



changeX

Powering community-led change

Our 2025 annual report

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Hilliard History Express, Destination Hilliard, Ohio, United States

An innovative global platform powering community-led change, ChangeX connects local changemakers with proven ideas and grant finance, delivering impact fast and at scale.

We partner with community changemakers, social innovators, and companies and foundations to advance and accelerate their impact on the world's most pressing social and environmental challenges.

Our goal is to impact one billion people by 2035.

In 2025, we continued to expand our impact and global reach.

Our work impacted approximately 829,000 people in 2025.

We partnered with 16 major companies and foundations in 2025, including five new partnerships, funding 1,450 community projects around the world.

We distributed €8.6 million to communities, with average grant sizes increasing significantly on previous years. This deeper investment per project reflects a shift towards higher-value, higher-impact projects.

By the end of 2025, the ChangeX platform was available in 35 countries and 23 languages. We launched in Central America for the first time, grew our footprint in Asia, and broadened our reach in Europe.

829,119
people impacted*

€8.6 million
distributed to communities

1,450
community projects funded

24
new proven ideas scaling

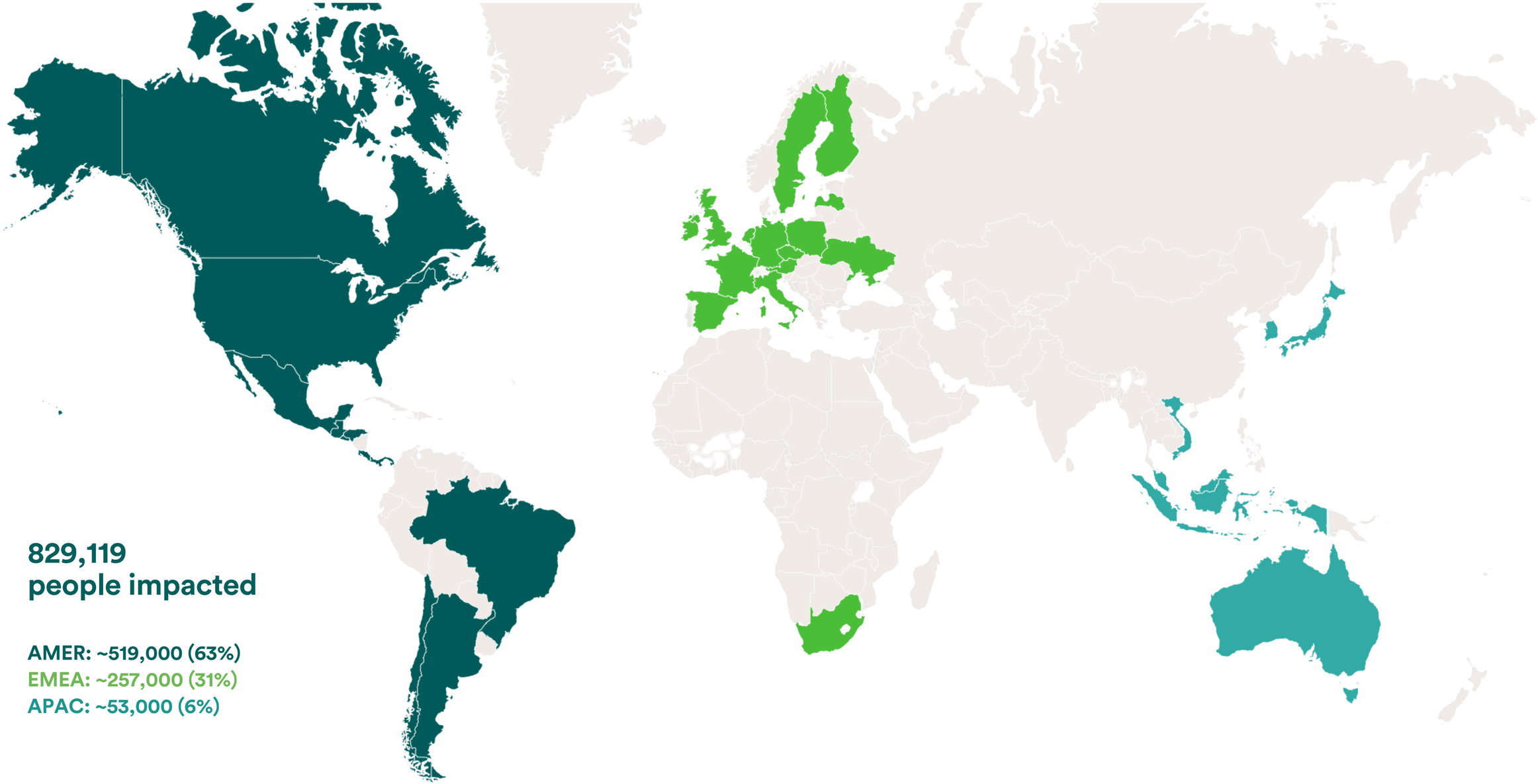
5
new funding partners

9
new countries

**People impacted captures everyone who has directly benefitted from a project, including team members and participants, and other members of the community that have indirectly benefitted. It's a self-reported estimate from project teams.*

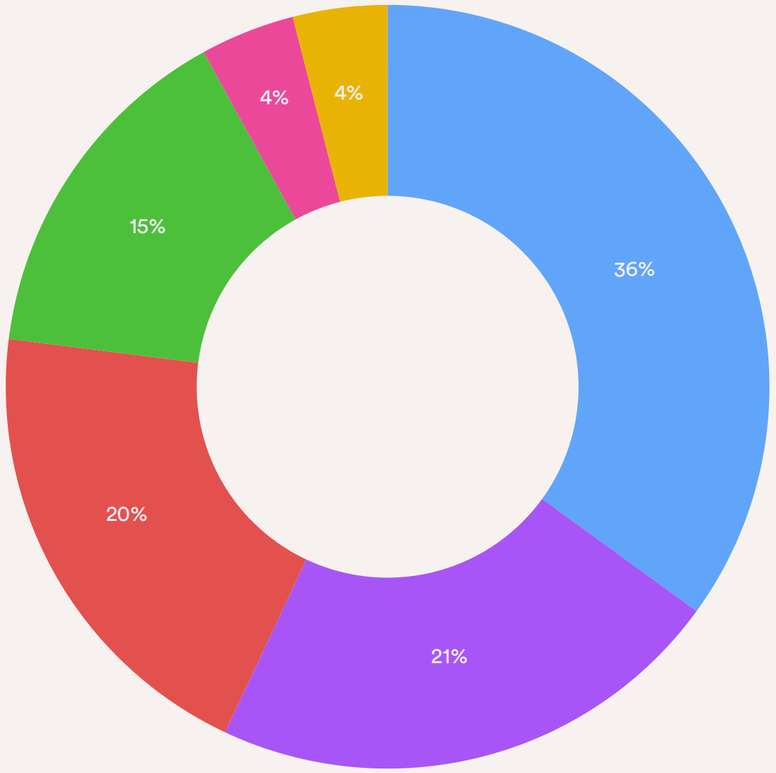
Our impact

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829,119
people impacted

AMER: ~519,000 (63%)
EMEA: ~257,000 (31%)
APAC: ~53,000 (6%)



Percentage of people impacted by pillar theme

- Education 36%
- Health and wellbeing 21%
- Equity, justice and belonging 20%
- Climate and environment 15%
- Economic development and livelihoods 4%
- Arts and culture 4%

Our six pillar themes

In 2025, we brought more clarity to how we categorise and report on impact. We consolidated our impact reporting into six pillar themes, giving a clearer picture of where community impact is concentrated.

- Education was the largest area of impact in 2025, accounting for 36% of people impacted. Sub-themes include digital skills, play and STEM (science, technology, engineering and maths).
- Health and wellbeing accounted for 21% of people impacted. Sub-themes include mental health, and physical activity and sports.
- Equity, justice and belonging accounted for 20%. Sub-themes include active ageing, food insecurity, and migrant and refugee belonging and support.

Community-led projects create real, positive change for people, communities, and environments, and that change lasts.

In 2025, we improved our tracking to better understand what happens to projects beyond the initial funding period. The results are encouraging, pointing to sustained participation and lasting impact that reshapes communities. Of the projects that responded to our long-term impact survey:

90%+ of projects still active or successfully completed

97% improved sense of belonging

83% made new community connections

And those projects that were still active continued to thrive, with many reporting expanded reach, more volunteer involvement and new partnerships.

Our ‘people impacted’ metric reflects how community-led projects work in practice, and the ripple effect they create. For example, a small group running a play initiative in a local park impacts the children who turn up, but also the families who feel safer letting their children play outdoors, and the community that benefits from a revitalised public space.

Our data highlights something central to our model: we’re fostering a global community of changemakers and empowering communities to keep acting on their own, beyond that initial funding.



Ecological Restoration Initiatives, Ipetí, Panama

Investing from the roots: Central America

In February 2025, ChangeX launched in Central America for the first time, partnering with IDB Lab on the Community Roots Fund (Fondo Raíces Comunitarias).

This pilot initiative is part of a three-year programme to finance community-led climate and environmental projects in Costa Rica, El Salvador, Guatemala, Honduras, and Panama.

Within a month, we received over 200 applications, many from communities facing deep socio-economic and environmental challenges. From Indigenous women restoring native ecosystems to Afro-descendant groups protecting water sources, a total of 30 projects (six per country) were funded.

Successful applicants received funding and support to replicate one of four proven ideas: Butterflies of Hope, Sustainable Greenhouse Systems, Water Sowing and Ecosystem Restoration Initiatives.

Funded projects:

60% led by women

40% led by Indigenous leaders

13% led by Afro-descendant communities

93% implemented in rural areas



“There are resources for climate action, but they rarely reach the hands of communities.”

- Nicole Orillac, senior specialist, IDB Lab

Impact in focus



Restoring ecosystems in Costa Rica

In the rural communities of El Roble, Chilamate and Llano Grande, Ingrid Quirós Vargas leads Ecogarden Sarapiquí, an ecological restoration project combining reforestation, environmental education and community participation. The project restored roughly one hectare of degraded land, planted 450 native trees, trained 30 adults across four workshops, and directly impacted 335 people, including more than 150 children.

“At first it was just an idea, now it's growing deeper roots.”
- Ingrid Quirós Vargas

Rebuilding habitats in Panama

In the highlands of Chiriquí, Olga Samaniego leads Corredores para el Gran Puma, run by COBIOPA, rebuilding gallery forest corridors that species like the puma and kinkajou depend on. The project restored four hectares along the La Guadua stream, planted 230 native and pioneer trees, set up a seedling nursery supplying neighbouring communities, and directly impacted 100 people, including 20 children.

“We're leaving a kind of legacy in every community where we work.”
- Olga Samaniego



Impact in focus



Breeding butterflies in Guatemala

Non-profit Volverse Tierra ONG has created a butterfly sanctuary to protect biodiversity in Sacatepéquez, Guatemala. They raised monarch butterflies from egg to chrysalis and launched a collection and propagation programme for host, nectar-producing and complementary plants. The project aimed to support community participation and learning, and the group has developed an environmental education programme.

“Butterflies are key pollinators that contribute to biodiversity and crop success.”
- Volverse Tierra ONG



Nurturing native plants in Honduras

In the Sierra Lenca region of Honduras, local organisation MAMLESIP has built a communal nursery: producing climate-resilient native plants, training people on how to propagate them, and distributing them to farmers and local community leaders. The project supports food security, preserves native seeds and protects local biodiversity. It has positively impacted 775 people, with 850 plants planted across one hectare.

“This project is helping to build capacity in environmental issues and ecosystem restoration.”
- MAMLESIP



Filtering water in Costa Rica

Wastewater from washing no longer runs off into the ground untreated at Finca Loroco in Talamanca, Costa Rica. Instead, it flows through a banana circle biofilter, is cleaned by plants and returned safely to the earth. This water filtration project incorporates ancestral Bribri Indigenous practices.

“We must be guardians of water because it is sacred according to my Bribri Indigenous heritage.”
- Layli Zarrin Moreno Vargas, project organiser



Clean Air Schools Initiative, GHS Sanathnagar school, Hyderabad, India

Growing our footprint: Asia-Pacific

While ChangeX's impact continues to be concentrated across the Americas and Europe, 2025 saw significant growth in Asia-Pacific (APAC).

Some 6% of people impacted in 2025 were in APAC, up from 0.2% in 2024, pointing to our model beginning to take hold in the region.

Community funds launched across six countries in APAC in 2025: Australia, India, Indonesia, Japan, Singapore and South Korea.

Funded projects in the region more than doubled year on year, from 36 in 2024 to 89 in 2025, backed by six funding partners including Amazon, Microsoft, and Paramount.

Over €1 million was distributed to communities, impacting more than 53,000 people, including more than 20,000 children. In line with our overall global data, education was the strongest area of impact.

New regions for 2025: India and South Korea

In 2025, the ChangeX platform launched in India and South Korea for the first time.

Our first community fund in South Korea, the Microsoft Sustainability Programme in Busan, supported ten community projects focused on energy, water, and sustainability. Later in the year, we partnered with Amazon to launch our second community fund in the country, this time in Incheon. This fund supported 23 local projects in areas such as digital skills, sustainability and health and wellbeing.

In October, the ChangeX platform launched in India for the first time, extending our collaboration with ServiceNow with the launch of a new community fund in Hyderabad. The fund supported seven projects focused on air quality, in collaboration with local social innovator Nirmaan Organization. Local changemakers took practical steps to make their communities more sustainable: installing air purifiers, and using biodigesters to turn food waste into fuel.



Encouraging collective action in South Korea

Local environmental group Plogging Busan implemented Earth Pick Up, a programme designed to raise awareness about waste issues and encourage collective action to create a cleaner planet. The idea hinges on ‘plogging’, a concept that combines the Swedish word for picking up (‘plocka upp’) with jogging. Supported by funding from Microsoft, Plogging Busan engaged 35 participants for weekly cleaning sessions across Busan’s nature trails. Over seven sessions, the team collected 150 kg of waste, with a primary focus on cigarette butts and general litter.

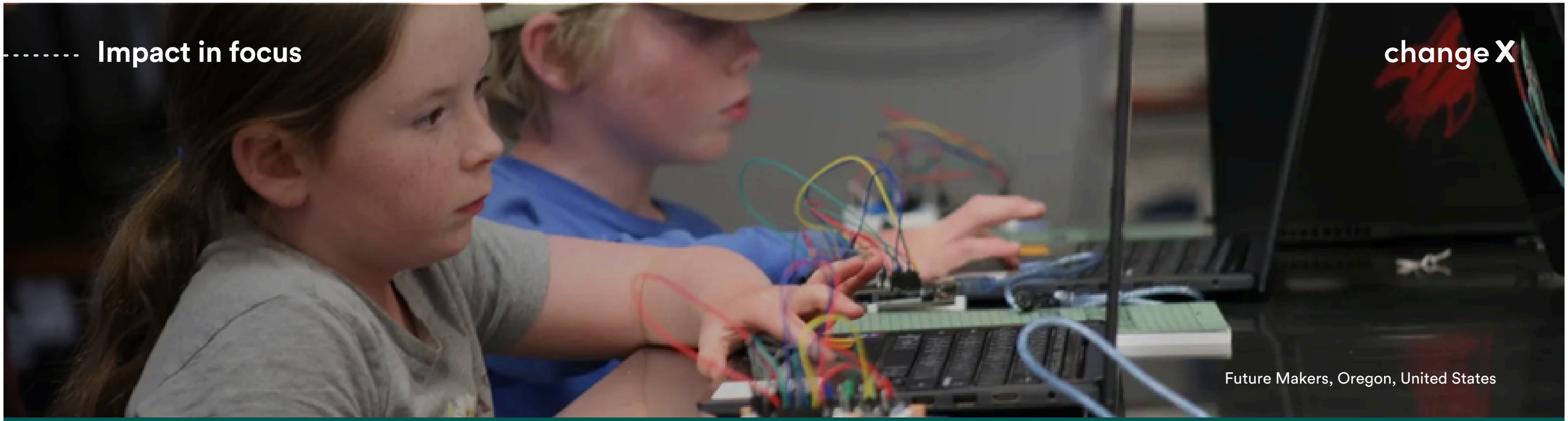
“The greatest impact was the realisation that so many people genuinely care about environmental issues.”
- Jinwoo Park, founder, Plogging Busan



Dismantling stigma in Singapore

Autoimmune Diseases Singapore, an information and support group, hosted a #NotAlone Open Mic event, funded by the World Mental Health Day Community Fund, supported by Paramount. With seven contributors and 25 participants, the event featured slam poetry, artwork, and songs, providing a platform for vulnerability that resonated deeply with the audience.

“The session successfully cultivated a sense of belonging and collective healing.”
- Sherry Soon, Autoimmune Diseases Singapore



Future Makers, Oregon, United States

Building skills, building futures

Education was ChangeX's largest area of impact in 2025, accounting for 36% of people impacted.

Building new skills supports lasting change, and the impact is especially strong for children. Almost 176,000 children were impacted through play and education initiatives in 2025, with project teams most commonly reporting gains in creativity, teamwork, physical activity, communication and social connection, alongside STEM and problem-solving skills that build the confidence to keep learning.

Almost 40,500 people completed training or skills-building activities in 2025 through ChangeX-supported projects, including 13,000 children. They developed capabilities in environmental stewardship, civic engagement, STEM, digital literacy, mental health literacy and more.



Creating safe spaces in Ukraine

In Derhachi, Ukraine, non-profit CodeIT4Life has created a safe and creative space for more than 100 children aged 4 to 17, with funding from the LEGO Foundation. The new room includes a learning zone with modern desks and educational materials, and a creative workshop for art activities.

“In the context of constant air raid alerts, stress, and distance learning, children need safe spaces and opportunities to spend time with their friends.”
- CodeIT4Life



Building digital skills in Canada

Lay-Up Youth Basketball, a Toronto non-profit, received funding for its 'Beyond Basketball: Transferable Digital Skills' initiative, an educational programme that provided training for 60 youth from marginalised communities across the city. By integrating immersive technology with physical activity, the programme, which was funded by Microsoft, promoted healthier lifestyles, and advanced STEM engagement.

“We are creating a space where youth can build skills, gain confidence and connect with their community on and off the court.”
- Programme development team, Lay-Up Youth Basketball

Empowering community climate action

In 2025, ChangeX launched sustainability-focused community funds across multiple countries, enabling communities to take ambitious action on climate and sustainability.

ChangeX and ServiceNow launched high-impact, sustainability-focused community funds in nine countries in 2025, impacting more than 42,000 people and resulting in almost 20,000 trees being planted and 795,000 square metres of land being restored.

We also worked with other partners, adding new ones and expanding existing relationships, to fund climate projects.

Our impact data points to education and skills building being at the heart of many of these local sustainability projects. For example, 305 adults received training on waste reduction and resource management in 2025, 186 adults learned about growing food and 149 adults developed water management skills. Also, 773 people acquired knowledge on renewable energy.

Environmental stewardship is emerging as the most commonly developed skill across all projects. Almost 1,400 children learned about environmental stewardship in 2025, and almost 700 adults.



Healing Waterways for the Dugongs, Yuku-Baja-Muliku Landowner and Reserves Limited, Archer Point, Australia

Across all 2025 projects

49,203
trees planted

1.4 million m²
area planted, restored or greened

21,058 kg
waste collected



Growing trees and strengthening communities in Mexico

In Querétaro, non-profit ReforestAcción strengthened native tree production and trained local communities in ecosystem restoration, with funding from Amazon. Through hands-on training and the planting of around 15,000 native trees, the initiative enhanced environmental awareness and fostered long-term community stewardship of natural resources.

“We believe in environmental restoration as a tool to improve the quality of life for communities.”
- ReforestAcción



Tackling plastic pollution in the United States

The Liberty Science Centre in Jersey City established a Precious Plastic Workspace, funded by ServiceNow, to reduce plastic waste in its community, increase awareness of plastic pollution, and inspire creative innovation. Approximately 45 kg of plastic was recycled and 20 students were introduced to hands-on plastic recycling, the challenges of plastic degradation and bringing the recycling process to life through live demonstrations.

“The programme demonstrates to students how creative innovation can have real world impact and create value from waste.”
- Katelyn Fatzler, Liberty Science Centre



#NotAlone Open Mic, BrightSpark Foundation SA, Johannesburg, South Africa

Scaling proven ideas

ChangeX exists to support communities to replicate proven ideas, and to enable social innovators to scale their ideas from local to global.

We added 24 new proven ideas to our platform in 2025. By year end, we had 260 ideas ready for communities around the world to adopt and adapt to their own context.

New additions spanned sustainability and skilling, and included:

Butterflies of Hope
Promoting biodiversity conservation, environmental education, and sustainable livelihoods by raising native butterfly species.

Sustainable Greenhouse Systems
Improving food security and household income by supporting year-round food production in controlled environments.

Community Biodigesters
Transforming food waste into clean biogas for cooking, reducing methane emissions and creating fertiliser for local gardens.

Technovation Challenge
Empowering youth to solve community problems through technology and entrepreneurship, building real apps with global impact.

TOM: Community Solutions for Disabilities
Supporting communities to design and share open-source assistive solutions that improve daily life for people with disabilities.



Water Sowing
Combining ancestral and modern techniques to capture, store and filter rainwater, helping secure local water supplies.

“It is true that communities live with the problems, but we also create the solutions.”
- Perseida Tenorio, founder, Escuela Itinerante del Agua, Mexico (social innovator behind Water Sowing idea)

Social innovator in focus: Solar Bildung

Solar Bildung, a German non-profit that teaches students about renewable energy, brought its solar education ideas to the ChangeX platform in 2023. By the end of 2025, these ideas had scaled to three countries*, backed by funding from Microsoft and ServiceNow, impacting almost 3,800 people and engaging 1,110 children since 2024 in hands-on, interactive learning about sustainability and photovoltaics.

**As a result of further expansion in 2026, Solar Bildung's ideas are available in seven countries at the time of publication.*



"It's been a catalyst for us. We are a small organisation, and the vetting from ChangeX, and the door that it opened, was a real catalyst."

- Mike Marqués & Matthias Schmuderer, co-founders and managing directors, Solar Bildung



"It is great to hear how they've been able to take an idea from Munich and have it be adopted by schools around the world. That's exactly the ambition we had: to enable the scale of these types of ideas."

- Paul O'Hara, ChangeX co-founder and CEO

Our financials

In 2025, funds distributed to communities saw significant growth, rising to €8.6 million, an increase of 55% on 2024.

We continued to solidify and develop our Impact-as-a-Service (IAAS) business model in 2025, working with 16 funding partners to engage communities and manage community funds. IAAS revenue grew by more than 40% to €2.6 million, reflecting ongoing growth with long-term partners and the addition of five new partners.

2025 also saw us diversify our offering. Working with funders such as the LEGO Group, we created flexible funding models that work at a larger scale. Product and process innovations allowed us to distribute considerable amounts of community funding through these partnerships, driving deeper impact in communities across the world.

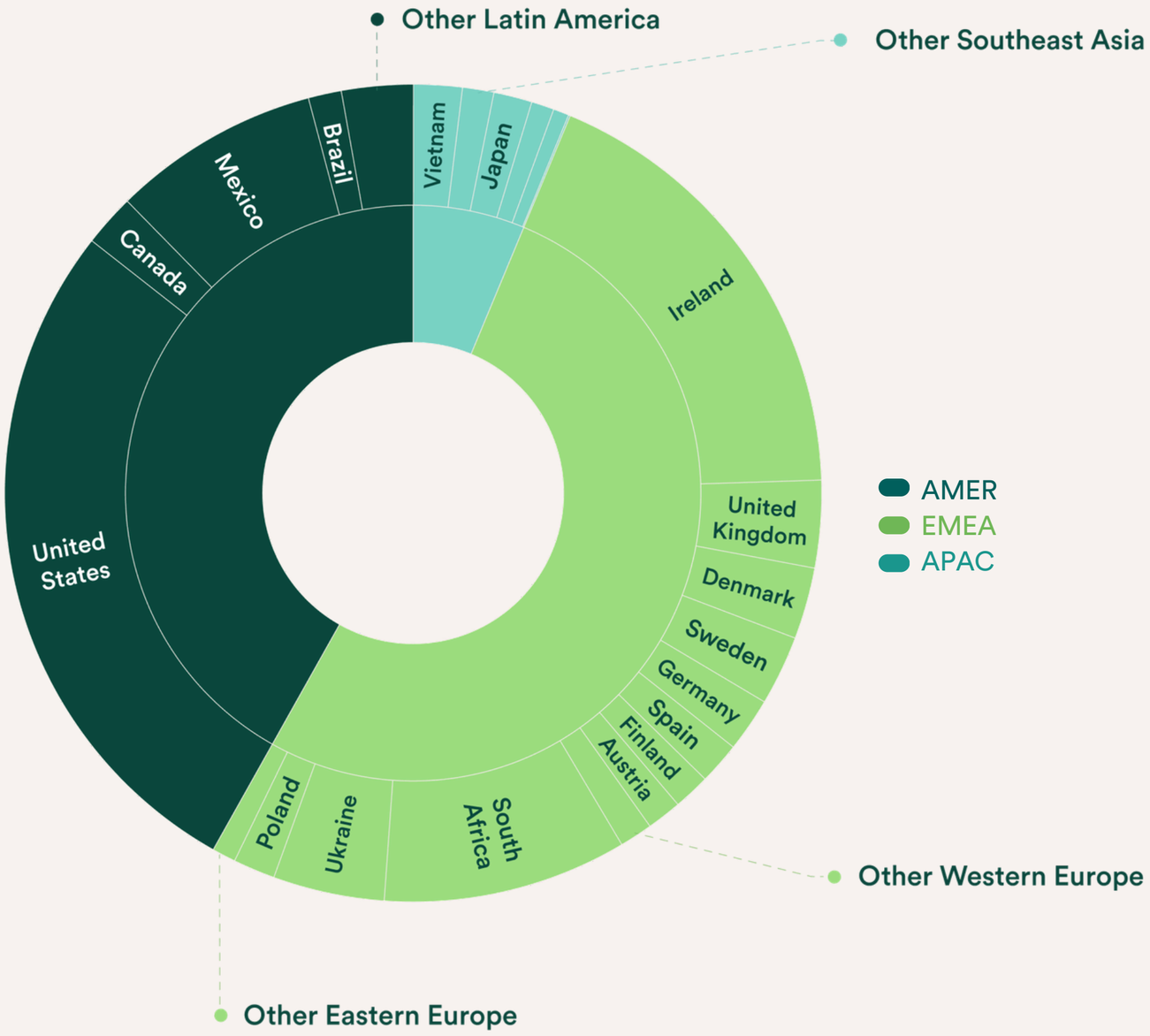
	2025	2024	% change
Funds distributed (€)	8.6m	5.5m	+55%
IAAS revenue (€)	2.6m	1.78m	+45%
People impacted*	829,119	773,945	+7%
Projects funded	1,450	1,478	-2%
Countries active	35	26	+35%

**Some higher-value projects funded in 2025 reported their people impacted in Q1 2026, so this impact will be counted in our 2026 figures. This is why growth in people impacted in 2025 was slower than in previous years.*

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Where the money went

How funds were distributed by country and region in 2025





Our people

We're a remote-first organisation, headquartered in Dublin, Ireland. At the end of 2025, ChangeX had 36 team members, split across 23 countries. Our board of directors provides strategic oversight and financial stewardship.

Trust and transparency

Impact at scale depends on strong foundations.

We have a clear set of internal policies covering data protection, safeguarding, ethics, financial controls and conflicts of interest.

Every community fund we launch sets out who is eligible, what terms and conditions apply, and what criteria applications are assessed against, with decisions communicated clearly to every applicant.

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We partner with companies and foundations to fund community-led projects and deliver measurable impact at scale.

Our partners include:

Microsoft amazon LEGO The LEGO Foundation

servicenow IDB LAB Paramount Schroders greencoat

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Thank you to our funding partners, the social innovators who scale their ideas with us and our global community of local changemakers for making 2025 a year of deeper impact.

Get in touch: info@changex.org