



2023 Annual Report

A message from our President

Dear Friends,

During 2023 we began the implementation of EARTH's 2023-2027 Strategic Plan, which seeks to significantly increase the University's contribution to the complex challenges of our times. As part of this aspiration, our faculty and staff have collaborated in the revision of our Academic Program and in designing new programs and initiatives to expand EARTH's global impact, while at the same time showing exceptional dedication, commitment, and creativity as mentors to our students and graduates.

In December, 94 young leaders from 26 countries in the Americas, Africa, and the Caribbean graduated from EARTH. They achieved this milestone through perseverance, resilience, leadership, and academic excellence. They join a community of nearly 3,000 EARTH graduates committed to transforming our global food systems through food production that positively impacts both the natural environment and quality of life in developing regions.

This Annual Report outlines several key initiatives in our 2023-2027 Strategic Plan that are enabling EARTH and our allies to prepare and empower more leaders as part of a growing global movement to transform our food systems. These include developing tools for e-Learning, focusing on sustainable investments, measuring our impact, and building new strategic partnerships and models to support thousands of farmers. These efforts are a testament to the commitment and unity that define EARTH.

I thank our rich and diverse community – donors, boards, allies, graduates, students, faculty, staff, and friends – for supporting us in our mission, during 2023 and always.

Thank you!

Arturo Condo
President, EARTH University



EARTH in Numbers



Institutional Learning: Measuring the Impact of our Alumni



In 2023, EARTH embarked on an ambitious new strategic plan guided by the goal of increasing the University's contribution to the challenges facing humanity, such as food security for a growing population, extreme poverty and inequality, global health and healthy diets, unsustainable agricultural practices, and climate change. We believe our world needs a massively greater number of effective, empowered change agents. EARTH's new institutional learning efforts are seeking to support this goal by providing data that contributes to ongoing learning, reflection, improvement, and adaptation.

We launched the most comprehensive Alumni Impact Survey ever conducted by the University, with the purpose of understanding the experiences and activities of graduates and the impact on sustainable development* they are having in the world. The survey piloted new frameworks to understand impact in areas not previously measured before, such as climate change, food systems, social equity and inclusion, different levels of impact (e.g. individual, community, institutional, and systemic), and different forms of exercising leadership.

What we found is that the vast majority of EARTH graduates report making meaningful contributions to sustainable development, with particular strengths in sustainable agricultural production, environmental protection, and improving the quality of life of people in rural areas:

- On average, each EARTH graduate positively impacts approximately **2,500 people annually** through their efforts, directly or indirectly. Many of these are smallholder farmers and their families in rural areas.
- **51% of EARTH graduates report making triple bottom line impacts** – that is, they are simultaneously promoting environmental, social, and economic change.
- **Nearly half** of graduates are addressing **climate change adaptation** and/or mitigation.
- **75% of graduates** contributing to improving food systems do so by producing foods using **sustainable and/or regenerative practices**.
- While most graduates focus their efforts in **local communities**, over one in five report working nationally or internationally and are impacting **systems**; **10%** are involved in **public policy**.
- EARTH graduates have a **strong focus on disadvantaged or marginalized populations**, with over **60%** having an impact on youth, **50%** with women and girls, and **28%** with Indigenous populations. **Over two thirds of graduates** report **motivating and supporting youth** to continue their education.
- **98%** of alumni feel their **current job is contributing to society**, and **73%** are currently working in leadership and/or management positions. **24%** of graduates have their own business.
- EARTH alumni demonstrate a **strong social commitment and leadership capacity**, with **84%** currently in a leadership role professionally or in their community, and **77%** reporting social/civic involvement.

These data points show that EARTH graduates are having a strong ripple effect of impact across more than 50 countries. The baseline information provided by the survey allows EARTH to better understand the areas of focus, strengths, and opportunities within EARTH's alumni network. This will contribute to EARTH's efforts to further support and activate the network for greater impact and, along with partners, prepare even more leaders capable of transforming global food systems.

*13% of graduates from the Classes of 1993-2022 participated in the 2023 online Survey. There was a diverse representation of gender, countries of origin, continent, and class. 10% responded on their own and 3% were selected through a random sample. The Survey has a 95% confidence level. However, the sampling method and number of responses may present statistical limitations, including the ability to generalize to all graduates.

Alliances to Grow Our Impact



Building a robust network of alliances to accelerate impact on our food systems is an essential part of EARTH's strategic vision. During 2023, we celebrated new partnerships and advanced existing ones with like-minded organizations who share our vision, values, and sense of urgency toward the transformation of our food systems. We would like to share two examples.

First, in partnership with [CARE](#) and [Cargill](#), our EARTH Futures team started working with more than 100 women farmers in Costa Rica on a project called Nourishing the Future. The objective of Nourishing the Future is to improve rural livelihoods in Guatemala, Honduras, and Costa Rica through capacity building and opportunities to strengthen management of productive resources and expand access to inclusive markets.

The project provides tools to enable participants to strengthen their skills, knowledge and understanding of topics including market linkages and access to new business opportunities, income diversification and business training, sustainable and climate resilient agriculture, financial education and access to financial resources, strategic partnerships, and gender equity and women's empowerment.

EARTH is leading Nourishing the Future's implementation in communities mainly in the districts of Sarchí and Poás, two regions known for their agricultural production of strawberries, vegetables, and coffee. EARTH thanks Cargill and CARE for being partners in driving the positive transformation of rural communities and food systems in Costa Rica and around the world.

Second, in November 2023, the [University Global Coalition \(UGC\)](#), of which EARTH is a founding member, partnered with the [United Nations Higher Education Sustainability Initiative \(HESI\)](#) to form a new Action Group with the purpose of deepening engagement of university leaders to advance the 2030 Agenda for Sustainable Development.

This initiative was launched by 15 international higher education leaders and the United Nations Institute for Training and Research (UNITAR) to advance integration of sustainable development within universities, facilitating

collaboration across siloes within higher education and with partners. Over the last four years, UGC has grown to a network of 180 participating universities and has organized annual gatherings, SDG Action and Awareness weeks, international student competitions, Decade of Action groups, and numerous other activities to highlight the importance and promote action among universities, their leadership, and student communities to expand the role of higher education in advancing the Global Agenda.

EARTH is excited to continue its role and partnership with UGC now as part of HESI. In October 2023, our President Arturo Condo accepted the role as Vice Chair of UGC and will assume the role of Chair beginning in October 2024. We look forward to heightened collaboration with partner universities to help accelerate progress toward the 2030 Agenda in the months and years ahead.



Building More Prosperous and Resilient Agrifood Systems in Guatemala

Rural Entrepreneurship for Agricultural Livelihoods (REAL) is an initiative led by EARTH Futures, our global solutions center, that promotes sustainable agriculture and improves the quality of life of small-scale farmers in rural areas of Guatemala. REAL's primary objective is to strengthen Farmer Producer Organizations (FPOs) so they can implement sound business practices and gain access to better markets. EARTH coordinates closely with co-plementing partners in Guatemala to provide locally adapted solutions and expand the program's reach on the ground. This approach has two main components:



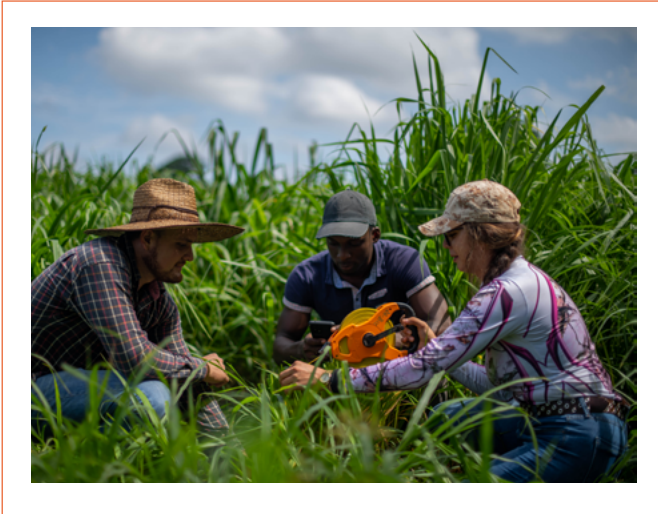
- 1) A baseline analysis of each participating FPO to understand the organization's current strengths and challenges and to identify opportunities for improvement and growth.
- 2) The design and implementation of tailor-made solutions including training and technical support to strengthen FPO performance over time.

Expert training is the driving force that the REAL team uses to enable farmers to standardize processes, streamline their production, increase their legal and commercial knowledge, increase their income, and grow their businesses.

"Since I joined, I have felt a strong sense of support from all the partners. REAL has allowed me to earn extra income and is a door to becoming more independent in terms of income and to spending more time with my family. I am very happy to be part of this project," says Heidi Castro Vásquez, part of Visión Maya Association, a group of women dedicated to oyster mushroom production.

Project REAL is funded by the [Argidius Foundation](#) and the [U.S. Agency for International Development \(USAID\)](#) through [ANDE \(Aspen Network of Development Entrepreneurs\)](#). In addition, the project is being implemented in collaboration with strategic partners: [Asociación Vivamos Mejor](#), [Fundación de la Caficultura para el Desarrollo Rural \(Funcafé\)](#), and [Asociación Nacional de Café \(Anacafé\)](#).

e-Learning by Doing: A Tool for Empowering Youth



In September of 2023, we officially launched our innovative e-Learning by Doing virtual education program, an interactive and experiential platform in the field of agriculture.

The program makes EARTH learning freely accessible on-demand to anyone across the globe. Students at other universities and high schools, current and aspiring farmers of all ages, and others who seek to increase their agricultural knowledge can access these modules, in Spanish and English. A great example of the program's early impact is the "Semillero Jóvenes Rurales Emprendedores" a program implemented

by the EARTH Colombia Alumni Association to educate and motivate young people from rural schools in the country to study careers in agriculture. The implementation of the e-Learning by Doing platform began in a rural school in the town of Mapiripán with more than 1,300 students, including indigenous youth from the area.

The learning-by-doing model that characterizes the EARTH Academic Program is integrated into the platform to encourage students to acquire vital practical skills for their professional future in addition to technical and theoretical knowledge.

At EARTH, we are confident that e-Learning by Doing will revolutionize education in rural areas, provide access to world-class theoretical knowledge, and empower youth to drive positive change in their environments. The program also addresses real-life demands of farming while focusing on sustainability and rural progress, thus benefiting users and their communities, and supporting responsible agricultural development.

This program is possible thanks to our partnership with the Mastercard Foundation. For more information, go to elearningbydoing.earth.ac.cr.



Our Internship Hosts

We thank the following organizations around the world who hosted our third-year students as interns in 2023. The Internship helps our students build critical leadership skills and networks while deepening their knowledge and giving them the opportunity to apply the skills developed at EARTH in a professional setting.

AARFS A.C.	Corporación Lanec S.A.
Agrícola Chispita S.A.	Corporación Palmar
Agrícola El Cántaro S.A.	Costa Farms
Agrogana S.A.	Desarrollos Agroindustriales Cada Cero Dos del Atlántico S.A.
Agroexportadores de Puebla S.R.L.	DM Agrícola S.A.C.
Agroindustrial Piñas del Bosque S.A. (DOLE)	Druetta S.A.
Agropecuaria Popoyán S.A.	El Colegio de la Frontera Sur (ECOSUR Campeche)
AGROPRO Panamá	FANOVA
AGQ Labs	Finca La Hilda
Arawa Institute for Environmental Studies	Fumidrone
Associazione Castello di Spannocchia	Fulmipalma S.A.
Auburn University	Fundación Local Partners
Aula Viva Tropical	Fundación Poligrow
Bananera Nacional S.A.	Fyffes
BIOFARMA Agropecuaria S.A.	GeoSpectral
Cabaña Sausalito	Grupo Agroindustrial Tres Jotas
Café Jesús Martín	GT Consultores
Cafeología	Hacienda Aliaga
Carnes San Martín	Hacienda Ganadera Betania & La Nena
Clemson University	Hacienda San José
Colorado State University	Hacienda Santa Quitería
Concentrados Aliansa	Ingenio Palo Gordo
Cornell University	

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| Kalsec Inc. | Robinson Fresh |
| Kansas State University | SEKEM Labs Egypt |
| Kentucky State University | T&K Dairy Farm |
| LIFE-RID de AMVAC Costa Rica S.R.L. | Torio Hills |
| Lignetics Group | True Natural |
| MARS La Chola C.L. | Two Brothers Organic Farm |
| MARS Inc. Ghana | University of Arizona |
| Miami Fruit Company | University of Florida |
| Michigan State University | University of Illinois Urbana Champaign |
| North Dakota State University | University of Maine - Center for
Cooperative Aquaculture Research |
| Pecege - Instituto de Pesquisas e
Educacao Continuada em Economia e
Gestao de Empresas | University of Nebraska - Lincoln |
| Penn State University | University of Tennessee |
| Plastiseed S.A. | Vía Orgánica |
| Precisión Agrícola | Villa de Patos |
| Popoyán - Micsa | Washington State University |



James Garang Aguer (South Sudan)

Garang, a Mastercard Foundation Scholar, completed his Internship in the United States at the research and development office of [Lignetics Group](#), a company that uses wood waste as a raw material to create sustainable products. Garang has been conducting experiments, doing research on specific materials, and developing reports with the projects' results. He also provided support to the company's team by studying the composition of the wood used and exploring modifications that can be made to improve the products and their viability.

"I believe that thanks to my experience here, other doors and opportunities will open for me. I gained a lot of knowledge, and I learned how to network. The Internship

is a unique experience for a person like me because it is difficult to get this kind of opportunity where I come from. I made it this far thanks to my studies with EARTH."



2023 Financial Summary Year Ended December 31st, 2023

EARTH University

Careful stewardship of resources, together with growth in charitable gifts and commercial activities, are contributing to a healthy financial picture that enables us to fulfill our mission.

Expenses

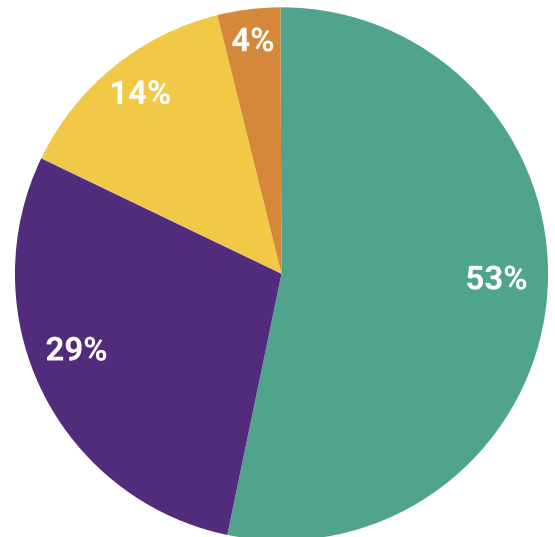
Salaries and benefits for personnel	\$13,867,905
Operating expenses	\$8,418,584
Equipment	\$567,528
Contingencies	\$48,262
Total	\$22,902,280

Sources of Revenue

Grants	\$12,068,699
Tuition paid by students	\$3,243,239
Other income (commercial activities and other)	\$938,842
Endowment	\$6,651,500
Total	\$22,902,280

How our Budget is Funded

- Grants 53%
- Endowment 29%
- Tuition paid by students 14%
- Other income 4%





EARTH University Foundation

From its headquarters in Atlanta, Georgia, the EARTH University Foundation – a registered 501 (c)(3) public charity – provides vital funding for EARTH’s educational mission, programs and projects thanks to generous gifts from a global community of supporters.

Financial Statements

Assets

Cash and cash equivalents	\$2,658,531
Pledge receivables, net	\$2,891,924
Endowment and other investments	\$75,033,187
Other assets	\$876,865
Total Assets	\$81,460,507

Liabilities and Net assets

Liabilities	\$292,887
Net assets	\$81,167,620
Total Liabilities and Net assets	\$81,460,507

Statement of Functional Expenses

	Programs	Fundraising	Administrative	Total expenses
Scholarships	\$4,995,720	\$0	\$0	\$4,995,720
Project and program expenses	\$2,883,389	\$0	\$0	\$2,883,389
Foundation Operations	\$279,988	\$703,332	\$550,788	\$1,534,108
Total	\$8,159,097	\$703,332	\$550,788	\$9,413,217

Investments that Promote Environmental, Social and Governance Sustainability (ESG)



EARTH manages three endowment funds through a diversified investment portfolio, following the Investment Policy approved by our Board of Directors, the Board of Trustees of the EARTH University Trust, and the Board of Trustees of the EARTH University Foundation. This management is aligned with long-term goals to ensure the financial stability of the funds and the necessary contributions to the annual budget of the University.

In recent years, EARTH identified the opportunity to expand its positive impact on society through active investment in activities that promote sustainability, using ESG funds as a tool to achieve investments with purpose.

The acronym ESG refers to investments in companies that promote Environmental, Social and Governance sustainability. It includes metrics that allows investors to differentiate investment opportunities that actively focus on these objectives. Examples of these investments include companies that develop

alternative energies, focus on education or health, or prioritize an inclusive management model with minorities represented in decision-making.

EARTH's Joint Investment Committee set the goal of identifying and focusing on ESG investments, without sacrificing the long-term performance of the endowment funds. Under this approach, since 2021, 76% of EARTH's endowment funds has been invested in ESG funds that prioritize the following objectives:

Climate transition

- Minimize carbon emissions
- Minimize environmental impacts
- Maximize environmental opportunities

Inclusive growth

- Human capital development
- Business ethics
- Board of Directors with independent majority
- Diversity policy for workforce
- Female Directors representation

As of 2022, EARTH joined as a signatory to the [United Nations PRI organization \(Principles for Responsible Investment\)](#). This allows EARTH to annually evaluate internal processes to identify, monitor, and evaluate investments in ESG funds, as part of EARTH's commitment to continuous improvement and participation in the development of metrics for this important trend.

We are proud to share this effort, and we hope that more institutions will join this commitment. We also thank our donors for their contribution to our endowment funds, which continue to provide support for scholarships and program operations every year.



"Coming to EARTH is an infectious experience. The combination of the gifted youth, diversity and hope assembled in this place. Just spending a few moments with these students and you are infected in a cause so contagious it will literally change the world! Happy to be an EARTH ambassador!"

Khan Nedd

Dr. Nedd provides scholarships for EARTH students from his home country, Grenada, and is a member of the EARTH University Board of Directors since 2023

Our Boards and Leadership Team in 2023

EARTH University Board of Directors

Members

Alan Kelso, Chair
Mark Brouse, Vice Chair
Alejandra Cobb, Secretary
Ana Regina Aguirre de Riojas
Marisa Brenninkmeyer
Franklin Chang-Díaz
Francis Durman
Adriana Echandi
Dele Olojede
Khan Nedd
Oliver Niedermaier

Emeriti

Isabel Abreu
Pedro León
Theodore (Tim) Solso
† Eduardo King Carr
† Glen Taggart
† Hernán Fonseca
† José Elías Sánchez
† Jorge Manuel Dengo O.
† Luis Alberto Monge
† Norman A. Brown
† Rodolfo Cortés R.
† Salvador Alemany

EARTH University Foundation Board of Trustees

Members

Mark Brouse, Chair
Erika González-Akre, Vice Chair
Tracy Hoover, Secretary
Mark McGahan, Treasurer
Claire “Yum” Arnold
Ross Arnold
Georgie Benardete
Jane C. Black
☞ Andros Bracamontes
Christopher Carter
Ian Davidson
☞ Gustavo Manrique
Sonia Medina
Adrienne Meisel
Julia Novy
Mark Ohrstrom
☞ Gustavo Puente

Emeriti

Charlotte S. Metcalf
† Samuel Kaymen

Our Boards and Leadership Team in 2023

EARTH University Trust Board of Trustees

Alan Kelso, Chair
Mark Brouse, Vice Chair
Alejandra Cobb, Secretary
Francis Durman

EARTH Ventures Board of Directors

Francis Durman, Chair
Michael Besançon, Vice Chair
Arturo Condo, Secretary
Tanya Avellán
Adriana Echandi
Hernán Sáenz

EARTH's Leadership Team

Arturo Condo, President
Yanine Chan, Dean and Vice President of
Academic Affairs
Marita Caillaux, Executive Director of the EARTH
Trust and CEO of EARTH Ventures
Alexa Glo, Director of the President's Office
and Board Relations
Ramón González, Vice President of Operations
Emily Fintel Kaiser, Strategic Advisor to the
President
Patricia Loría, Vice President of Finances



"To realise the ambitions of the Sustainable Development Goals and the Paris Climate Agreement, we need to empower courageous leaders across society. Change agents will be vital in agriculture and land use, which accounts for a quarter of global greenhouse gas emissions. We need a full transformation of the sector to safeguard food security, address malnutrition and boost livelihoods, whilst tackling climate change. I'm proud of my involvement with EARTH University, which is building the skills and knowledge we need for a prosperous future."

Sonia Medina
Member, EARTH University Foundation Board of Trustees

Our Donors

The work to fulfill our mission would not be possible without the support of many individuals, businesses, foundations, governments, and organizations. We recognize and appreciate the generous support of the following donors whose gifts were received in 2023, with special thanks to those whose lifetime giving exceeds US\$1 million.

Lifetime Gifts over \$1 Million

Anonymous (2)	Mastercard Foundation
A.G. Leventis Foundation	Ministerio de Economía y Finanzas de Panamá
Agencia Sueca de Cooperación Internacional	Moore Family Foundation
BAC Credomatic	Norad - Norwegian Agency for Development Cooperation
Banco Interamericano de Desarrollo - Fondo Japonés	Karin and Mark Ohrstrom
† Anne H. Bass	Onward & Upward Initiative: A Charitable Trust
Jane and Dameron Black III	Open Society Foundations
Charles R. O'Malley Charitable Lead Trust	SENECYT
The Coca-Cola Foundation	† Denny and Tim Solso
The Cummins Foundation	Standard Fruit Company
Five Together Foundation	U.S. Agency for International Development, American Schools and Hospitals Abroad (USAID/ASHA)
Fundación CRUSA	U.S. Department of Energy
Fundación Simón I. Patiño	W. K. Kellogg Foundation
Instituto para Formación y Aprovechamiento de Recursos Humanos de Panamá	The Walmart Foundation
Kalsec, Inc.	The Wege Foundation
Katherine John Murphy Foundation	WEM Foundation



Gifts received in 2023

\$5,000,000 +

Mastercard Foundation

MAGA - FONAGRO

Dr. Khan Nedd - WKKF Trustee Advised Fund

\$1,000,000 - \$4,999,999

U.S. Agency for International Development,
American Schools and Hospitals Abroad
(USAID/ASHA)

George L. Ohrstrom Jr. Foundation

Sally and Ken Ohrstrom

The Wege Foundation

\$250,000 - \$999,999

Anonymous

† Anne H. Bass

The Diana Davis Spencer Foundation

Fidinam International Charity Foundation

Gerald A. and Karen A. Kolschowsky Foundation,
Inc.

SSB Charitable Corporation

\$50,000 - \$99,999

Fundación Alberto Motta

Fyffes

Kalsec, Inc.

Mark McGahan

Mary Anne (M.A.) Rogers

The Trio Foundation of St. Louis

\$100,000 - \$249,999

A.G. Leventis Foundation

Cargill Inc.

Tracey Robertson-Carter and Christopher Carter

The Coca-Cola Foundation

Five Together Foundation

\$25,000 - \$49,999

Anonymous

Claire Lewis Arnold and H. R. Arnold III

Banco Davivienda

Banco de Desarrollo Rural, Sociedad Anónima

Kathleen and Douglas Colson

The Edward Colston Foundation, Inc.

Barbara and Ivor Freeman

Fundación Poligrow

Hoffman-Brouse Foundation

Adrienne Meisel and Rand Sparling

Ministry of Education, Culture, Science and Technology of Belize

Katherine John Murphy Foundation

Karin and Mark Ohrstrom

Luiza Angélica Barata Russo and Ewaldo Mario Kuhlmann Russo

Jeannie Wright

\$15,000 - \$24,999

Anonymous (2)

BAC Credomatic

Jane and Dameron Black III

Nancy and Dameron Black IV

John Bryant

☛ Cercol S.A.

☛ Fundación ENLASA

Fundación Riojas Aguirre

\$10,000 - \$14,999

☛ AGEARTH Ecuador

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Central Azucarero de Alanje, S.A.

Diane and Richard Clark

Journey Charitable Foundation

The Sustainability Laboratory Inc.

Diana Wege

\$5,000 - \$9,999

Anonymous

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☛ Beca Semilla Graduados Guatemala

Deb Broderick, Kay Nesbitt and Annie Cooper

The Butler Foundation

Dream Volunteers

Adriana Echandi

Edna Wardlaw Charitable Trust

Laura Frey and Erico Gomes

☛ Fundación Ing. Agr. Juan José Castelló Zambrano


Duvall and J. Rex Fuqua

The Graves Foundation

The Olojede Family

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\$2,500 - \$4,999

 Allan Acosta Castro

Diane and Kent Alexander

Arturo Condo and Leonor Gutiérrez Fernández

Carol and Stiles Kellett, Jr.

Gina and Rich Kelley

Pontes de Arrpal, S.A

Stumptown Coffee Roasters

L. Ann Thrupp, Ph.D.

Faith Vrugink and Victor Sanchez

Jackie and Doug Wiggins

Marty Fluharty

Erika González-Akre and Thomas Akre

Elizabeth and F. Sheffield Hale

Helene Harding and Patrick Briggs

Christine and Jon Hoek

Jamaica Producers Group

Bobbo Jetmundsen

Larsen Fund / Susan Ritz

Peggy and Larry Lord

Patricia Loría Madrigal and Luis Chacón Menéndez

\$1,000 - \$2,499

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Micki and Michael Besancon

Kathy and G. Niles Bolton

Kristina and Michael Caplin

Kelly Cunningham

Carol and John Drake

Janet Eastridge

ECOPACIFIC

Prudence and William Finn

Louise and David Lutton

Carolyn and W. Thomas Mobley, Jr.

Oliver Niedermaier

Panama Rainwater

Sharon Pauli

Manuel Ramírez Umaña

Meridith Rentz and Dean Baker

Kay Betts and John Sibley

Lisa and Charles Siegel

Margaret and Robert Terry Wittenberg

Randi S. N. Yoder and Michael J. Henley



Thank you for believing in EARTH's mission!



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