MENTORSHIP THAT MOVES YOUR CAREER

2025

Annual Report

The year Wevise ran its first full mentorship cohort and rebuilt the organization underneath it.

Wevise · An Oregon nonprofit corporation · 501(c)(3) · EIN 92-2591102

For the year ended December 31, 2025

FROM THE CHIEF EXECUTIVE OFFICER

2025 was a rebuilding year. We are not going to describe it as anything else.

Wevise entered 2025 with a plan and left it with a working program, a mostly new leadership team, and an honest read on what we can and cannot yet prove.

Here is the short version. We ran our first full mentorship cohort, the Chicago TechPath Alliance, from June through December. We changed chief executives mid-year. We rebuilt the senior team almost entirely. We set a $100,000 fundraising goal and raised $7,435 against it. And we closed the year carrying a compensation obligation from a prior agreement that exceeds anything we raised.

None of that is comfortable to write. All of it is true, and a funder who is going to trust us with real money deserves to read it from us rather than find it themselves.

What I want you to take from this report is the difference between the two halves of that story. The program ran. 32 participants and 28 mentors moved through a six-month cohort that we designed, staffed with volunteers, and closed out with a wrap session in December where mentees told their own stories. That is operational proof. The model runs.

The organization around the program is what needed the work, and that is where 2025 went. We replaced or added leadership across operations, technology, programs, finance, and marketing. We brought on our first Chief Financial Officer in October, which is how you are reading real financial statements at all. We moved the platform onto a cheaper and more durable database. We proved out multi-cohort architecture. We did not add the senior engineers we wanted, and I would rather say that plainly than let the omission pass.

On money, we learned something specific and useful. Our fundraising did not stall because the mission is weak. It stalled because we were pitching software instead of a product, and because we could not yet articulate an impact thesis that a foundation could underwrite. That is a fixable problem, and fixing it is the center of our 2026 plan.

We finished 2025 with $625 in the bank and more resolve than capital. In 2026 we are converting the second into the first.

Jon N. Leinen
Chief Executive Officer
Board President (2026)

THE YEAR IN NUMBERS

2025 at a glance

Every figure below is drawn from Wevise records for the year ended December 31, 2025. Where we do not have a number, we say so rather than estimate one.

32 Cohort participants, Chicago TechPath Alliance	**28** Volunteer mentors matched to participants	**6** Months of active cohort programming	**100%** Free to every participant
$7,435 Total contributions and grants received	**78.7%** Of operating expenses excluding the legacy obligation, to program	**$0** Paid staff. Wevise is run entirely by volunteers	**11** New volunteers onboarded from August 1 forward

What the cohort proved, and what it did not

The Chicago TechPath Alliance ran from a kickoff on June 3, 2025 to a wrap session on December 9, 2025. It demonstrated that we can recruit participants and mentors at the same time, match them, hold a mid-program correction, and finish. That is operational viability, and it is genuinely what we set out to test in the first cohort.

It did not prove long-term career impact, and we are not going to claim it did. We do not have completion rates, goal-attainment rates, or post-program survey results from Cohort 1 that meet a standard we would put our name on. Building that measurement discipline is a named 2026 priority, described on page 09.

> **OUR STANDARD FOR THIS REPORT**
>
> Wevise reports what it can source. Figures in this document come from board materials, program records, and financial statements prepared by our Chief Financial Officer. Where a number is unavailable or unverified, the report says so instead of substituting an estimate. We would rather publish a smaller number we can defend than a larger one we cannot.

Where the money went

Program services — mentorship platform and technology $4,788 78.7%

Management and general, excluding legacy officer compensation $1,137 18.7%

Fundraising — transaction fees on contributions $156 2.6%

Percentages are of $6,081 in operating expenses, which excludes a $22,065 non-cash officer compensation obligation carried under a prior agreement. Including that obligation, total 2025 functional expenses were $28,146. Both figures are presented in full on page 07 and in the statements beginning on page 10.

PROGRAM

The Chicago TechPath Alliance

Talent is everywhere. Access is not. Wevise exists to close the gap between capable people and the informal systems that quietly decide who moves forward in a technology career.

Those systems are real and unevenly shared. The quick message about which team is hiring. The honest read on a manager before you take the job. The introduction from someone who knows both you and the opportunity. Our first full cohort tested whether that access can be delivered deliberately instead of left to chance.

How the year ran

FEB – MAY	**Recruitment and onboarding.** Interest forms opened in late February. Registration closed May 25, 2025, with more than 100 people having begun onboarding.
JUNE 3	**Program kickoff.** Mentors, mentees, and community partners convened to launch the 2025 cohort.
JULY	**Matching at scale.** Matching ran through the summer alongside a LinkedIn workshop with Code Your Dreams. Matching latency emerged as our clearest operational weakness.
SEPT 8	**Mid-program correction.** We convened participants for a structured Start, Stop, Continue review, took the feedback unedited, and re-aligned goals for the second half.
OCT 21	**Community programming.** “Overcoming Imposter Syndrome with Wevise” drew 15 confirmed attendees.
DEC 9	**Cohort wrap.** Mentees and a mentor shared their experiences directly with the group. The session was recorded for the wider volunteer community.

What participants told us

We asked for candid feedback at the September mid-point and we got it. The most useful comments were not the compliments.

> **IN PARTICIPANTS' OWN WORDS**
>
> “My mentor has been very attentive with me, good communication, very understanding.”
>
> “I waited a little over a month before I got matched and in that time I didn't receive any communication about the match process, so I felt like I was in limbo.”
>
> “I did expect a bit more structure from the program. It was marketed as a tech path that did not require previous tech experience but it depends a lot on self initiative. For people new to tech that is very hard.”

Two of those three are criticisms, and both are now design constraints rather than complaints. Matching latency and communication during the waiting period are the reason Cohort 2 was shortened to a tighter, more structured window. Feedback that changes the program is worth more than feedback that flatters it.

Partnerships

We signed a referral agreement with YUPRO in July 2025, reviewed pro bono by outside counsel. We also ended a partnership during the year with an organization that was unable to meet its commitments. Ending a partnership that is not working is a program decision, not a failure, and we would rather carry fewer partners who deliver.

ORGANIZATION

Rebuilding the organization around the program

The program held. The organization around it is what 2025 rebuilt, and that rebuild included the chief executive.

The leadership transition

Janice Levenhagen resigned as Chief Executive Officer in July 2025 after more than two years leading Wevise. She brought the mentorship platform to life and built the partnerships the organization still runs on. As Board President, I stepped in as Interim Chief Executive Officer in August while the board ran a search.

On November 24, 2025, the board met in special session and voted unanimously on a permanent structure. I resigned as Board President and accepted the Chief Executive Officer role. Cyrus Kazi, one of our earliest board members, became Board President. Janice Levenhagen was invited to join the Board of Directors. For the final five weeks of 2025, Wevise had a Board President who was not also its chief executive.

Wevise has at times concentrated the Board President and Chief Executive Officer roles in one person. That concentration is transitional, not structural, and the succession that ends it is described on page 08.

A senior team built almost from scratch

Between May and December 2025 Wevise seated a Chief Operating Officer, Chief Technology Officer, Chief Financial Officer, Chief of Staff, Head of Product, Head of Programs, Head of Project Management, and Chief Marketing Officer. Every one of those roles is volunteer. Nobody at Wevise drew a salary in 2025.

Two appointments deserve specific mention. Rebecca Randle moved from running the Chicago cohort to Head of Programs, which is the promotion you make when someone has proven the work rather than described it. Stephen Piwnicki joined as our first Chief Financial Officer in October. Before that, Wevise had no dedicated finance function. The statements at the back of this report exist because he built one.

What we did not finish

We are naming the misses because a report that only lists wins is not worth reading.

- We did not add the two to three senior engineers we targeted by year end. Recruiting carried into 2026.
- Planned refreshes of the conflict of interest, DEI, and volunteer policies did not reach adoption.
- Directors and officers insurance, a formal data security policy, and a volunteer classification review were identified as gaps at year end.
- Turnover was real. Several leaders who joined during 2025 had departed by the time this report was prepared, which is why page 08 lists both rosters.

Volunteer operations

We onboarded 11 new volunteers from August 1 forward and began tracking retention, which ran at 92 percent for September. A satisfaction survey returned a 33 percent response rate with 60 percent top-two-box satisfaction. Volunteers rated our application and interview process the strength, and named onboarding, training, and role clarity the weakness. We agree with them.

PLATFORM AND TECHNOLOGY

Building a platform we can actually afford to run

Mentorship platform and technology is our entire 2025 program expense, at $4,788. Here is what that bought.

Infrastructure decisions

The consequential technology decision of 2025 was not a feature. It was moving our database off DigitalOcean and onto Supabase, which we moved to for lower cost and added redundancy. For an organization operating on a few thousand dollars a year, infrastructure cost is a program decision.

Alongside that, the engineering team completed a proof of concept for multi-organization and multi-cohort architecture. Cohort 1 ran as a single program. Cohort 2 and everything after it needs the platform to hold several programs, several partner organizations, and several cohorts at once without a code change for each. That work was scoped, reviewed, and proven in 2025.

What shipped

- Production release and database migration completed in January.
- Partner organization configuration, so each partner can run under its own subdomain and branding.
- A mentor and mentee pipeline view, letting the programs team see everyone's stage without engineering help.
- Resolution of a scheduling defect that prevented mentors from accepting proposed meeting times.
- Profile picture management, mentee mentorship history, a Node runtime upgrade, database foreign key relations, and a move of admin management out of code and into the database.

> **A DELIBERATE CONSTRAINT**
>
> In November 2025 leadership set the platform's role for the year ahead: a foundational asset for learning, not a primary revenue driver. The focus is bug fixing and user experience in service of program quality. We are stating that plainly because it is the opposite of how most nonprofits describe their technology, and because pretending otherwise is what made our fundraising harder.

Giving infrastructure

In the fourth quarter we rebuilt how donations actually reach us. We added a donation button to every page rather than to one buried page, enabled recurring gifts, added one-click payment options, and updated our listings in the nonprofit directories that grantmakers check for credibility. These are unglamorous changes. They are also the difference between someone intending to give and someone giving.

Self-sufficiency for the programs team

A quiet theme ran through the year's platform work: reducing how often the programs team has to ask an engineer for something. Admin management moved into the database. Pipeline visibility moved into a view. Partner configuration became data rather than code. With a volunteer engineering team, every request that does not have to be filed is capacity returned to the program.

FINANCIAL SUMMARY

The financial picture, stated directly

Wevise raised $7,435 in 2025 and recorded $28,146 in total functional expenses. Of that, $22,065 is a non-cash compensation obligation under an agreement entered before the current chief executive took office. Both numbers matter, and they tell different stories.

Operations ran a small surplus

Set the legacy obligation aside, because it is an accrual rather than money that moved. Wevise spent $6,081 running the organization in 2025 against $7,435 raised, a surplus of $1,354. Cash grew from $271 to $625 over the year, all of it unrestricted. Small numbers, but the direction is correct and it was achieved with no payroll.

$7,435	$6,081	+$1,354
Contributions and grants received in 2025	Operating expenses excluding the legacy obligation	Operating surplus on that basis

The legacy obligation

Wevise's compensation agreement with its then part-time Chief Executive Officer, engaged as an independent contractor, applies retroactively from September 1, 2023 and ran through her departure on August 11, 2025. It provides a monthly fee of $3,000, payable in installments and contingent on retaining a minimum cash reserve after each payment. Total compensation earned is $70,065, of which $4,000 has been remitted. The $22,065 recognized in 2025 is the reason the year shows a deficit.

We disclose it prominently rather than folding it into an aggregated administrative line. It is 78 percent of reported 2025 expenses. The contingency structure means it is satisfied from available funds and, upon dissolution, creates no personal liability for board members.

Wevise also entered 2025 with net assets of ($44,729), reflecting $48,000 of compensation accrued to the same individual before 2025 less $4,000 remitted; the full $66,065 obligation is one creditor, disclosed in Notes 4 and 6.

Fundraising: the honest account

We set a public goal of raising up to $100,000 by December 31, 2025, launched the campaign in late October, and raised $7,435. A miss that size requires an explanation rather than a footnote.

The effort was not absent. We built donation infrastructure, posted development and grant writer roles, updated listings, ran social outreach, and brought on a volunteer grant manager to start December 1. What did not run: the email sequence, newsletter sends, and blog series were all unstarted at the end of November. A volunteer campaign with one working channel is a campaign with one channel.

> **WHAT WE ACTUALLY LEARNED**
>
> Institutional and individual donor outreach was difficult because we could not articulate our impact or our distinct advantage against established organizations. Reviewed honestly by our own board, the problem was that we were selling software rather than a product, and had not digitized a theory of change a foundation could underwrite. Building one is the first item in our 2026 plan.

LEADERSHIP AND GOVERNANCE

Who ran Wevise in 2025, and who runs it now

2025 saw substantial leadership turnover. Rather than list only today's team and imply a continuity that did not exist, this report shows both rosters.

BOARD OF DIRECTORS AS CONSTITUTED AT DECEMBER 31, 2025

Cyrus Kazi
Board President, from November 24, 2025

Jon N. Leinen
Board President through November 24, 2025

Megan Mulholland
Director

Maggie Faust
Director

Hilary Baker
Director

Two directors resigned during 2025; restoring board size continued into 2026. Janice Levenhagen was invited to join the board in November 2025 and is seated on the current board.

SENIOR LEADERSHIP DURING 2025

Janice Levenhagen
Chief Executive Officer, through July 2025

Jon N. Leinen
Interim CEO from August; CEO from November 24

Kerry Lambert
Chief Operating Officer, from May 2025

Ravi Yenduri
Chief Technology Officer, from June 2025

Stephen Piwnicki
Chief Financial Officer, from October 2025

Kay Brown
Chief Marketing Officer, October to December 2025

Stephanie Ayala
Chief of Staff, from September 2025

Rebecca Randle
Head of Programs, from September 2025

Natalia Gonzalez
Head of Product, from September 2025

Jim Loiselle
Head of Project Management, from September 2025

LEADERSHIP TODAY, AT PUBLICATION

Board leadership changed again in 2026; Jon Leinen was elected Board President in July 2026.

Jon N. Leinen
Chief Executive Officer and Board President

Stephen Piwnicki
Chief Financial Officer and Board Treasurer

Ross Harrison
Chief Operating Officer

Oksana Isakov
Chief Technology Officer

Ashley Jordan
Chief Programs Officer

Aruna Inalsingh
Chief Marketing Officer

Melissa Lochman
Chief of Staff

Ravi Yenduri
Board Secretary

CHIEF EXECUTIVE SUCCESSION

A board search committee is seated and recruiting a Chief Executive Officer to take office effective January 1, 2027. The current combination of Board President and Chief Executive Officer in one person is transitional and ends at that handoff.

Wevise is run entirely by volunteers, from leadership through mentors. This report names board members and senior leadership only; volunteer turnover through 2025 was high enough that a full roster would misrepresent any given moment.

LOOKING AHEAD

What 2026 has to deliver

In November 2025 leadership set five pillars for the year ahead. They are written against the specific weaknesses 2025 exposed, not against an aspirational vision. A governance workstream runs alongside them.

01

Brand story

Build the impact thesis we did not have. Foundations require a documented theory of change before they will underwrite a program. Our 2025 fundraising failed on this specifically, and no amount of outreach volume substitutes for it.

02

Platform evolution

Carry the multi-cohort proof of concept into production, fix the defects Cohort 1 surfaced, and keep infrastructure cost flat. The platform serves program quality. It is not the product we sell.

03

Program evolution

Cohort 2 returns to Chicago rather than expanding to a new city, and runs on a shorter, tighter schedule. Depth before geography. The matching latency that participants named is the first thing being fixed.

04

Volunteer focus

Our volunteers told us onboarding, training, and role clarity were weak. With no payroll, volunteer experience is our operating model, and a 33 percent survey response rate is itself a signal worth acting on.

05

Sustainability

Move off a single fundraising channel. Run the email, newsletter, and grant tracks that went unstarted in 2025, with dedicated grant capacity rather than borrowed attention.

PLUS

Governance and compliance

Directors and officers insurance, data security policy, cyber coverage, and a volunteer classification review. These were identified as gaps at the close of 2025 and are being closed in 2026, not deferred.

What we will measure, and report

The most important commitment in this document is not a program target. It is a measurement standard. Cohort 1 gave us operational proof and no outcome data we would stand behind. That will not be true of Cohort 2.

We are building follow-up data collection into the cohort design rather than bolting it on afterward, so that the next report can speak to whether career outcomes actually become more consistent when access is delivered and tracked rather than left to chance. If the evidence does not hold up, we will say so and change course. We would rather be credible than impressive.

> **“It showed us the model works operationally. It did not prove long-term career impact, and we won't claim it did.”**
>
> WEVISE, ON COHORT 1

A strategic business plan covering 2026 through 2028 was drafted in December 2025 and presented to the board in January 2026. The vision it carries is launching in six cities by the end of 2027. That target is only credible if the measurement discipline above comes first, which is the order we are working in.

APPENDIX — FINANCIAL STATEMENTS

Statement of Financial Position and Statement of Activities

For the year ended December 31, 2025. Accrual basis under US generally accepted accounting principles. Prepared by management; not audited. See notes, page 12.

Statement of Financial Position

ASSETS, LIABILITIES, AND NET ASSETS	DEC 31, 2025
ASSETS	
Cash and cash equivalents	$ 625
Contributions and grants receivable	—
Total assets	**$ 625**
LIABILITIES	
Accounts payable and accrued expenses	$ —
Contingent liability	66,065
Total liabilities	**$ 66,065**
NET ASSETS	
Without donor restrictions	($ 65,440)
With donor restrictions	—
Total net assets	**($ 65,440)**
Total liabilities and net assets	**$ 625**

Statement of Activities

REVENUE, SUPPORT, AND EXPENSES	YEAR ENDED DEC 31, 2025
REVENUE AND SUPPORT	
Contributions and grants, gross	$ 7,435
Net assets released from restrictions	—
Total revenue and support	**$ 7,435**
EXPENSES	
Program services	$ 4,788
Management and general	23,202
Fundraising	156
Total expenses	**$ 28,146**
Change in net assets	**($ 20,711)**
Net assets, beginning of year	($ 44,729)
Net assets, end of year	**($ 65,440)**

APPENDIX — FINANCIAL STATEMENTS

Statement of Functional Expenses and Statement of Cash Flows

Statement of Functional Expenses

CATEGORY	YEAR ENDED DEC 31, 2025
PROGRAM SERVICES	
Mentorship platform and technology	$ 4,788
Total program services	**$ 4,788**
MANAGEMENT AND GENERAL	
Marketing and communications	$ 784
Officer compensation	22,065
General and administrative	353
Total management and general	**$ 23,202**
FUNDRAISING	
Transaction fees on contributions	$ 156
Total fundraising	**$ 156**
Total functional expenses	**$ 28,146**

Statement of Cash Flows

CASH FLOWS	YEAR ENDED DEC 31, 2025
OPERATING ACTIVITIES	
Change in net assets	($ 20,711)
Adjustment: officer compensation	22,065
Accounts payable and accrued expenses	(1,000)
Net cash provided by operating activities	**$ 354**
Net cash used in investing activities	—
Net increase in cash and cash equivalents	**$ 354**
Cash and cash equivalents, beginning of year	$ 271
Cash and cash equivalents, end of year	**$ 625**

READING THE TWO EXPENSE FIGURES TOGETHER

Total functional expenses of $28,146 include $22,065 of officer compensation recognized under the contingent agreement in Note 2. That is an accrual, not cash disbursed, which is why cash rose $354 over the year. Excluding it, operating expenses were $6,081 against $7,435 raised.

APPENDIX — FINANCIAL STATEMENTS

Notes to Financial Statements

Note 1 — Nature of organization

Wevise is a nonprofit corporation whose mission is to make technology careers more attainable through free mentorship, technology education, workforce development, digital literacy training, and related community programs. It receives support primarily from contributions, grants, corporate partners, and in-kind support, and is exempt from federal income taxes under Section 501(c)(3) of the Internal Revenue Code.

Note 2 — Significant accounting policies

Basis of accounting and presentation. The financial statements are prepared on the accrual basis under accounting principles generally accepted in the United States. Net assets, revenues, gains, and losses are classified based on the existence or absence of donor-imposed restrictions.

Cash and cash equivalents. The organization considers all highly liquid investments with an original maturity of three months or less when purchased to be cash equivalents.

Contingent liability. Effective September 1, 2023, and applied retroactively from that date, the organization entered into a compensation agreement with its then part-time Chief Executive Officer, engaged as an independent contractor, for a term through August 11, 2025. The organization is obligated to pay a monthly fee of $3,000, in installments of at least $1,000, contingent upon retaining a minimum of $2,000 in unrestricted cash after each payment. Either party may terminate with 30 days' written notice. Upon dissolution, board members bear no personal liability for any unpaid stipend, which would instead be satisfied from remaining funds to the extent available.

Revenue recognition. Contributions are recognized when cash, other assets, or an unconditional promise to give is received. Online donations are recorded gross of processing fees, with those fees recognized simultaneously as fundraising expenses. Conditional promises to give are recognized when their conditions are substantially met.

Donor restrictions. There were no donor restrictions in place for the year ended December 31, 2025.

Functional allocation of expenses. Costs of providing program and supporting services are reported on a functional basis. Directly identifiable expenses are charged to their function; shared costs are allocated using reasonable methods such as time and effort or headcount.

Use of estimates. Preparation of financial statements requires management to make estimates and assumptions. Actual results could differ from those estimates.

Note 3 — Liquidity and availability of financial assets

Financial assets at December 31, 2025 totaled $625, consisting entirely of cash and cash equivalents. No amounts were unavailable for general expenditure within one year, whether by donor restriction or board designation.

Note 4 — Related party transactions

Related party transactions for the year ended December 31, 2025 consisted of contingent compensation of $22,065 to Janice Levenhagen, former Chief Executive Officer, who was invited to join the Board of Directors in November 2025. Amounts payable to related parties were $66,065 at December 31, 2025, reflecting total earned compensation of $70,065 ($22,065 recognized during 2025 and $48,000 recognized in prior periods) less $4,000 of the total earned compensation remitted to the former Chief Executive Officer as of December 31, 2025.

Note 5 — Contingent liability

The organization recognized compensation expense totaling $22,065 for the year ended December 31, 2025 relating to the contingent liability described in Note 2 and shown as officer compensation in the Statement of Activities.

Note 6 — Accumulated deficit and prior-period obligations

Net assets without donor restrictions were ($44,729) at January 1, 2025 and ($65,440) at December 31, 2025. The opening balance reflects compensation obligations to the former Chief Executive Officer accrued before 2025: $48,000 recognized in prior periods less $4,000 remitted. The entire $66,065 contingent liability at December 31, 2025 is owed to that individual (Notes 4 and 5).

Note 7 — Subsequent events

Management has evaluated subsequent events through the date these statements were available to be issued.

GET INVOLVED

Talent is everywhere. Access isn't.

Wevise is free to every participant and run entirely by volunteers. If the 2025 story in these pages is one you want to see finish differently, there are four ways to make that true.

MENTOR

Offer curated mentorship to someone building a technology career. Short-term or long-term, on your terms.

GIVE

One-time or recurring. Every dollar goes further in an organization with no payroll.

PARTNER

Corporate partnerships bring participants, mentors, and the sustaining support that lets us plan past one cohort.

VOLUNTEER

Programs, engineering, marketing, operations, and finance. The entire organization is built this way.

WEVISE.

Wevise · An Oregon nonprofit corporation · 501(c)(3) · EIN 92-2591102
wevise.org · info@wevise.org

This report covers the fiscal year ended December 31, 2025. Financial statements were prepared by Wevise management on the accrual basis and have not been audited. Program figures are drawn from board materials and program records. Where data was unavailable, this report says so rather than estimating.