (\$4.7 million USD)



Loan Product	Business Loan	Housing	Education	Medical
Loan Amount	1,000-50,000	1,000-50,000	1,000-50,000	1,000-50,000
Interest rate	26%	26%	26%	26%
Processing fees	1%	1%	1%	1%
Insurance fees	1%	1%	1%	1%
Duration	12/18/24	12/18/24	12/18/24	12/18/24
APR	29.01 %	29.01 %	29.01 %	29.01 %

Specificities

•

- Clients are treated as partners
- <u>Small</u> Group size (7-10)
- Prepayment facility at any time.
- Prepayment <u>charges nil</u>
- Access to wide range of socioeconomic services







Partner (Client) Profiles

Momena Begum Krishna Santra

STEP Partner Profile Momena Begum

STEP Partner Profile Krishna Santra



Credit Plus Services

Business management Training • STEP provides short trainings. Trainings are provided to groups of 7-10 women in their community. Various attractive tools and interactive methods are used to ensure good participation.

Social & Health Training

 Poor knowledge and lack of access to basic health services makes the life of slums dwellers more deplorable. In order to raise awareness in the community, STEP decided to start a campaign on various social and health issues.

Vocational Training

 In order to increase employable skills amongst community members, STEP provides low-cost vocational training on skills such as beautician, tailoring, various crafts, etc.















Financial Literacy Training

(2 videos)

STEP Financial Literacy Training



STEP Financial Literacy Training

The danger of over-indebtedness









Sanitizer & Phenyl Distribution

5000 Partners (clients)



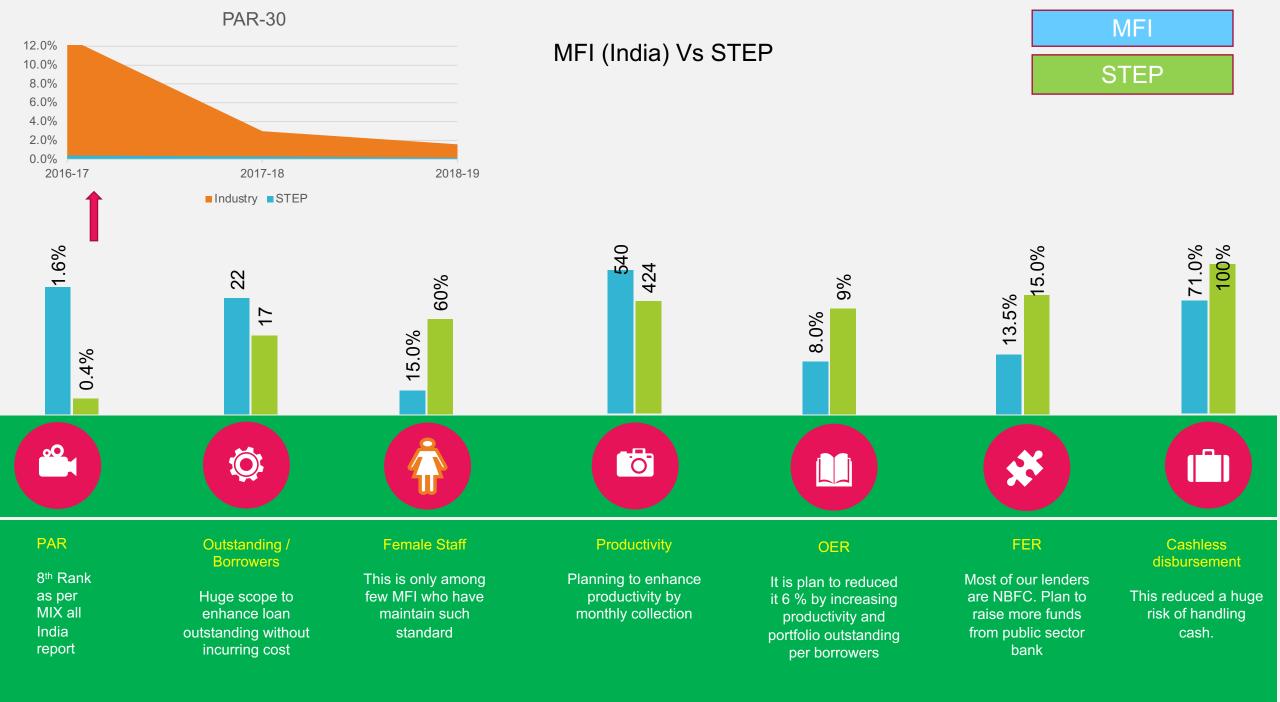
Mask Distribution Supported by

Funds to 1200 Families

3



Food Distribution to 1500 Families



Lenders and other Partnerships







Virtual Team Member Volunteer Program



Questions for Abhijit and Claire? Please type them in the chat.





Virtual Team Member Volunteer Program



10-minute break Please return at 11:10 AM Central time



Virtual Team Member Volunteer Program





TOUR OPERATOR Ashvin Kumar

Energetic, enthusiastic and eccentric storyteller and content creator from Mumbai, India. When I am not travelling for fun, I am travelling for work. I consider myself a great mediator between the east and the west and between the USA and India to be precise. I also create short movies.

































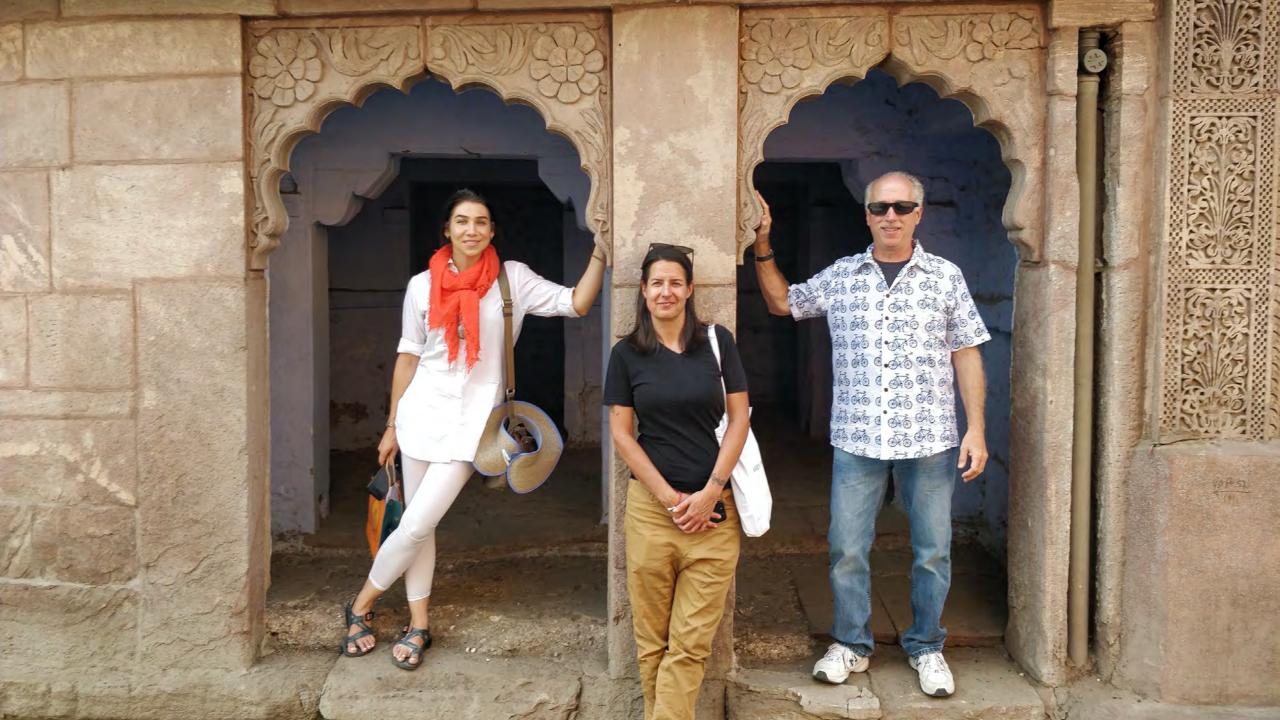


































This elementary school built by GRAVIS at Khara was dedicated in January 2012 to honor the family of Sh. Rakesh Dave for their generous contributions to the local village communities. Chief Guest - Nioma Sadler Presided by - Shashi Tyagi Infakt gitt खारा में निर्मित इस विद्यालय भवन का उद्घाटन जनवरी 2012 में श्री राकेश दवे एवं परिवार को समर्पित कार हुए हि मुख्य अतिथि

14

100

dit.

0































WHOLE FOODS MARKET



Heather Griffith WFM Rocky Mountain Trolley Square

TM Volunteer in India in 2015 and 2017

TEAM MEMBER VOLUNTEER PROGRAM





J'GE





WHOLE FOODS MARKET TEAM MEMBER VOLUNTEER PROGRAM

RO CCE

WHOLE FOODS MARKET TEAM MEMBER VOLUNTEER PROGRAM



5



σ°ε







WHOLE FOODS MARKET

GG2





WHOLE FOODS MARKET

σ°ε





Whole Foods Market

Virtual Team Member Volunteer Program



Questions for Heather & Ash? Please type them in the chat.







Whole Foods Market

Virtual Team Member Volunteer Program





EXECUTIVE DIRECTOR, TRADITIONAL MEDICINALS FOUNDATION Jamie Horst

Since March of 2019, Jamie Horst has been serving as Executive Director of the Traditional Medicinals Foundation. In addition, Jamie leads TM's purpose activations at Traditional Medicinals, in addition to managing community outreach, social engagement in global sourcing communities, sustainable operations and development of the company's 2030 climate change mitigation strategies.

Previously, Jamie was Senior Director of Corporate Responsibility at McKesson Corporation, Senior Director of Employee Engagement at Visa Inc., and Director of Community Engagement at Alcoa Foundation. A 2015 Presidio Fellow, Jamie has worked to build coalitions across nonprofits, governments and the private sector to address challenges from different perspectives and strengths.

Jamie holds an MBA from the University of British Columbia and an MS in Sustainability from the University of Vermont.

Traditional Medicinals

ADITIO

FOICINAL

S

Who are we?

- Our Purpose: To inspire active connection to plant wisdom in service of people and planet.
- Fourth largest bagged tea company in US¹
- Largest medicinal tea company
- Natural medicine formulation quality & expertise
- Four decades of social business leadership



¹Source: SPINS 52 weeks ending 9/06/20 Total MULO+ HNF Enhanced

Our Soothing Herbal Remedies Solve Real Problems

- The only medicinal tea company with medicinal grade herbs. This means that the identity, strength, purity, composition and quality of the ingredients used are tested for efficacy.
- Solution 59 Bagged Teas, lozenges, capsules and tinctures address many needs such as: detox, laxative, relaxation/ sleep, digestion and women's health. It represents the largest product offering in the category.





Traditional Medicinals Is a Botanical Wellness Company



PRE/POST NATAL





URBAN MOONSHINE®



HERBAL TINCTURES

LAXATIVE CAPSULES

Herbal Formulation Expertise

- 7 on-staff herbalists with over 100 years of combined experience
- * Authored 25 books, leadership positions in industry
- Backgrounds in biology and chemistry (including 3 PhDs)

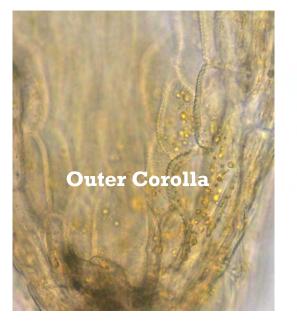


Medicinal Grade Herbs

- Medicinal grade herbs are more potent than commonly used food grade herbs. This quality ensures our teas deliver their intended therapeutic effect.
- We maintain specific quality markers to ensure the potency of the herbs
- Our chamomile tea is made from only the white and yellow, tiny, daisy-like flowers or "capitulas", (no stems and leaves here) where the potent volatile oils are found

Capitulum = Flowerhead The pharmacopoeial part







The science of delivering high quality herbs



- Botany/Chemistry
- Aroma & Taste (Organaleptic)
- Microbial (testing for pathogens)
- Physical Analysis
- Testing for Pesticides
- Testing for Heavy Metals



These tests guarantee:

- Identity
- Purity
- Strength
- Composition



Efficacy and Safety

What's in your cup of Traditional Medicinals tea?

A tea composed of organic, Non-GMO Project Verified, responsibly sourced medicinal grade herbs with active, therapeutic ingredients

A tea bag that's compostable, Non-GMO Project Verified, Rainforest Alliance-certified and made from both sustainably harvested abacá leaf fiber and wood pulp into a double-chamber design that ensure better... herbal extraction (no chemical sealants!)

A string made from Non-GMO Project Verified cotton

A tag made from FSC-certified paper.....

Transparency

We rely on independent certification organizations to demonstrate our corporate commitment to social business. From the fields where our herbs grow to our manufacturing facility and offices in Sonoma County, California, we prioritize and measure our environmental, social and economic impact.







USDA

ORGANIC











SOURCING

2.98 MM lbs Organic Herbs Purchased UP 11.4% SINCE 2019

99.6% Organic Herb Volume

782Klbs

fair and ethical trade purchases

Fair Trade and FairWild certifications support farmers and collectors with verifiable labor, social, and economic standards; promoting partnerships based on dialogue, transparency, and respect, building greater equity in the international trade system.

\$152K est. fair trade premium contributions UP 27.6% SINCE 2019

Fair trade premiums are paid to farmers and collectors in addition to the price paid for their crops. This premium estimate reflects supplier reporting, the adjusted number for FY19 is \$119k.

OPERATIONS

90.08% Waste Diversion from Landfill 654 TONS DIVERTED FROM LANDFILL

2020 Highlights

COMMUNITY



125.7 B Corp Score

Best Place To Work 2020 SONOMA COUNTY, NORTH BAY BUSINESS JOURNAL

2020 Real Leaders Impact Award

94.7% Family Living Wage

1.3% increase from FY19. We are excited to be close to 100% Family Living Wage. We are working across our sites to raise all our employees' wages above the MIT standard.

54% of Company Managers identify as female 5 New Nonprofit partnerships

250 tons

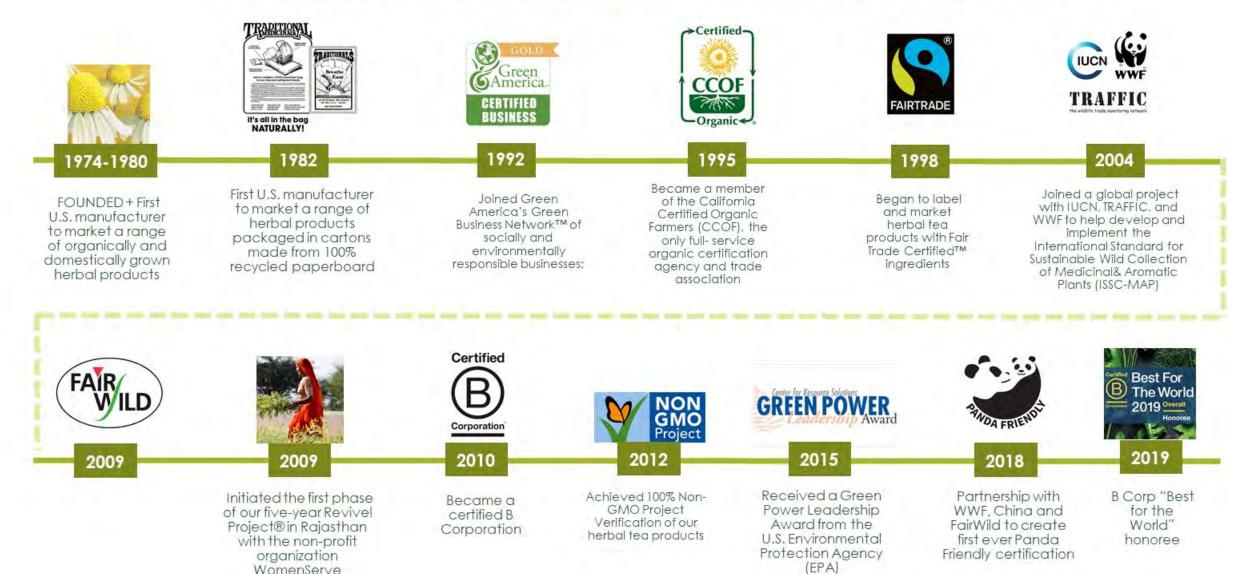
of Carbon Offsets purchased We offset 100% of our company carbon Scope 1 & 2 emissions.

100% Local Renewable Power

Traditional Medicinals and Urban Moonshine facilities operate on 100% renewable electricity. We purchase carbon offsets for gas emissions, making our energy footprint 100% renewable.

fill of Mixed, Plastic, and Cardboard Recycling UP 6% SINCE LAST YEAR

A History Of Social Business Leadership





Supporting Sonoma County

Traditional Medicinals Foundation supports each partner with annual grants, product donations, and employee volunteerism.



How We Support Our Source Communities

Living Income

• To strive for fair wages and secure additional and/or diverse sources of income for farmers and collectors to help supply chain communities reach a Living Income.

Equity & Capacity Building

• To create opportunities for capacity building designed for farmers, collectors, and community members that are marginalized or experience greater barriers to market access.

Living Standards

• To ensure farmer and collector households maintain access to health, shelter, and hygiene facilities and/or essential services.

Climate Justice

• To implement infrastructure that increases resilience to climate change, ecological integrity of farming and collecting methods, and environmental sustainability of supply chain.

Emergency Response

• To support supply chain communities in times of urgent need.









COVID-19 Emergency Relief

GEORGIA & ZIMBABWAE Rosehip, Licorice Root, and Lemon Balm Leaf

Theme: Emergency Response

Project: Farmers and collectors are facing extreme hardship during this pandemic.

In response to survey data collected by our supply partner, the Martin Bauer Group, we are providing; emergency food, hygiene products, and nutritional supplements to over 2,500 farmers, collectors and their families.



Healthcare and Economic Empowerment

EGYPT: CHAMOMILE FARMERS

Themes: Living Standards, Equity & Capacity Building

Description: TM sponsored 2 Medical Caravans with doctors with a range of specialties. A 6 month series of recurring workshops focused on themes of Economic Empowerment for Women, and Family Health.

Impact: 952 people received services through the medical caravans. 300 people attended Health Awareness Workshops, and 100 women completed Economic Empowerment trainings.





5

Sanitation: Family Bathrooms

PARAGUAY: LEMONGRASS FARMERS

Theme: Living Standards

Project: 31 Farmers were given materials and instruction to build and maintain basic, modern bathroom facilities.

Impact: Improved hygiene and sanitation practices, and reduced risk of water contamination, 31 bathroom facilities completed!



Community Improvement: Playground

GEORGIA: LICORICE COLLECTORS



Theme: Living Standards

Description: The local school, where farmers and collectors send their children, was recently modernized but had no safe outdoor play space. TM sponsored the construction of a playground on the school grounds.

Impact: This playground gave over 20 children a fun and safe place to play outside at school.



Income Generation: Dairy Cattle GEORGIA: ROSEHIP COLLECTORS

Theme: Living Income

Description: 21 collector families were provided with a dairy cow, as well as workshops on themes of cattle husbandry, food safety and hygiene, and traditional Georgian cheese making.

Impact: Families are able to save money by making their own cheese at home and earn extra income by selling their extra cheese at market.



PROJECT

GOOD

OCIAL

S

Sustainable Cultivation Training INDIA: SENNA FARMERS

Theme: Equity & Capacity Building

Project: Driving sustainable farming practices through implementation of Good Agricultural and Collection Practices (GACPs) with an incentive-based program for 30 female farmers.

Impact Goals: Social and Economic Empowerment for women farmers and building sustainable agricultural practices.

Nonprofit partner: WomenServe





S





Virtual Team Member Volunteer Program





Questions for Jamie? Please type them in the chat.



Virtual Team Member Volunteer Program



10-minute break Please return at 12:10 PM Central time



Virtual Team Member Volunteer Program





FOUNDER, WOMENSERVE CO-OWNER & GOODWILL AMBASSADOR TRADITIONAL MEDICINALS INC CO-FOUNDER, TRADITIONAL MEDICINALS FOUNDATION Nioma Narissa Sadler

Nioma has spent her life working on social change for women and girls.

Denied a formal education by parents she describes as 'gypsies' and 'isolationists', Sadler longed for traditional education. Public libraries became Sadler's refuge and classroom. She became obsessed with the stories and biographies of women and girls, and it was these stories that forged Sadler's lifelong commitment to storytelling as an authentic means of advocacy.

In 2006, her dedication to social work led her on a journey into Traditional Medicinal's herb sourcing communities in Western Rajasthan, India. While listening to the stories of women and girls in these communities Sadler began to document their hardships through filmmaking in an effort to raise awareness and create opportunities. It was there and then that WomenServe's work officially began.

Sadler's advocacy has contributed life-changing developments for over 12,000 beneficiaries in India. Nioma bases her community development philosophy on the teachings of Mahatma Gandhi and Dr. Martin Luther King, Jr. and takes her life mantra, "Love and Serve," from India's spiritual leader, Amma.







WHO WE ARE

WomenServe is a nonprofit that seeks to **unlock the potential of women and girls in Western Rajasthan, India** by increasing access to water, health and hygiene, education, and economic empowerment.



BICYCLES Provide access to education



WATER SECURITY

Traditional systems catch and store rainwater for year-round water access



SCHOOLS

Support girls' enrollment, access and continuing education



SELF HELP GROUPS Provide skill building, investing & income generation



HEALTH & HYGIENE

Training camps and supplies promote nutrition & hygiene

HOW WE HELP

We partner with nonprofits, impact funds, and social innovators to build community systems that promote lasting access to resources that fuel sustainable change.

RAJASTHAN

- Rajasthan is the largest state in India, covering 10.5% of the land area
- Population: 68 million
- 75% of the population lives in rural areas

THE THAR DESERT

- Makes up 2/3 of Rajasthan
- Most densely populated desert in the world
- Rainfall is between 100-370 mm per year, causing gaps in water access of up to 5-6 months of the year



The Thar Desert is one of the hottest places on Earth.

75% of families don't have water at home.

Conditions are brutal—particularly for women and girls.





In these hot conditions, the cultural norm dictates that women and girls must find water for their families.

This means carrying 40-pounds of water on their heads from the nearest catchment pond, carrying it for up to 10 hours a day on their heads.

This is a lifetime burden—physically and emotionally—that women must bear.

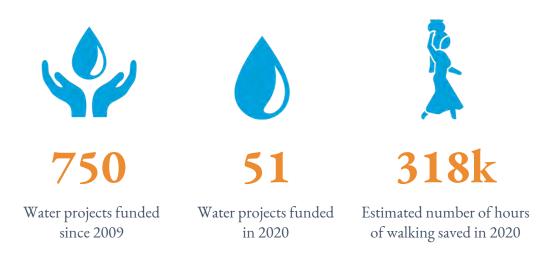
Taanka: rainwater catchment tank

A 10 x 10 foot cement tank, based on a modified indigenous technology that allows storage and access to water right at home — ending the generational burden of water collection.

WATER SECURITY

Access to safe, clean water is crucial to sustaining life. Water security interventions strive to reduce the vulnerabilities of communities from recurring water scarcity due to environmental conditions.

- **Taanka**: rainwater catchment tank
- **Naadi**: village pond for collecting rainwater
- **Khadin**: rainwater harvesting system for agriculture







HEALTH & HYGIENE

Promotion of good health and proper hygiene practices underscores our comprehensive efforts in achieving inclusive development targets.

- Hygiene Training Camps
- Animal Husbandry Camps
- Healthcare Supplies



School and community toilets built since 2009



Families directly supported through COVID Relief

EDUCATION

Education initiatives aim to improve the physical infrastructure of schools, develop a model for nonprofit school management, and emphasize inclusive and sustainable education models

for girls.

- Curriculum Resources
- Mentorship Programs
- School Management Committee Trainings



14

Schools supported since 2009



Students enrolled in schools in 2020





ECONOMIC EMPOWERMENT

Interventions offer training in indigenous handicraft techniques, social and economic support, and best practice knowledge banks to improve income generation and bolster entrepreneurial activity.

- Self Help Group Formation
- Financial Trainings
- Handicraft & Skill Trainings



108

Women engaged in income generating activities through the Thar Artisan Collective



Number of women who are members of a Self Help Group













We believe that when women and girls have access to education and economic resources, they have the power to create change and opportunity for themselves and future generations.



Virtual Team Member Volunteer Program





Questions for Nioma? Please type them in the chat.

Volunteer Opportunities

Join us to help raise awareness and change her life.

The Day of the Girl

October 11, 2021

Become an Ambassador!

Join our email list at womenserve.org to stay informed. Look out for an invitation to sign up to be an ambassador & bring the Day of the Girl home!

How you can help:

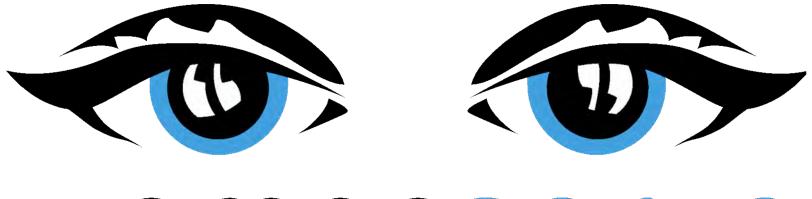
- Set up a virtual film screening to teach your team about gender issues
- Get the WomenServe toolkit including event details and discussion
- Join the digital movement and help spread the word, #DayoftheGirl2021 @womenserve



The Artisan Store

Shop beautiful handmade items crafted by artisans in India. 100% of proceeds from your purchase will support women and girls in Rajasthan.

shopwomenserve.com



womenserve

www.WOMENSERVE.org









Virtual Team Member Volunteer Program



Questions & Appreciations

