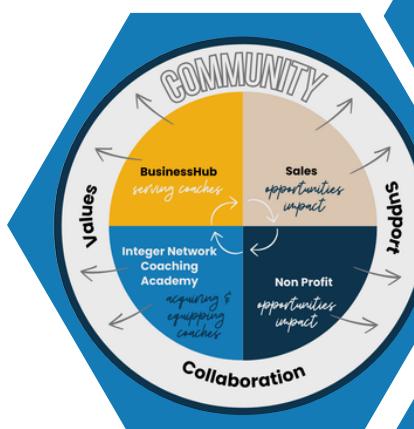


# Annual Report

## 2025

Building community.  
Empowering coaches.  
Bringing coaching to you.



Integer Network is a gathering place — a woven circle of people who believe that growth happens in relationship.

We are coaches, helpers, and seekers who choose connection over isolation, courage over silence, and transformation over the status quo.

Across continents and time zones, we hold space for honest conversations, brave reflection, and the kind of learning that reaches deeper than skill — into identity, purpose, and wholeness.

**Here, belonging is not an idea.  
It is something you feel.  
It is something we build, together.**

We grow people, we grow community, and we grow the capacity for a more integrated world — one conversation, one heartbeat, one courageous step at a time.



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# Message from ED:

## *Jana Belter*

When you have the honor of being entrusted with the care of an organization that feels like home, you take it seriously. I will never forget the way I felt after my first meeting with the Integer team when I started doing some freelance work for the organization.

It felt like being seen. Like being wanted. Like belonging. Like home.

Every day, I work to create that same feeling for people. To carve out new ways to reach those who are alone. To support those who need to be seen. To champion those who hold space.

At Integer Network you will find a listening ear, a strategic thinking partner, a global perspective.

This year was about more than growing in numbers. It was about deepening belonging, reinforcing community, and scaling sustainable coaching that touches lives meaningfully.

I am so grateful for a team who works tirelessly alongside me to make this possible. For the hours dedicated to building and testing systems, refining wording, creating connections.

Everyday we wake up with one mission - a thriving world through coaching.

Thank you for being on this journey with us.

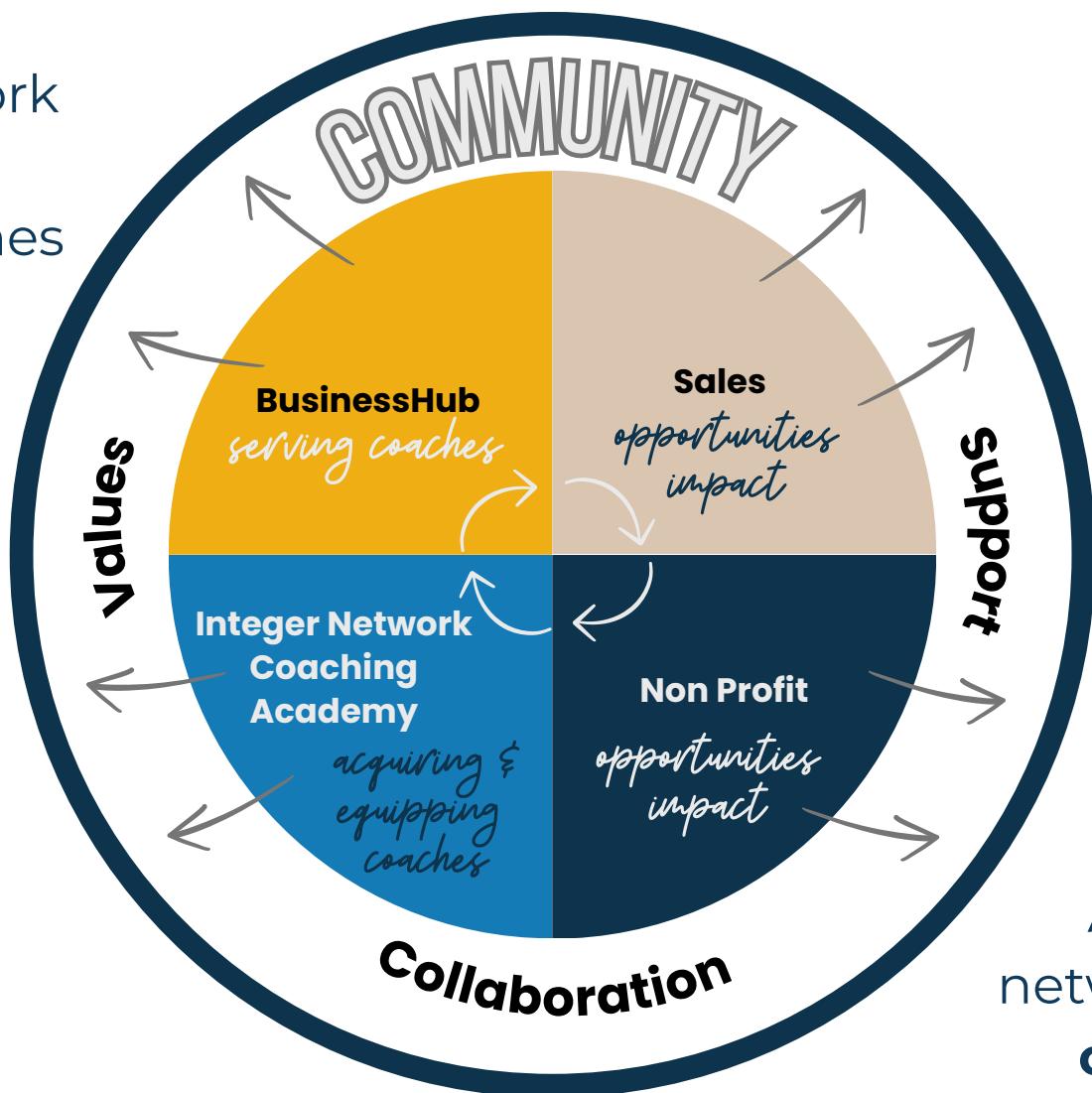
Yours in coaching,  
Jana



# Organizational Design

## An Overview

A  
network  
**for**  
coaches



A  
network  
**of**  
coaches

# Strategic focus: four areas of development



## BUSINESS HUB

### EMPOWERING COACHES TO BUILD THEIR DREAM

At the core, the Business Hub is about taking care of all the behind the scenes work so that coaches can coach! We have worked hard this year to create systems and services that support our members as people, practitioners and professionals. Through being strategic thinking partners, logo designers, invoice senders and webinar facilitators (to mention a few things) we are creating a foundation for our coaches to build from.



## INTEGER NETWORK COMMUNITY

### A SPACE TO BE, TO BELONG, TO BE CHALLENGED

While coaching is the modality we have chosen to champion, we know that many people share our values and heart for impact. The Integer Network Community grew from an abstract idea to a 53 member strong community of coaches, friends, counselors, family and individuals who meet to practice the values of authenticity, connection and wholeness. This has become a place for discussions, belonging and curiosity..

## INCA

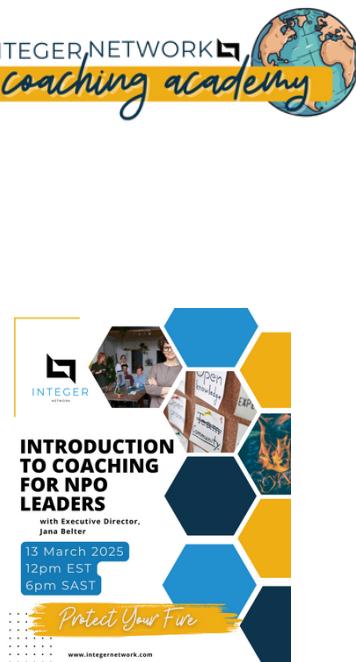
### QUALITY COACH TRAINING MADE ACCESSIBLE

High quality coaching certifications are very expensive. We believe that the modality of coaching should be much more accessible for everyone across the globe. So this year, in partnership with Fletcher Seminary, we established the Integer Network Coaching Academy and our incredible faculty of coaches have developed the curriculum and are in the process of guiding 11 students from 4 different countries through our first official cohort. We are also in the process of applying for our International Coaching Federation Level 1 Accreditation.

## NPO IMPACT AND GROWTH

### IMPACT WHERE IT MATTERS MOST

In the Non Profit space we have worked hard to establish ourselves as a trusted source of high quality coaching for NPO leaders and their teams. A lot of this has involved speaking engagements in which we could educate around the power of coaching to protect your fire and prevent burnout. We also participated in the Wellness Collab hosted by Nation Builder and was a leading voice in advocating for coaching as a built in care model for non profit organizations. Since then, ED Jana Belter, has been asked to serve on the steering committee for the Network Leaders Community of Practice, a network of NPO Network Leaders.





# Impact and Outcomes

## Impact

- **Belonging and Connection:** Coaches who once felt isolated reported a renewed sense of community. Several shared that our peer groups became their “safe space” for reflection and growth.
- **Professional Growth:** INCA graduates are now actively coaching in their local contexts – launching practices, serving nonprofits, and mentoring others. A number of these coaches are working in East Africa, broadening our geographic footprint.
- **Sustainable Coaching Practices:** Through the Business Hub, coaches established more stable practices, with increased recurring clients and peer collaborations – reducing the burden of solo entrepreneurship.
- **Organizational Resilience:** Nonprofit teams we coached reported reduced burnout, improved team cohesion, and renewed clarity of purpose. Leaders spoke of deeper alignment between their values and their work.
- **Strategic Alignment:** Every program, event, and engagement clearly aligned with our strategic goals – to expand our global community, deepen relational coaching, and enhance access to high-quality coaching in the nonprofit sector.

## Outcomes

Thanks to these inputs, we were able to deliver:

- **Community Engagement:** Monthly gatherings, mentor meet-ups, and themed conversations that deepened relational trust and peer learning.
- **Training & Certification:** INCA, our Coaching Academy, launched new cohorts of values-driven coaches, grounded in globally applicable frameworks as well as a graduate certificate in Compassionate Conversations.
- **Business Support:** Through the Business Hub, coaches received guidance on building sustainable coaching practices – including administrative infrastructure, client acquisition, and collaboration opportunities.
- **Direct Coaching Services:** We facilitated coaching engagements with nonprofit teams and helping professionals, focusing on reducing burnout, boosting resilience, and enhancing leadership capacity.
- **Events & Thought Leadership:** We hosted workshops, webinars, and events that stimulated reflection, self-awareness, and systemic change.

# Partnerships

We are grateful for the larger reach and impact we can celebrate because of Strategic Partnerships.



## Our year in numbers

**12** webinars reaching **220** people

**15** students enrolled in coach training program

**10** podcast episodes released with **520** downloads

**8** new members (from **10-18**) - reached strategic goal of **1** a month since April

**1 824** unique website visits

**11** workshops

**3** partnerships

Mailing list of **1 600** receiving two emails monthly

**12** mentor meetups for **21** members of the Business Hub

**11** community gatherings reaching **141** people (56 members of community platform)

Strategic conversations leading to clients (Capella House, Tomorrow Trust, Boss Moms, NPO leaders)

**50** coaching sessions

**3** speaking engagements with Non Profit networks

# An invitation

At Integer Network, we don't just coach; we cultivate integration. We don't just train; we build belonging. And we don't just deliver services; we nurture lasting transformation. This year, we have grown – not just in reach, but in depth. And as we move into the next chapter, our heartbeat remains the same: building community, empowering coaches and bringing coaching to you.

## As we look ahead, we invite you to stay connected:

- **Join our next Community Gathering**
- **Enroll in an INCA cohort or sponsor a scholarship**
- **Use our Business Hub to build or scale your coaching practice**
- **Partner with us to bring coaching into your organization or team**
- **Share our story with someone who needs to belong, to lead, or to heal**



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