

The cover features a dark blue background with two large, overlapping, upward-pointing triangles in a burnt orange color. The text is centered and white. The main title 'Ardent Mentoring' is in a large, bold, sans-serif font. Below it, 'ANNUAL UPDATE' and '2024' are in a smaller, all-caps, sans-serif font.

Ardent Mentoring

ANNUAL UPDATE
2024

DEAR FRIENDS & SUPPORTERS

In 2021, we launched a vision to mentor high-capacity entrepreneurs creating social and spiritual impact through a network of accomplished Christian leaders. Three years later, we celebrate over 130 mentees whose lives—and the many lives they touch—have been transformed.



We praise God.

Reflecting on 2024, we've grown significantly. From 58 mentees a year ago, we now mentor 104 — a 79% growth rate year over year. Our mentees and mentors hail from over 24 different countries and 3 different continents. Partnering with 26 organizations, we continue to refine and scale our unique mentoring model.

Financially, as of October 2024, Ardent has raised \$215,000 and earned \$34,091 in mentoring fees, allocating 75% to programs, 10% to fundraising, and 15% to administration. Our total expenses are \$226,923, and we aim to raise \$250,000 in 2025 to expand our impact.

Your prayers, generosity, and time make this work possible. Together, we are scaling enterprises, amplifying spiritual and social impact, and witnessing God's faithfulness.

I hope you enjoy reading the testimonials of those we've served below. You can also visit www.ardentmentoring.org/about-us/impact-updates.

As we look to 2025, we are grateful for the privilege to serve and excited for what's ahead.

With gratitude,

Ryan King

CEO, Ardent Mentoring

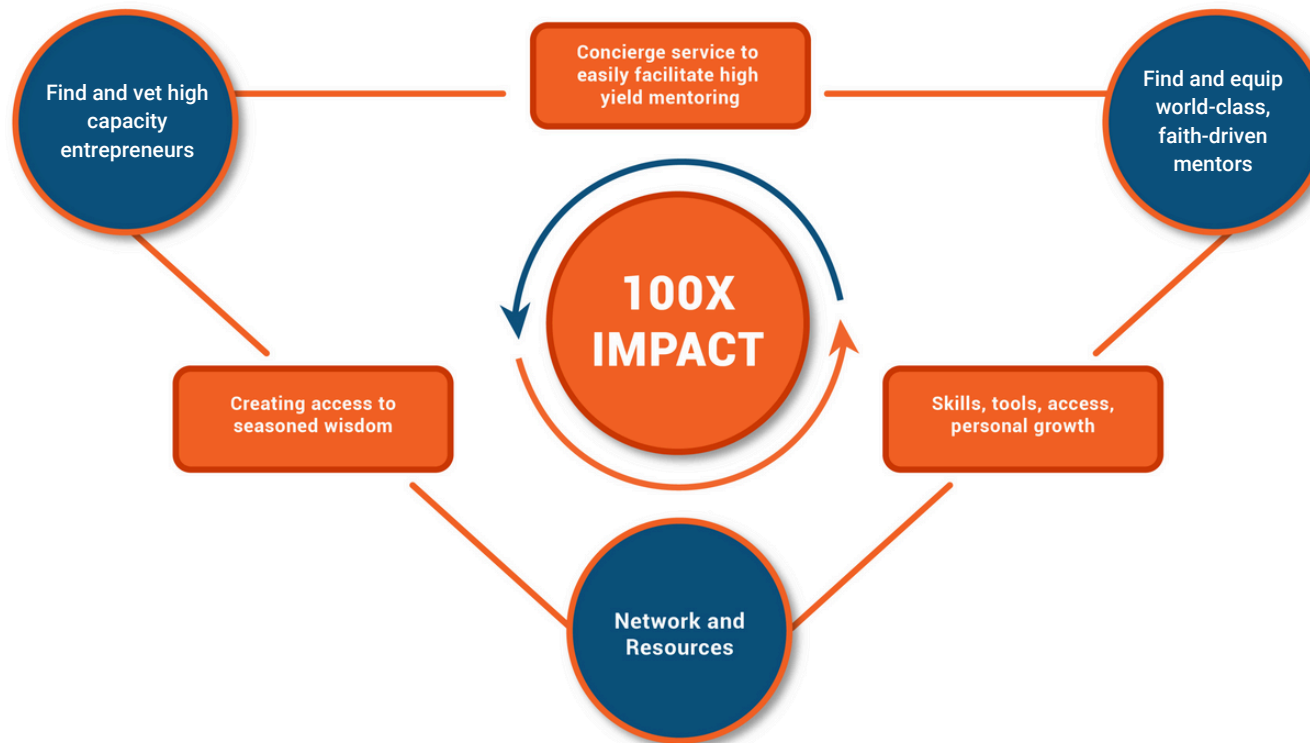
■ Mission —

Mentoring entrepreneurs to multiply their impact.

■ Vision —

100x impact globally through a community of faith-driven mentors giving wisdom to entrepreneurs making an impact.

THE ARDENT MODEL





An impassioned entrepreneur



Who We
Serve

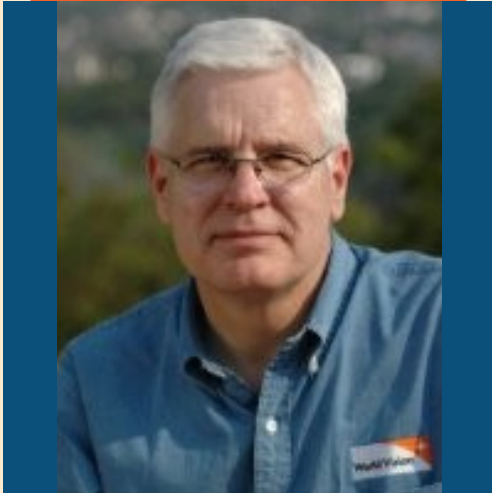


Dedicated to serving
people in need



With sustainable solutions

WHAT OUR MENTORS ARE SAYING...

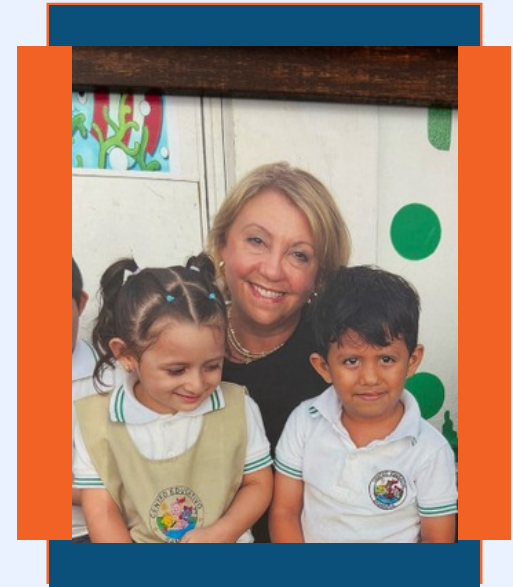


Rich Stearns | President Emeritus of World Vision U.S.

“My mentoring experience with Ardent has been deeply meaningful. I’ve met some great people who have become my new friends. As a retiree with 50 years of experience in corporate America and also Christian ministry I have seen how valuable that experience can be for mid-career Christian leaders. They come to me with the various challenges they are facing and go away with two or three new ideas and approaches to try. If you have a resume’ deep in experience, I would encourage you to become a mentor. It can make a huge impact on the next generation.”

Pam Hackett | Former Co-Owner & Co-Founder of Pediatric Therapeutic Services Inc.

“Being a mentor with Ardent has blessed me in ways I did not expect. Of course it is great to be able to share wisdom and hopefully steer a young entrepreneur away from some of the landmines I stepped on! But, in sharing my experiences as a leader, I’ve been reminded of God’s faithfulness through my journey in a very powerful way. I see His hand and recognize His voice with a new clarity and gratitude.”



To hear more about the mentoring experience, check out this video:

bit.ly/ardentmentoringexperience

WHAT OUR MENTORS ARE SAYING continued...



Lionel Marumahoko | Former Vice President of Coca-Cola

"As an Ardent Mentor, I've had the privilege of interacting with diverse CEOs and founders who are building exceptional, faith-based businesses. It has been both a joy and an honor to share my experiences while also learning from their inspiring journeys. The exchange of ideas and values has been incredibly enriching, reinforcing the power of faith and purpose in business leadership."

Scott Ohman | Vice President Strategy at Fossil Group, Inc. & a Career Ownership Coach

"For me, I've appreciated the discipline of entering into a set of relationships with the purpose of being a mentor. It has compelled me to think ahead and think deeply about the wellbeing of my mentees and put that at the forefront of our relationship. This is what God calls us to do in all relationships, but in fact is not frequently the case, at least for me. I have enjoyed, and I think benefitted from, having two relationships established on this basis. I hope that this will come to influence other relationships I have. Thank you for this opportunity to be a mentor."



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MENTEE TESTIMONIAL



Otto Monroy
President of LogosWorks Partners

What have been the most beneficial parts of your mentoring experience?

- Expanding my network of high-quality people that are on a similar journey.
- Making consistent time to be mentored and “report in” on a monthly basis with someone who is objective.
- Being mentored by someone with a specific expertise.

What are some beneficial outcomes from your mentoring journey?

- It's given us tools to eliminate distractions.
- I've been given the confidence and tools to affirm my decision making.

Would you recommend Ardent?

- I'd encourage anyone who is considering to give it a try.
- I like how Ardent is able to find specific challenges in an organization then pair a mentor for that specific aspect.
- If you're looking for very specific ways to solve problems, I think Ardent does that really well.

To hear Otto's full testimonial,
check out this video:

bit.ly/ottostestimony

MENTEE TESTIMONIAL

How has your organization benefited from mentoring?

- Our mentor has extensive expertise in sales, and she helped us realize that there are key indicators beyond just monthly sales figures. I shared this insight with our team, which led to shorter, more productive meetings. Now, we evaluate a broader range of indicators instead of focusing solely on sales numbers.
- While working on fundraising proposals, she guided us in clearly defining our cause and what we were inviting others to join us in. She helped us articulate what needs our business addresses, making it easier to attract funding and build the right partnerships.
- She also taught us how to steward financial resources effectively. This involves not only managing various aspects of the business but also tracking our impact and aligning the team with that direction. Her mentorship shifted our perspective from merely managing dollars and cents to understanding the transformation we bring to the communities we serve. It helped tie our work to a greater purpose.



Dr. Louis & Jacque Somoni
Medkit Network

Has your mentor met your expectations, and were they a good fit for you and your needs?

- Our expectations were exceeded.
- In meetings, she identifies issues beyond the surface, skillfully addressing them.
- She's patient, insightful, and challenges you while holding you accountable. We've gained more value than expected.
- She's expanded our thinking, offering "iron sharpens iron" growth. With her business experience and faith perspective, she integrates insights like, "How do you do business as a Christian?"
- She's helped us grow as leaders, parents, and individuals, emphasizing impact over profit in business.

MENTEE TESTIMONIAL

What has been the most beneficial part of your mentoring experience?

I am just so thankful that God put me and Michele together. She has been the perfect person and I just love how diligent Ryan was to find me someone that would be so in tune and aligned with what The Well was.

To have someone with the wisdom that Michele has, leading me and teaching me, has been invaluable. I think Ryan has even said some of the mentor relationships don't last this long and I'm not interested in being done meeting with Michele! It's been amazing.

Based on your experience, would you recommend Ardent to other mentees?

Absolutely, and I already have. There are mentors, there are people around that are older and wiser, but to be able to be matched with someone based on what I was walking into and what I had experienced already and just to be able to have Ryan and knowing both of our situations, to be able to match us together. I think the intentionality of getting matched through Ardent was why it's been so successful.



Kara Lee

Founder & CEO of The Well

To hear Kara's full testimonial,
check out this video:

bit.ly/karastestimony

MENTEE SPOTLIGHT: Dark Watch



Noel Thomas
CEO of Dark Watch

Program Summary:

Dark Watch is a data company combating human trafficking with digital intelligence to detect and track criminal organizations exploiting victims through force, fraud, and coercion. They focus on the broader criminal landscape, partnering with various entities to dismantle trafficking enterprises, reduce survivors' burdens, and support a comprehensive anti-trafficking approach. Their mission is to eradicate human trafficking.

Their Impact:

- Actively disrupting the operations of human traffickers.
- Fostering a collaborative network of businesses and governments devoted to thwarting illicit activities.
- Raising barriers for traffickers through advanced technology solutions designed to identify and mitigate human trafficking risks, making covert operations difficult.
- Shielding vulnerable individuals from exploitation and undermining economic incentives fueling the trafficking industry.
- Spearheading collaboration among global businesses and governments to construct robust systems aimed at preventing traffickers from infiltrating various sectors.
- Establishing a comprehensive network capable of sharing critical data, intelligence, and best practices to combat human trafficking with precision.

Dark Watch has identified 200 organized crime networks, 32,000 illicit businesses, and arrests from intelligence.

To learn more Dark Watch's services and impact go to:

darkwatch.io



To learn about more Ardent
mentees & their impact, visit:

bit.ly/impactupdates

2024 COMPANIES AND ORGANIZATIONS

SERVED:

Akademeia365

Art of Hoping

Atmosphere Studio

BAM Russia

Because International

Bible Unbound

Bitblue

Black Box

Blessing School for the Visually Impaired

Bluefields

Capsoul

Ccupa Creations

The Charis Project

Collaborative Therapy Center

Community Transformation Centre

Cream General Supplies

Cross Bible

Crosscurrent

Crossup

DAI Camaroon

Dark Watch

Deren Huang

Doppler Labs

The Dream School

Ecatalyst

EdTech Innovations

Elephante Commons

Equip Mozambique

The Finance Block

The Freedom Fight

GenePlus Global Limited

GoBeba

gold-youth

Grace Marriage

Guudguuds

Happy Farmers

Harmony Communities

HiNia

Hope To Walk

Hulu Medicine

The Hydrogen Group

Impact Foundation

Insured Nomads

Interform

Joy Corps

Karibu Initiative

Kijani Forestry

Kuvuna Foundation

Lambent Data, Inc.

Legacy Letter

Lifeline

LifeNet

LogosWorks

Love Justice

Luceo

LYSM Harmony Hub

Mamlakuth Restoration Foundation

Medkit Network

The Mill USA

Mission ONE

Mugisha Tours

My Ride Transportation

NextMove Consulting

The Nyinawumuntu Initiative

Ojay Greene

The Pastor's Workshop

The Pathology Network

People Bridge

Pocket Case Manager, Inc.

Power Resources International

Premium Tea

Pureflow

Ranyaka Community Transformation

Razeup

Reggie The Lion LLC

Rehema for Kids

Renew Capital

RestorFX International Inc.

Safesleeve

SageMedic Corp.

Savanna Springs LLC

Save Up For Success

2024 COMPANIES AND ORGANIZATIONS SERVED continued:

Seven Weeks Coffee

ShinePress

Shore Crest Counseling

Simple Charity

Social Coding

Solongo Soap

Sustainable Medical Missions

Talanton

Talitha Coffee & Fourth Tree Companies

Technology-Innovation-Law

Terimbere AG

Terrain Wellness

Thuma Mina Teaching

Top Cuisine

Triga Ventures

Truth At Work

Water for Good

The Well

Werkstatt

Whisper Ranch

Wholeness@Work

Zeal HR

PARTNERSHIPS

Accord Network

Akilah Institute

Ambassadors Impact

Archangel Impact Capital

Asia Leadership Development Network

At Work on Purpose

BAM Global

Because International

Faith Driven Investor/Faith Driven Entrepreneur

Freedom Business Alliance

Halftime Institute

Hope Ventures

Impact Bridges Group

Impact Foundation

Lion's Den Bama

Lion's Den DFW

OC Barnabas Group

Ocean Programs

Scale Architects

Sinapis

SoCal National Christian Foundation

Social Enterprise Alliance

Social Enterprise Group

StoryConnect.Love

Talanton

Thirdway Capital

Triga Ventures

Truth at Work

Water for Good

We have partnered with organizations, impact funds, accelerators, and movements to add value to those they work with by leveraging world-class mentoring to scale multiple bottom lines. To learn more about our partners and their impactful work, visit www.ardentmentoring.org/partners

BOARD OF DIRECTORS:



Lloyd Reeb

Board Chair & Co-Founder, Ardent Mentoring
Co-Founder, Halftime Institute

Lloyd Reeb helped launch the Halftime Institute, a global team that teach, coach and connect successful men and women in pursuit of significance, and has taken this message around the world. He is the author of "From Success to Significance: When the Pursuit of Success Isn't Enough"; "The Second Half: Real stories, Real adventures, Real significance"; and along with his wife Linda, wrote the latest book in the Halftime series titled "Halftime for Couples".



Yvette Ondachi

Director of East Africa Sales & Strategic Partnerships, Sinapis
Founder, Ojay Greene

Yvette is currently the Director of East Africa Sales & Strategic Partnerships at Sinapis where she focuses on strengthening the customer experience and partnership development function in order to equip entrepreneurs in the African Continent. As an entrepreneur herself, she is the founder and currently a non-executive director of Ojay Greene - a high impact, tech enabled agribusiness that is working to increase financial inclusion among smallholder farmers in Kenya through value addition and international trade. Her approach has been to address the most pressing challenges.



Steve Nelson

Dean, Gordon School of Business at Gordon College

With over 35 years of leadership in higher education, Steve Nelson was named Dean of the Gordon School of Business at Gordon College in Wenham, Massachusetts. Previously, he served at Harvard Business School as Executive Director of the MBA Program and as Senior Director of External Relations from 2000-2020. At Harvard's MBA Program, he led the delivery of educational programs and services to 1,800 full-time graduate students and 140 faculty, oversaw seven departments, and managed a team of 87 staff, with a budget of over \$100M. He also played an instrumental role in the launch, duration, and completion of the Campaign for HBS, helping raise a record-setting \$1.4B, exceeding an original goal of \$1B. Prior to 2000, Steve held several different notable positions at HBS.

BOARD OF DIRECTORS continued:



Missy Christie de Acosta

President, Conviventia

Missy is the President of Conviventia, a relief and development organization that impacts an average of 13,000 people each year through their technical training institutes, affordable Christian education in low-fee schools, initiatives to bolster family structures, teaching programs, entrepreneurship facilitation, employment access, and the delivery of humanitarian aid. Her efforts through Conviventia have been recognized with the Mujer Cafam award for the city of Bogotá (2000), an award that recognizes remarkable social contributions of women leaders in the country. An honorific recognition was also granted by the Bogotá City Council (2013). Conviventia received the German Saldarriaga national award in 2019, for the work done in the field of education and child protection.



Steve Robertson

CEO, Bold Education

Steve Robertson is the author of "Aliens Among Us: Ten Surprising Truths about Gen Z". He is also the CEO of Bold Education, an organization specializing in youth-to-adult programming that turns curiosity into passion and skill. Having worked with over 200,000 high potential youth from around the globe for the last 25 years, Steve is a generational expert who has experienced first-hand how to connect with, influence and motivate the younger generations.



Ryan King

CEO & Co-Founder, Ardent Mentoring

Ryan King currently serves as Co-Founder and CEO at Ardent Mentoring. In addition to Ardent, Ryan serves as a Director of Philanthropy and Edification at Edify, an organization dedicated to improving and expanding Christ-centered education globally. Prior to joining Ardent & Edify, Ryan worked in educational development for Nexus Systems and was a Pastor at Inland Hills Community Church. Ryan received a B.S. in Marketing from West Chester University in Pennsylvania, and a Masters in Theological Studies from the Seminary at Eastern University.

ANNUAL UPDATE 2024

