



2025

Quarterly Report

www.thrivelights.org



Executive Summary

This report highlights how Thrive Lights partners are turning insights into action through thoughtful, community-driven practices. From CRCI's practical tools for facilitators, to Zachry's creative use of wallet cards and wellness challenges, and Cabarrus County's case study on keeping families together, each story offers a model worth learning from. Partners like SWOP and Orange County United Way show how financial coaching can ripple into broader wellbeing, while Telamon and the the Stand Together Foundation Hub in Wichita demonstrate how fidelity tools and local ownership improve implementation. Across the board, these efforts show how small, intentional strategies can lead to meaningful, lasting change.



We hope these stories spark ideas for your own work. Whether you're launching a new program, refining your coaching approach, or thinking about how to better use your data, there's something here for everyone. If a partner's approach stood out to you, reach out to them. If you're testing something new, we'd love to feature it in the next report. Together, we can keep building a network of learning, support, and shared progress. Let us know what you're trying, what you're learning, and what you'd like to see next.



Introduction

At Thrive Lights, we believe in the power of community-driven learning. Each quarter, we're amazed by the creativity, commitment, and care that our partners bring to the field. Through this report, we aim to spotlight some of the standout practices from across our partner network—initiatives that not only strengthen implementation but also nurture innovation and peer learning.

This report isn't just a summary, it's a celebration of what's working and an invitation to borrow ideas, adapt solutions, and grow stronger together. Whether it's a practical tool, a community strategy, or a fidelity breakthrough, each highlight has been selected for its potential to inspire.

As you read through these stories, we encourage you to reflect on what might be relevant for your own site and to reach out if you'd like to learn more from your fellow partners. We're building a network of learning, and you're at the heart of it.

Let's grow together.



INDEX

- **Christian Recovery Centers, Inc (CRCI)**



CRCI strengthens coaching conversations by equipping facilitators with practical tools that support goal-setting and participant agency.

6

- **Zachry Corporation**



Zachry develops personalized follow-up tools and creative team-based initiatives that keep participants engaged and directly address the well-being indicators they care about most

9

- **Cabarrus County DHS**



Cabarrus County uses Thrive Lights to support family-centered planning, helping reduce foster care placements through early, structured intervention.

13

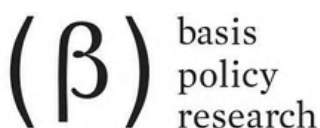
- **Stand Together Foundation**



The Wichita Hub builds a community-sourced Bank of Solutions, making local resources more accessible and relevant to participant needs.

17

- **Basis Policy Research**



Basis leads a county-wide wellbeing survey, using Thrive Lights data to track trends and guide strategic investment in Kent County.

20



- **The Southwest Organizing Project**



SWOP transforms financial challenges into community-led solutions that build habit, connection, and resilience.

23

- **Orange County United Way**



OCUW combines financial literacy coaching with Thrive Lights, leading to improvements in both financial indicators and overall wellbeing.

26

- **Telamon**



Telamon strengthens assessment quality through fidelity and observation tools that support facilitators and ensure consistent delivery.

29

- **In Case You Missed It: Tech Week 2025**



Tech Week 2025 offered inspiring sessions on technology and impact, now available on-demand for all partners to explore.

31

- **BBC Spotlight: People Fixing the World**



The BBC highlights Poverty Stoplight as a powerful, person-led approach to tackling poverty through self-assessment and community action.

32

- **Closing Reflections**



A look back at the insights, momentum, and shared practices shaping our collective journey—and a reminder that we grow stronger together.

33



Christian Recovery Centers, Inc. (CRCI)

Christian Recovery Centers, Inc. (CRCI) is a nonprofit organization offering free, faith-based recovery and re-entry services for individuals navigating substance use disorders. Founded in North Carolina, CRCI supports both men and women through a structured, long-term program that blends spiritual development with evidence-based therapeutic practices.

CRCI's approach is holistic and person-centered, addressing the full spectrum of a participant's needs: medical, social, emotional, vocational, relational, and spiritual. With a deep commitment to dignity, healing, and transformation, CRCI empowers individuals not just to achieve sobriety, but to thrive with purpose and independence.

A cornerstone of CRCI's approach is their structured use of the Thrive Lights tool to guide participants through each phase of recovery. By embedding the assessment and follow-up process into their coaching model, CRCI ensures that each individual's progress is tracked over time and supported with goal-setting, mentorship, and wraparound services. The tool reinforces a culture of accountability and growth, helping residents move from stabilization to long-term independence while aligning with CRCI's emphasis on spiritual, emotional, and practical transformation.

"That's what I love about this tool—it's not me saying what someone needs. It's the individual telling their own story. That's what makes it different. That's what makes it powerful."

***-Karen Calhoun
Project Manager at CRCI***



Helping Facilitators Walk Alongside Participants

One of the ways CRCI is strengthening their Thrive Lights implementation is by making sure their facilitators are equipped to support participants not just with data collection, but with meaningful conversations and next steps. To do this, they've created clear and practical handouts for their team: one focused on setting SMART goals and another introducing the core principles of Motivational Interviewing.



These materials might seem simple at first glance, but they're powerful tools. The SMART Goals guide helps facilitators walk alongside participants as they move from vague intentions like "I want to get a job" to clear, achievable steps that align with their overall recovery. It reinforces the idea that progress looks different for everyone, and small, measurable wins are worth celebrating.

"Two years is no small thing. That's 730 days of showing up, growing, and pushing forward when it would have been easier to tap out. Recovery isn't a walk in the park unless that park is uphill in the rain with wild squirrels heckling you. But it's worth it. Now that I'm coaching others as a Thrive Lights facilitator, it's a full-circle moment. I didn't just walk through the fire—I turned around, grabbed the hose, and said, 'All right, who's next? I got you.'"

-Thrive Lights Participant turned Facilitator at CRCI

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The Motivational Interviewing handout reminds facilitators that their role is not to tell participants what to do, but to listen with empathy, ask the right questions, and help each person uncover their own reasons for change. That shift (from directing to empowering) can make all the difference in whether someone follows through on a goal or stays stuck.

By embedding these tools into the Thrive Lights process, CRCI is helping ensure that data isn't just collected and stored. It's being used as a springboard for transformation, with facilitators acting as supportive guides in each participant's journey toward stability and thriving. This thoughtful approach is something we hope inspires other partners too.



Zachry Corporation

Zachry is a company with deep roots and a strong sense of purpose. What began almost a hundred years ago as a small construction business in South Texas has grown into a family of companies working across construction, hospitality, and aggregates. Even as the company has expanded and evolved, one thing has stayed the same: a belief that people come first.

From hotel teams in San Antonio to crews working on highways across the country, Zachry is made up of people from all walks of life. Some employees are just starting out, while others have been with the company for decades. Many work long hours in the field, while others support operations behind the scenes. No matter where they are or what role they play, Zachry sees each person as part of a larger community built on respect, integrity, and shared growth.

This people-centered approach is what led Zachry to partner with Thrive Lights. By offering the tool to employees across the organization, Zachry gives team members a chance to reflect on their own well-being and take steps toward the life they want to build. It's not just about identifying challenges. It's about recognizing strengths, setting goals, and knowing that the company is there to walk alongside them.



Putting Priorities into Practice

Zachry has taken some really thoughtful steps to bring the Thrive Lights process to life for their team members. One of the things that stands out is how they've made the experience personal and motivating right from the start. When someone takes the Thrive Lights self-assessment for the first time, they receive a small wallet card with a big purpose. On one side, the card outlines the journey ahead, including when the follow-ups will happen and when the three- and six-month check-ins will take place. On the other side, each person writes down their top priorities along with their answers to three simple but powerful questions: Why don't I have it? What will I do to get it? How long will it take me?

MY PATH TO THRIVING IS UP TO ME
MI CAMINO DE PROSPERIDAD DEPENDE DE MI

ZACHRY CORPORATION
ZACHRY CORPORATION
ZACHRY CORPORATION
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6 Month: Celebration
6 Meses: Celebración

04

MY COMMITMENT TO THRIVING!
Take the Survey
Responda la encuesta

01

1 Week: Follow-up
1 Semana: Seguimiento

02

3 Month Checkpoint
3 Meses: Punto de control

03

¡MI COMPROMISO DE PROSPERAR!

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Thrive Lights
Part of the Global Spotlight Movement

Our Priority
Nuestra prioridad

Why I don't have it? ¿Porque no lo tengo?	What do I do to attain it? ¿Que hago para lograrlo?	When will I have it? ¿Cuando lo tendré?

thiving@zachrycorp.com

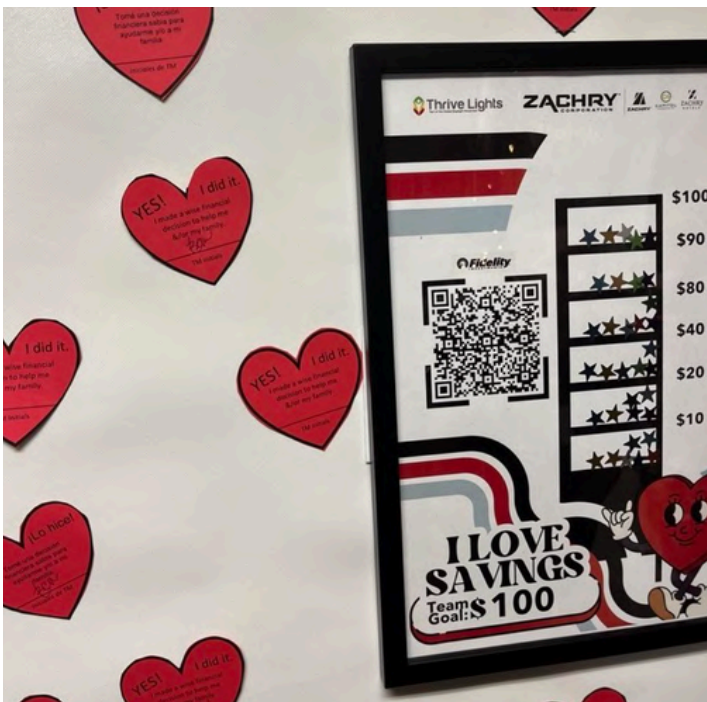
It may be just a card, but it serves as a daily reminder of the goals each person has set for themselves. Some carry it in their wallet. Others tape it to their desk. It helps keep their priorities front and center, not only for them as individuals but often for their teams too. It sparks conversations, builds motivation, and creates momentum for group efforts.



Zachry has also done something we hope more partners will consider. They looked at the red indicators that were showing up most often in their data, like physical activity and savings, and turned them into company-wide challenges. For the physical activity challenge, employees received step trackers and committed to beating their own average. Each day they logged their steps, and for every week they met their personal goal, they earned points that became raffle entries. It made fitness feel fun, personal, and rewarding.

For the savings challenge, the approach was just as creative. Teams set collective goals and supported each other in saving a little bit each week. Each person saved for themselves, but progress was tracked and celebrated as a group. It became a shared effort that helped build habits while strengthening team connection.

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These kinds of practices show what it means to truly engage with Thrive Lights. Zachry is not just collecting data. They are using it as a starting point for action, connection, and positive change. Their approach reminds us that transformation often begins with simple steps and small, intentional choices that people make together.



The Cabarrus County Department of Human Services (DHS)

The Cabarrus County Department of Human Services (DHS) is rooted in the belief that communities thrive when people, systems, and local government work together. Located in Concord, North Carolina, the department serves some of the county's most vulnerable residents, including families with low income, older adults, children, and individuals with disabilities. Their programs focus on improving support, safety, health, and long-term self-sufficiency.

Whether it means helping a single parent find stable employment, assisting an older adult with in-home care, or connecting a family to Medicaid coverage, the team at Cabarrus DHS approaches their work with compassion and a deep sense of responsibility. Their services span child welfare, aging and adult services, economic assistance, and access to healthcare, all designed to make a lasting impact in the community.

One of the most inspiring parts of their work is the way they collaborate. DHS does not operate in isolation. They work side by side with local nonprofits, faith groups, healthcare providers, and other government agencies to create a stronger safety net. That spirit of collaboration is also what led them to adopt Thrive Lights.

What follows is a closer look at how Cabarrus County DHS used Thrive Lights to transform their child welfare approach and keep more families safely together.



Keeping Families Together: How Cabarrus County DHS Transformed Child Welfare with Thrive Lights - A Case Study

The Challenge Before Thrive Lights

Karen Calhoun, a leader at the Cabarrus County Department of Human Services (DHS), was deeply concerned. Too many children were entering foster care, not necessarily because they had to, but because families lacked the right support systems. The existing approach was reactive—social workers identified risks and provided some resources, but families often struggled to follow through. The process was fragmented, with no centralized way to coordinate services, track progress, or ensure long-term family stability.

One example was a single mother of two who came to DHS due to concerns about neglect. The mother wanted to care for her children but faced challenges, including financial struggles, lack of childcare, and an unsafe home environment. The social workers did their best to connect her with parenting classes and community resources, but without a structured system to help her prioritize and track her progress, the process was disjointed.

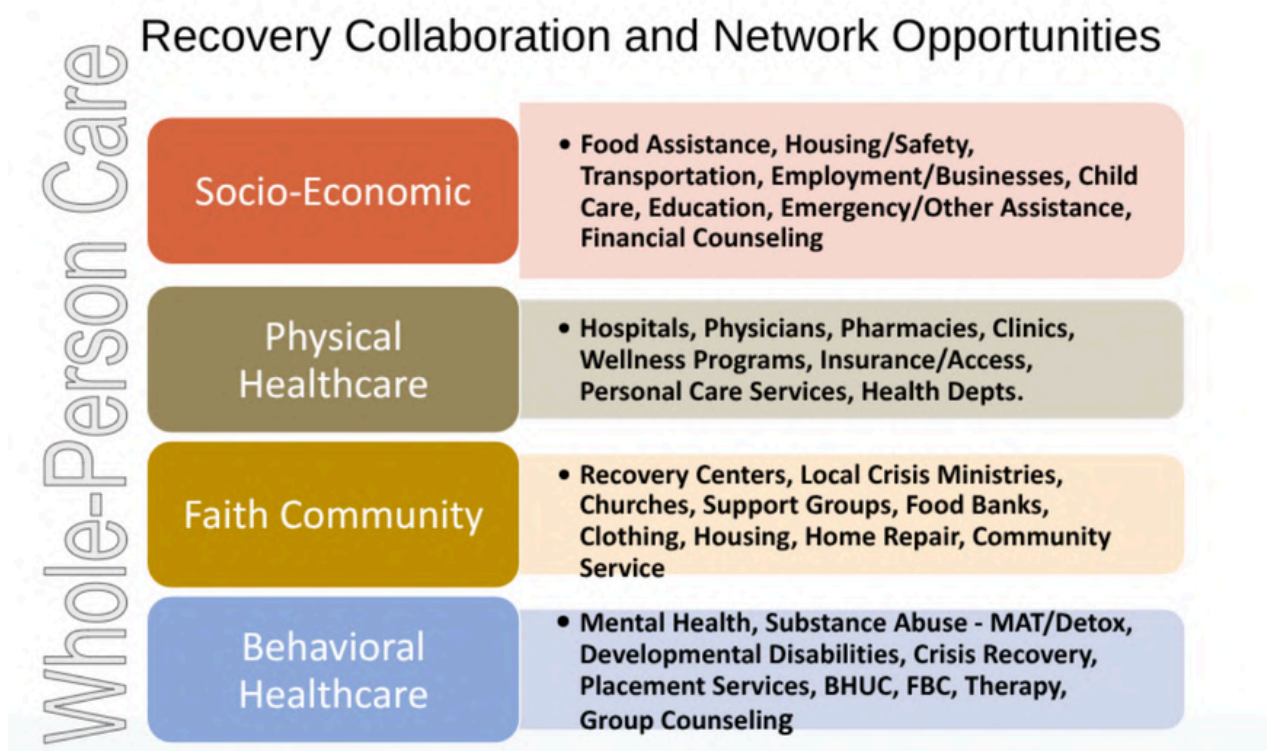
Despite efforts, too many families fell through the cracks—unable to navigate the complex web of services, leading to unnecessary foster care placements. Karen knew there had to be a better way.

The Transformation with Thrive Lights

Determined to find a proactive solution, Karen worked with Thrive Lights to develop the Aspire tool. This tool helps families identify their strengths, challenges, and priorities while creating a Life Map to guide their progress. Instead of overwhelming families with too many resources at once, Thrive Lights allowed them to set their own goals, choose which challenges to tackle first, and receive step-by-step support.



Karen also took a bold step—she built a network of nonprofits, doctors, recovery centers, and community leaders to provide families with the wraparound support they needed to achieve their Life Map goals.



With Thrive Lights and the Aspire tool, social workers could now:

- Help families recognize their own strengths and build on them.
- Guide families through a structured Life Map, where they identified the most urgent challenges they wanted to overcome next.
- Connect families to the right services at the right time, rather than overwhelming them with too much at once.
- Monitor progress in real-time, allowing for adjustments as needed.

One of the first success stories was a father of two who had recently lost his job, putting immense stress on the family. In the past, this situation could have escalated to family separation. But with Thrive Lights, DHS helped the family:

- Identify their most pressing needs—financial stability and emotional well-being.
- Create a Life Map, prioritizing job search support and stress management.
- Connect with employment services, financial counseling, and family therapy at a pace that worked for them.

Within three months, the father found stable employment, the family's finances improved, and the children remained safely at home.



The Result: A Stronger, More Connected System

Thanks to Thrive Lights, the Aspire tool, prevention focused social workers, and a coordinated community network, DHS dramatically reduced the need for foster care placements. Families no longer had to navigate the system alone—Thrive Lights and DHS empowered them to take charge of their future while providing structured support to achieve their goals.

Most importantly, DHS was able to keep families together and reduce repeat reports of maltreatment in 88% of the cases referred to them, proving that early intervention, structured support, and community collaboration can make a real difference in keeping children safe and families intact.

What started as a concern became a revolutionized approach to child welfare, ensuring that more families stay together, safely and successfully.



"This is the first assessment I've seen in 30 years of social services that truly centers the person. That's why I know it works."

-Karen Calhoun

Stand Together Foundation (Wichita Hub)

Stand Together Foundation believes that real change starts with people. Their vision is rooted in a simple but powerful idea: every person has something valuable to offer, and when people are empowered to use their unique gifts to help others, everyone benefits. That belief shapes everything they do, from how they work with nonprofit partners to how they approach social challenges across the country.

Rather than focusing on control or top-down fixes, Stand Together supports solutions that grow from the ground up. They walk alongside local leaders and social entrepreneurs who are working to remove barriers, build trust, and create lasting opportunity in their communities. Their approach is centered on dignity, mutual benefit, and the idea that progress happens when we help each other thrive.

As part of this vision, Stand Together Foundation launched several Thrive Lights Hubs, bringing together nonprofit partners in cities across the U.S. to learn from each other and grow together. In Wichita, Kansas, the Hub has become a vibrant space for collaboration, reflection, and action.

The next section takes a closer look at one of the best practices coming out of the Wichita Hub, and how it's making a difference.



A Community-Built Bank of Solutions

When Cerae Smith stepped into her new role at HopeNet as the administrator for the Stand Together Wichita Hub, she saw an opportunity that others might have missed. Thrive Lights offers a powerful framework for understanding the challenges people are facing, but Cerae knows that insight alone isn't enough. What really matters is what comes next — how people are supported in turning red and yellow indicators into green. And for that, they need solutions. Not just any solutions, but ones that make sense for the community of Wichita.

So she asked a simple but brilliant question: What if we built the Bank of Solutions together?

Rather than relying on one person or one team to fill the resource database, Cerae invited every organization in the Wichita Hub to contribute. Each month, partners are encouraged to add new solutions to the system — resources they trust, programs they offer, services they've seen work on the ground. This small change has the potential to spark something powerful.

It opens the door for organizations to share ideas with one another, surfacing programs that others may not have known existed. A resource listed by one nonprofit could become a solution used by several others. Instead of working in silos, partners can become connectors, helping participants move from one supportive service to the next and creating a fuller, more responsive pathway toward well-being.

As the initiative begins to take root, the Bank of Solutions is poised to grow into something deeply community-driven. It is not being built from the top down. It is taking shape through local knowledge and lived experience, guided by people who understand what works in Wichita because they are part of Wichita.



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Thanks to Cerae's leadership and the early enthusiasm from Hub partners, there is now a growing opportunity for participants to be connected with the right support at the right time. Whether someone is working toward housing stability, improving their health, or finding meaningful employment, they may soon experience what it feels like to be supported by a whole network working together on their behalf.



This approach is a beautiful example of what can happen when a community builds together — and why the Bank of Solutions has the potential to become much more than a database. It can be a reflection of trust, shared wisdom, and the belief that real change happens when no one is left behind.

Other Hubs may find inspiration in this idea. Inviting each partner to help build the Bank of Solutions can strengthen relationships, surface new resources, and create a more unified support system that truly reflects the needs and strengths of the local community.

“Thrive Lights helps Stand Together to truly become a bottom-up solution.”

-Sarah Andrews (Previous Hub Admin to the Wichita Hub)

Basis Policy Research

Basis Policy Research is a team of researchers who care deeply about more than just numbers. They specialize in helping organizations make better decisions by turning data into something useful, human, and actionable. Whether it's through program evaluation, survey research, or impact analysis, their work is focused on supporting mission-driven partners who want to understand what's working, what's not, and where to go next.

What sets Basis apart is their commitment to partnership. They take the time to listen, adapt to what each project truly needs, and build research tools that fit the real-world pace and context of their collaborators. Their work helps drive smarter policies and stronger programs, all with the goal of improving lives through informed decision-making.

Setting the Standard for Community-Wide Impact

When Basis Policy Research partnered with Thrive Lights, they set out to do something both ambitious and deeply practical. They wanted to help Kent County, Michigan understand how its residents are doing across all areas of life, not just once, but over time. Their goal was to create a way for community leaders and organizations to track real changes in wellbeing and make decisions rooted in what people are actually experiencing.

To make this possible, Basis built a panel of 500 residents from across the county and worked closely with the Thrive Lights team to adapt the assessment tool to fit the local context. The result was the Thrive Lights Kent County Wellbeing Survey, an instrument designed not only to measure challenges, but also to reflect the strengths, values, and priorities of the people who live there.



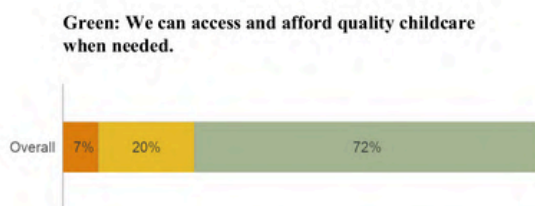
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The first round of the survey ran in early 2025 and reached 374 participants, an impressive response rate of 67 percent. A second round is planned for Fall 2025, with the goal of expanding the panel to 1,000 residents. This kind of survey work is considered a gold standard for understanding long-term trends at the community level. It also sets the stage for other regions to follow with their own localized models.

What makes this project especially powerful is how it moves beyond data collection to meaningful storytelling. The insights gathered from the survey are already helping organizations better understand where people are doing well, where they are struggling, and how those patterns are shifting over time. It provides a way to measure the impact of local initiatives and to see whether investments are truly improving lives.

The first wave of data offers an early glimpse into what this approach can reveal. In the slides that follow, you'll see real examples of what residents shared on topics like affordable childcare, civic participation, and career satisfaction. These results are more than numbers. They begin to tell the story of a community and help identify where support is most needed.

Prosperity need: Affordable Childcare



Overall, 72% of respondents indicate they can afford quality childcare when they need it.

According to the U.S. Chamber of Commerce, childcare access issues result in a loss of \$2.88 billion in Michigan's annual economy (2023).

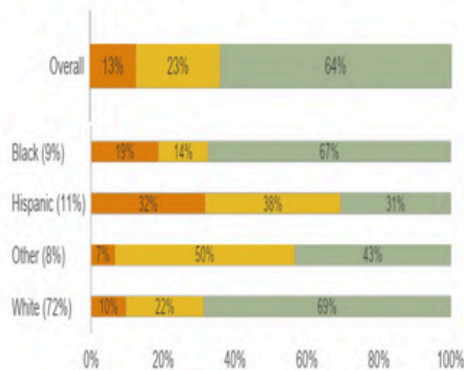
The Michigan League for Public Policy noted that as of 2021, Kent County was a low-capacity childcare area, with the number of children ages 0-5 (52,323) surpassing the number of childcare spots (31,114).

References: Michigan League for Public Policy. (2021). Kent County Childcare: A Critical Need in Michigan. <https://mlpp.org/ThinkBabiesChildCare/Kent.pdf>
U.S. Chamber of Commerce. (2023). Untapped Potential in MI. https://talentfirst.net/wp-content/uploads/2024/06/Untapped_MI_082523_DIGITAL.pdf



Prosperity need: Community (Belonging)

Green: I participate in civic activities such as voting, contacting government officials, and attending a neighborhood association, school board, or city council meeting at least once a year.



Overall, 64% of respondents report they participate in civic activities at least once a year. This participation rate aligns with national voter turnout (63.7%) in the most recent presidential election; however, it is lower than Michigan's voter turnout of 74.7% (University of Florida Election Lab, 2024).

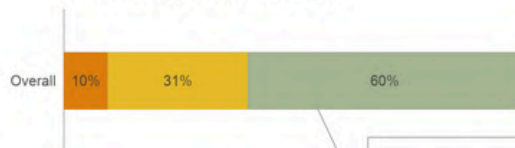
The percentage of respondents reporting they participate in civic activities at least once a year is lowest among Hispanic and Other race community members.

References: University of Florida Election Lab. (2024). 2024 General Election Turnout. Retrieved from <https://election.lab.ufl.edu/2024-general-election-turnout/>

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Prosperity need: Fulfilling Career

Green: I find my work valuable, and I am not considering a career change.



This rate is 18 percentage points lower (42%) for respondents who report having less than three months of savings or no savings.

Sixty percent of Kent County residents find their work valuable and are not considering a career change. This correlates to job satisfaction statistics at the national level, which was 62% as of 2022 (The Conference Board, 2023).

The percentage of residents indicating fulfillment in their career is lower among residents with little or no savings.

References: The Conference Board. (2023). Job satisfaction hits all-time high. <https://www.conference-board.org/press/job-satisfaction-hits-all-time-high>

For any region hoping to take a more informed, intentional approach to community wellbeing, this is a model worth paying attention to.



Southwest Organizing Project (SWOP)

In the heart of Southwest Chicago, the Southwest Organizing Project (SWOP) is building something powerful: a diverse community that works together to shape a better future for everyone. Through its network of churches, mosques, synagogues, schools, social service agencies, and neighborhood leaders, SWOP brings people together across race, faith, and generations to tackle shared challenges and create lasting change.

At the core of SWOP's work is the belief that strong relationships are the foundation of strong communities. Their approach to organizing focuses on building public relationships rooted in trust, shared values, and collective action. Through one-on-one conversations, leadership development, and collaborative campaigns, SWOP helps everyday people step into leadership roles and use their voice to improve life in their neighborhoods.

One of SWOP's biggest programs is the Parent Mentor Program, which invites parents and caregivers to volunteer in local classrooms. With training and support, these mentors become an important part of the school day, helping teachers, supporting students, and building stronger connections between families and schools. For many participants, the experience becomes much more than a volunteer opportunity. It becomes a journey of personal growth, leadership, and belonging.

SWOP has partnered with Thrive Lights to deepen the impact of the Parent Mentor Program, giving parents a way to reflect on their well-being, set personal goals, and celebrate their progress. The combination of peer support, school engagement, and structured self-reflection has opened new doors for parents—not only as helpers in classrooms, but as leaders in their communities.



Saving Together, Growing Together

After completing their first round of Thrive Lights assessments, the team at SWOP noticed a clear pattern. Many of the parents in the Parent Mentor Program were struggling with savings. It wasn't just about putting money aside each month. For many families, the issue was tied to deeper barriers like unstable income, lack of access to financial tools, or simply never having had a safe space to talk about money and learn how to manage it.



Rather than looking away from the problem or offering surface-level advice, SWOP leaned into what they do best. They asked, how can we bring people together to face this challenge as a community?

The answer was to launch a lending circle initiative. A lending circle is a group-based approach to finances, where members agree to regularly contribute a set amount of money into a shared pool. Each cycle, one member receives the pooled funds, and the rotation continues until everyone has had a turn. It's a model that encourages accountability, builds trust, and creates a sense of shared purpose.



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SWOP took it one step further by partnering with a bank to offer formal lending circle opportunities that also supported participants in building their credit scores. For parents who didn't qualify for the bank-led version, SWOP created an alternative rooted in cultural familiarity and community: a tanda. Tandas are informal savings groups common in many Latin American cultures, and they follow the same basic principle—members contribute regularly, take turns receiving the pot, and support one another along the way.

But this was never just about the money. These circles became a place for learning, connection, and encouragement. Parents who had never saved before began building the habit, supported by a circle of peers who understood their challenges. The lending circles created a space where people could be honest about their financial goals, share tips, and celebrate small wins together.

This is a beautiful example of what it looks like to use Thrive Lights not just to gather data, but to act on it with care and creativity. SWOP listened closely to what the assessments revealed, responded in a way that honored their community's strengths, and found a way to turn a financial challenge into an opportunity for growth and connection.



Orange County United Way

For more than 100 years, Orange County United Way has been a driving force for improving lives across the region. Their work is grounded in a simple belief: when individuals and families have the tools to thrive, the entire community grows stronger. Through a network of dedicated staff, generous donors, and committed volunteers, they address some of Orange County's most pressing challenges including housing, education, health, and financial stability.

Their Thrive Lights implementation is part of the United for Financial Security initiative, which helps families build a path toward long-term financial independence. The program focuses on creating a solid foundation by providing access to workforce development, financial coaching, and tools that support savings, credit management, and asset building.

One of their most impactful programs is SparkPoint OC, where participants receive free one-on-one coaching tailored to their unique goals. Whether someone is working to pay off debt, improve their credit score, or plan for a major milestone like homeownership or college, SparkPoint meets them with practical support and encouragement. By integrating Thrive Lights into this program, Orange County United Way is helping individuals see a fuller picture of their wellbeing and take confident steps toward a more secure future.



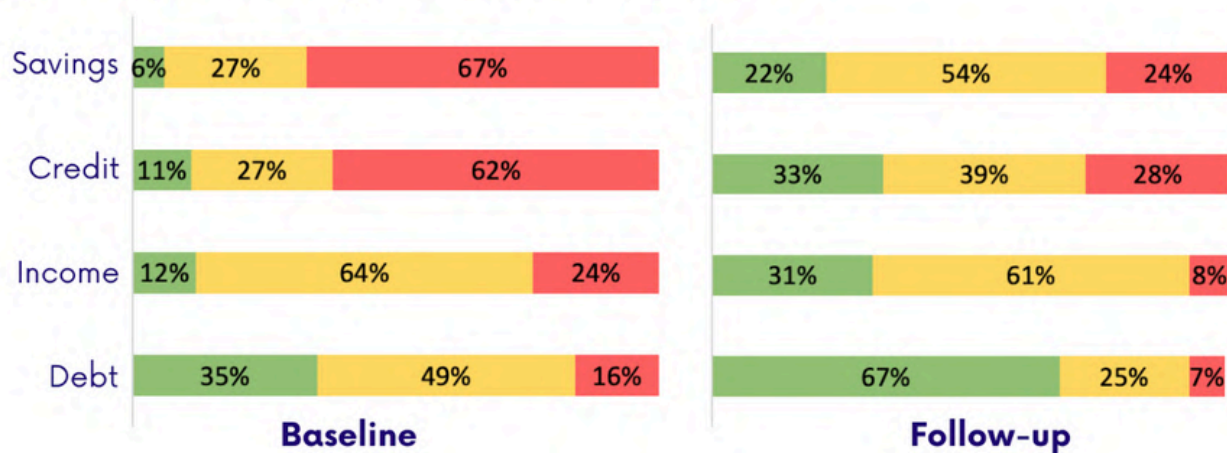
Financial Coaching That Reaches Beyond the Numbers

At Orange County United Way, financial coaching is not just about making a budget or improving a credit score. Through their SparkPoint OC program, families receive practical support, encouragement, and a chance to take control of their goals. The Thrive Lights tool plays an important role in this journey, helping families take a closer look at their well-being with the guidance of a trained facilitator.

When participants begin the program, they complete a Thrive Lights assessment with support from their coach. The tool helps them reflect on key areas of life, including income, debt, savings, housing, health, and relationships. Together with their facilitator, they identify their most urgent challenges and set goals that feel personal and achievable. For many families, the biggest needs are financial. Most participants start with little or no savings, limited access to credit, and a need for support in building basic financial skills.

The SparkPoint OC team responds to those needs with one-on-one financial coaching that focuses on budgeting, building savings, reducing debt, and planning for the future. As participants begin to make progress, they are offered follow-up assessments to track their growth. The results have been encouraging. A large number of families improved their ability to budget, started saving, and made real progress on credit and debt management.

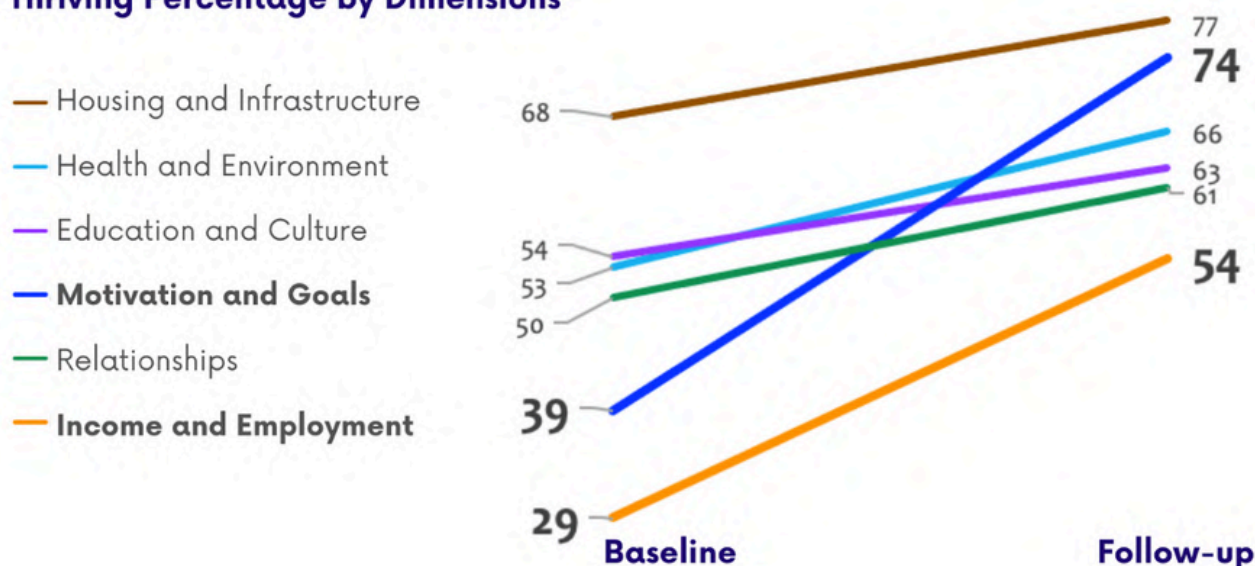
Improvements in Savings, Credit, Income and Debt



These financial wins are important, but they are not the whole story. As participants begin to feel more in control of their finances, other areas of life begin to shift too. Many families reported improvements in emotional well-being, self-confidence, and motivation. The number of people who believed in their ability to improve their lives increased significantly, showing just how connected financial stability is to overall well-being.

Orange County United Way's approach through SparkPoint OC shows what is possible when financial coaching is combined with the right tools, thoughtful facilitation, and a strong sense of care. Thrive Lights helps families name what matters and track their progress. The SparkPoint team helps them stay focused and supported. Together, they are creating a path to lasting stability and a better quality of life.

Thriving Percentage by Dimensions



Telamon Corporation

For decades, Telamon has been working alongside families across eleven states, helping them build stronger foundations through education, employment, and financial support. Their programs are wide-ranging but deeply connected by a shared goal: to give people the tools and support they need to move toward greater stability and opportunity.

In early childhood, Telamon provides Head Start and Early Head Start programs, including home-based support that helps parents become more engaged in their children's development. Their workforce and career services offer employment training, job placement, and health and safety education for farmworkers and others navigating unpredictable or seasonal work. And through housing and financial empowerment programs, families receive coaching on credit, savings, and homeownership, along with help managing urgent housing needs.

Across all of this work, Telamon puts people first. They understand that families face complex challenges, and they're committed to meeting those challenges with practical solutions and personal support.

Thrive Lights has become one of the tools Telamon uses to deepen that support. In their Head Start programs and among migrant and seasonal farmworker families, facilitators use the Thrive Lights assessment to help participants reflect on their wellbeing and identify their own priorities. But Telamon doesn't stop at just using the tool—they've built systems to ensure it's used with care and consistency.



Strengthening the Process to Strengthen the Impact

To make sure families get the most out of the Thrive Lights experience, Telamon has built fidelity into the way they implement the tool. They use a Fidelity Checklist that supports facilitators in leading the assessment with care, consistency, and respect. The checklist helps ensure that key elements of the process are in place, such as building rapport, clearly explaining the purpose of the survey, and using the Life Map to support meaningful conversations about goals and next steps. It can be used by facilitators as a self-assessment or by supervisors during observations to strengthen facilitation across different teams.



Telamon also uses a Training Observation Checklist when staff are being trained on how to deliver Thrive Lights. This tool allows supervisors to ensure that training sessions are clear, aligned with organizational practices, and responsive to participant needs. It also helps identify areas for follow-up support or coaching.

By applying these tools, Telamon is making sure the assessment process is more than a one-time activity. It becomes a consistent and high-quality experience for families, one that creates space for reflection, trust, and clear next steps. It also supports staff in growing their skills and helps the organization use the data in a meaningful way to shape the services they offer.





In Case You Missed it: Tech Week 2025

Earlier this year, Fundación Paraguaya hosted Tech Week 2025, a virtual event full of thought-provoking talks, practical workshops, and conversations about how technology can support our work.

Over the course of five days, speakers from across sectors explored topics like digital storytelling, innovation in the workplace, and the role of cybersecurity in social impact work. We heard from leaders at Salesforce, TEDIC, 55.design, Grupo Condor, and more. Sessions covered everything from designing better digital experiences to understanding the future of business and the power of data in telling stories that drive change.

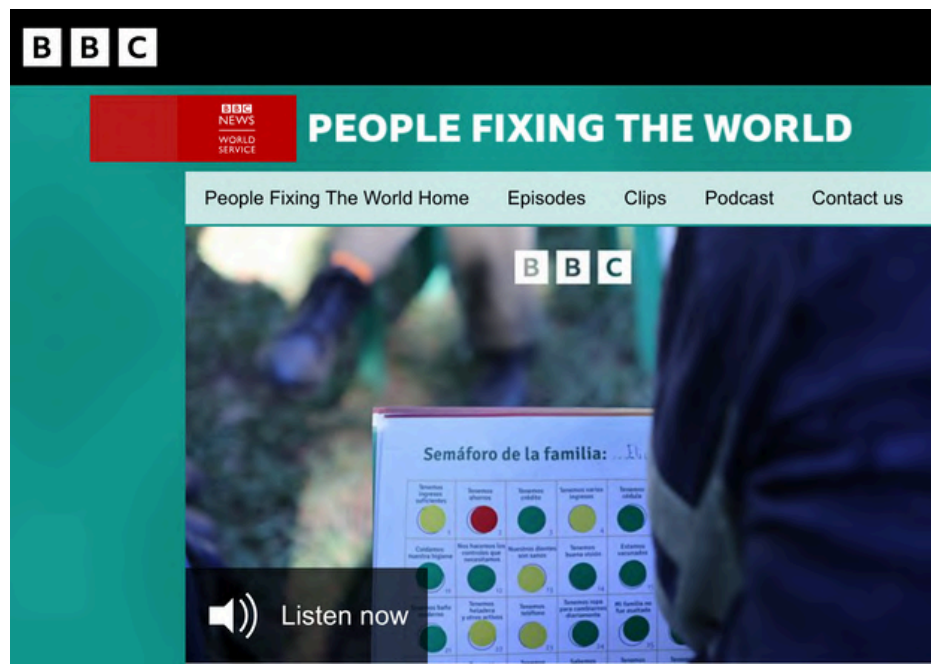
If you weren't able to attend live, no worries, we've got you covered. All sessions were recorded and are available in a shared folder so you can watch at your own pace. Whether you're looking for inspiration or concrete tools to improve your work, we hope you'll take some time to explore the content.

[Link to folder with Tech Week recordings](#)

And if Tech Week sparked ideas in you, we'd love to hear them. If you or your organization would like to present at a future Tech Week, please let us know. This space is for all of us, and your perspective could help inspire others across the global network.



BBC Spotlight: Poverty Stoplight on People Fixing the World



As part of their acclaimed podcast series *People Fixing the World*, the BBC team traveled to Paraguay to see how the Poverty Stoplight is helping families identify and overcome multidimensional poverty. The episode, titled “The Traffic Lights Tackling Poverty,” explores the origins of the tool, the vision behind it, and the real-life stories of the people using it to change their lives.

Listeners hear from Dr. Martín Burt, the creator of the Stoplight, as well as participants who share how they’ve used the tool to set goals and take action. From improving neighborhood roads to gaining confidence through better dental health, their stories show how small steps can lead to real transformation.

BBC journalist Jane Chambers also explains how the Stoplight works, including how families use the Life Map and how the Bank of Solutions helps connect people with resources that fit their priorities. Her reporting brings the methodology to life and shows what it looks like in action, in the voices of the families it serves.

We encourage everyone in our network to give it a listen and share it widely. It’s a powerful and accessible introduction to the work we’re doing together—and a reminder that change often starts when people define what thriving means for themselves.

 [Listen to the episode here](#)



Closing Reflections: Learning from One Another

Reading through this first Quarterly Report, one thing is clear—our partners are not just implementing Thrive Lights, they are living it. Whether it's a facilitator helping someone name a goal for the first time, a team designing tools to make the process more meaningful, or an organization connecting insights to action, the heart of this work lies in the people who carry it forward with intention.

From CRCI's practical handouts that make coaching more grounded, to Zachry's wallet cards and team challenges that turn self-reflection into action, we've seen how simple tools can create lasting impact when used with care. Cabarrus County showed us how a structured approach can help families stay together, while SWOP and Orange County United Way reminded us that financial stability is deeply connected to how we feel, how we grow, and how we relate to others.

We saw partners like Telamon and Stand Together Wichita not just use Thrive Lights, but strengthen the way they use it—bringing fidelity and community ownership into the process. And we were inspired by the rigor and care behind the Kent County Wellbeing Survey from Basis Policy Research, which gives a glimpse into what it looks like to measure change at a community level.

This quarter also gave us a chance to step back and explore new ideas during Tech Week 2025. If you missed the sessions or want to revisit a talk, we hope you'll take some time to explore the recordings and share them with your team. And if you have something to share, we hope to see you on the presenter list next year.

As always, this report is a celebration of what's working, but more importantly, it's a reminder that we are all learning from one another. If something here sparked an idea, reach out. If your team is trying something new, let us know. Thrive Lights is not just a tool. It's a shared journey toward a world where people and communities can define, measure, and pursue what it means to thrive.

We're so glad you're on this path with us.



