

Change
maker X
Change





Our story ...

Our reason to exist are *Changemakers* like

Alex Holmes

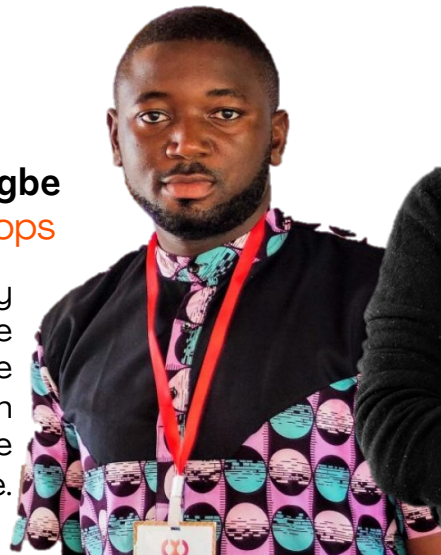
Anti-bullying Ambassadors

After suffering from bullying as a child, Alex started his own organisation at the age of 16 to tackle the issue. It has now become one of the world's largest anti-bullying organisations, training over 50,000 anti-bullying ambassadors who work peer-to-peer in schools all over the UK.



Njeke Egbe Peace Crops

Njeke uses eco-friendly agriculture as a peace building tool towards the civil unrest in Cameroon as well as to promote environmental peace.



Milena Glimovski

Original Unverpackt

Milena is a Berlin-based social entrepreneur who, at the age of 22, co-founded the packaging-free and organic supermarket 'Original Unverpackt', Germany's first zero waste supermarket. To scale their impact, they have developed an online course training thousands of other entrepreneurs who want to start zero-waste stores.



Laureen van Breen

Wikirate

WikiRate is an open, collaborative tool for asking and answering important questions about corporate impacts on the environment, human rights, pollution, waste management, governance or transparency. Wikirate today has 70,858 companies listed, with 1,603,452 answers and records from 107,816 sources



In 2012 we brought 40 of them together for
the first ever ChangemakerXchange
summit, and

realized



... while young changemakers do critical work for society, the system often works *against them*

Micro-Level | Individual changemakers and their teams

1. Financial insecurity

* Only 9% of changemakers can compensate themselves fully through their work.

2. Personal Sustainability & Burnout

* 59% have experienced burnout (to various degrees) while working on their initiatives.

3. Need for community & capacity building

* For 89% a community of peers was important, 90% need skill development.

Meso-Level | Changemaker Support Organizations

4. Lack of Collaboration

Eco-system organisations lack the requisite community building and facilitation skills to build wellbeing, deep connection, collaboration & collective impact among changemakers.

Macro-Level | Social Innovation Ecosystem

5. Lack of data

There is a lack of reliable, transparent, and shared data on the needs and challenges of young changemakers.

6. Fragmented Support Ecosystem

There is a lack of connection and alignment within the support ecosystem for young changemakers.

➤ **LOST IMPACT POTENTIAL**

Beyond the individual hardship, we believe the above challenges also lead to significant unfulfilled impact potential in the social impact sphere and in society as a whole.

Today, overcoming these challenges defines who

We are

Our Mission: ChangemakerXchange is a global community providing safe, supportive, fun, and empowering spaces for changemakers. We foster profound and lasting connections, nurture wellbeing, and enable peer-learning and meaningful collaborations so that changemakers may create, sustain and scale positive change.

Our Vision: We envision a world where everyone is part of inclusive communities in which people connect deeply and co-create positive action to serve the wellbeing of people and planet.

*

* Our vision and mission was co-created word by word with 100s of changemakers from the ChangemakerXchange community and reflects a deep commitment to addressing the real needs of young innovators.



“ChangemakerXchange is a life transforming experience every leader should go through. I made friends, partners and learnt so much from brilliant minds of the network“

ChangemakerXchange participant - 2019

We stand for a new way of ‚changemaking‘,
guided by *human connection. peer learning.
wellbeing and collaboration ...*

Moving from individual efforts towards collaborative impact our members have created **over 200 collaboration projects and joint-ventures** between them, like:

Recipes for Wellbeing

Initiated by Greta Rossi, Tariq Al-Olaimy and Alessia Cervone

Through RfW Greta, Alessia and Tariq work towards shifting the culture of changemaking to include a focus on wellbeing through an online repository of exercises, workshops and events.



Climate Farmers

Initiated by Ivo Degen and Philippe Birker

Through Climate Farmers Ivo and Philippe, who first met at a CXC summit, are building the infrastructure to scale regenerative agriculture & reverse climate change



Singa

Initiated by Guillaume Capelle, Nathanael Molle and Sima Gatea

Singa is a global movement that brings together locals and newcomers to collaboratively engage in social, professional and entrepreneurial projects. After meeting Nathanael at a CXC Summit Sima decided to quit her venture at the time and become the founder of Singa in Germany, effectively joining forces around the mission of empowering migrants around the world.

Change maker X Change

Today

through
ChangemakerXchange we
reach and work directly
with \pm 1000
changemakers across 130
countries globally.



the Possibilists

Through

The Possibilists we gather scientific data about the needs and challenges of young changemakers and collaborate towards addressing them. Collectively the Alliance reaches hundreds of thousands of young social innovators globally.

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Our Theory of *Change* aims at bringing these principles to life, everywhere

Micro-Level

Individual changemakers and their teams

All changemakers everywhere are part of a community of supportive peers for the exchange of knowledge, tools and resources.

Changemakers, their teams, as well as their constituents prevent burnout and increase their personal sustainability.

Changemakers are able to deepen or scale their impact.

Meso-Level

Changemaker Support Organizations

Changemaker networks and support organizations have the desire and skills to facilitate wellbeing, connection, collaboration and (systemic) collective impact among changemakers.

Macro-Level

Social Innovation Ecosystem:

The support ecosystem for social innovation is aligned around a shared understanding of the needs of young changemakers and creates the best possible conditions for them and their teams to thrive and to deepen or scale their impact.

What *We do* to achieve our outcomes



1. The (CXC) Community

Purpose: Provide young changemakers with safe, fun and empowering spaces.

What: A global community of 900+ changemakers.

How: Summits, Ongoing Engagement and Collaboration.

Key Outputs to date: >45 cohorts & summits, 250 collaborations, 900 members in 130+ countries, > 100 members involved in official roles.

2. Facilitators for Change

Purpose: Build capacity of ecosystem towards human-centered and collaboration focused facilitation.

What: A core team of trainers and a global group 60 changemakers turned facilitators.

How: Partnerships and train the trainer programs.

Key Output: 1000s of changemakers empowered through partnerships and 150 civil society leaders trained in facilitation across 40 organisations

3. The Possibilists

Purpose: Provide ecosystem with scientific evidence of changemakers needs and address them collectively.

What: A global alliance.

How: A yearly study, support database and ecosystemic collaboration.

Key Output: 16 global partners, 800 changemakers participated in survey, ± 600 offers for support mapped.

Partners and *Collaborators*

We've been delivering programs with and for



... how will we create impact together?



Changemaker Xchange

Community



Our Community

At the heart of ChangemakerXchange is a diverse network and close-knit community of young social innovators (aged 18-35).

They work on a vast range of social and environmental issues, from human trafficking in the Maghreb, through eating disorders in Europe, to inter-faith dialogue in the Philippines. We currently have 900+ members, while the network keeps growing every year.

If you are curious to find out more about who they are, where they are, and what they do, check our interactive map at:

changemakerxchange.org/changemakers



of Changemakers

Examples of *Changemakers*

Milena Glimbovski

Original Unverpackt

Milena is a Berlin-based social entrepreneur who co-founded at the age of 22 the packaging-free and organic supermarket 'Original Unverpackt'.

Germany's first zero waste supermarket avoids unnecessary packaging, eschews suppliers with bad practices and plastic packaging, and lets customers buy only what they need.

They have developed an online course training thousands of other entrepreneurs who want to start zero-waste stores.



Mamadou Sy

Doctor Nakamou

Mamadou is a trained medical doctor who grew tired of fighting cancer and diabetes when it was too late so he started his own initiative aimed at prevention. Doctor Nakamou (What's up Doc?) is an off- and on-line programme which promotes physical activities and provides information, education and training of the community to raise awareness about NCDs.

Each week, they organise free sports events in cities across West Africa to invite the population to develop a healthy lifestyle and mindset.



Examples of *Changemakers*

Lfteris Arapakis

Enaliea

Lfteris is training local fishermen in Greece to collect plastic waste from the sea to protect the decreasing fish stocks in the Mediterranean.

They have collected more than 60 tons of marine litter from the sea including plastic bottles and bags and fishing nets. Collecting is just the first step of their plastic cleanup operation, which also involves collaboration with companies in Spain and the Netherlands to produce products such as T-shirts and socks from ocean waste.



Madeeha Ansari

Citiesforchildren

Cities for Children aims to promote learning and wellbeing for children in urban poverty. Since the outbreak of COVID-19, they have readjusted their work to keep addressing risks for children who are among the most vulnerable at this time.



Examples of *Changemakers*

Alex Holmes

Anti-bullying Ambassadors

After suffering from bullying as a child, Alex started his own organisation at the age of 16 to tackle the issue.

It has now become one of the world's largest anti-bullying organisations, training over 50,000 anti-bullying ambassadors who work peer-to-peer in schools all over the UK.

Alex is also a youth advisor to Bill and Melinda Gates for their SDGs strategy and sits on the Twitch and Twitter Global Safety Advisory Council with the aim to make the internet a safer space.

www.antibullyingpro.com/about



Laureen van Breen

Wikirate

WikiRate is an **open, collaborative tool** for asking and answering important questions about corporate impacts on the environment, human rights, pollution, waste management, governance or transparency

70,858 companies listed

1,603,452 answers and records

107,816 sources



The Influence of our *Community*

- **Together** they have created well over **200 collaboration projects** since 2012 reaching tens of thousands of people across the world.
- **50** of our members became Ashoka Fellows.
- **60+** of them were recognized on the Forbes 30 Under 30 list.
- **300+** of them have given **TEDx** talks.
- Many of them have presence at **Davos** and at the **UN**.
- They occupy high level positions in **national parliaments** and at **top multinational corporations**.
- **Collectively** their ventures positively impact the lives of 60 million people across the world.



Facilitators for Change



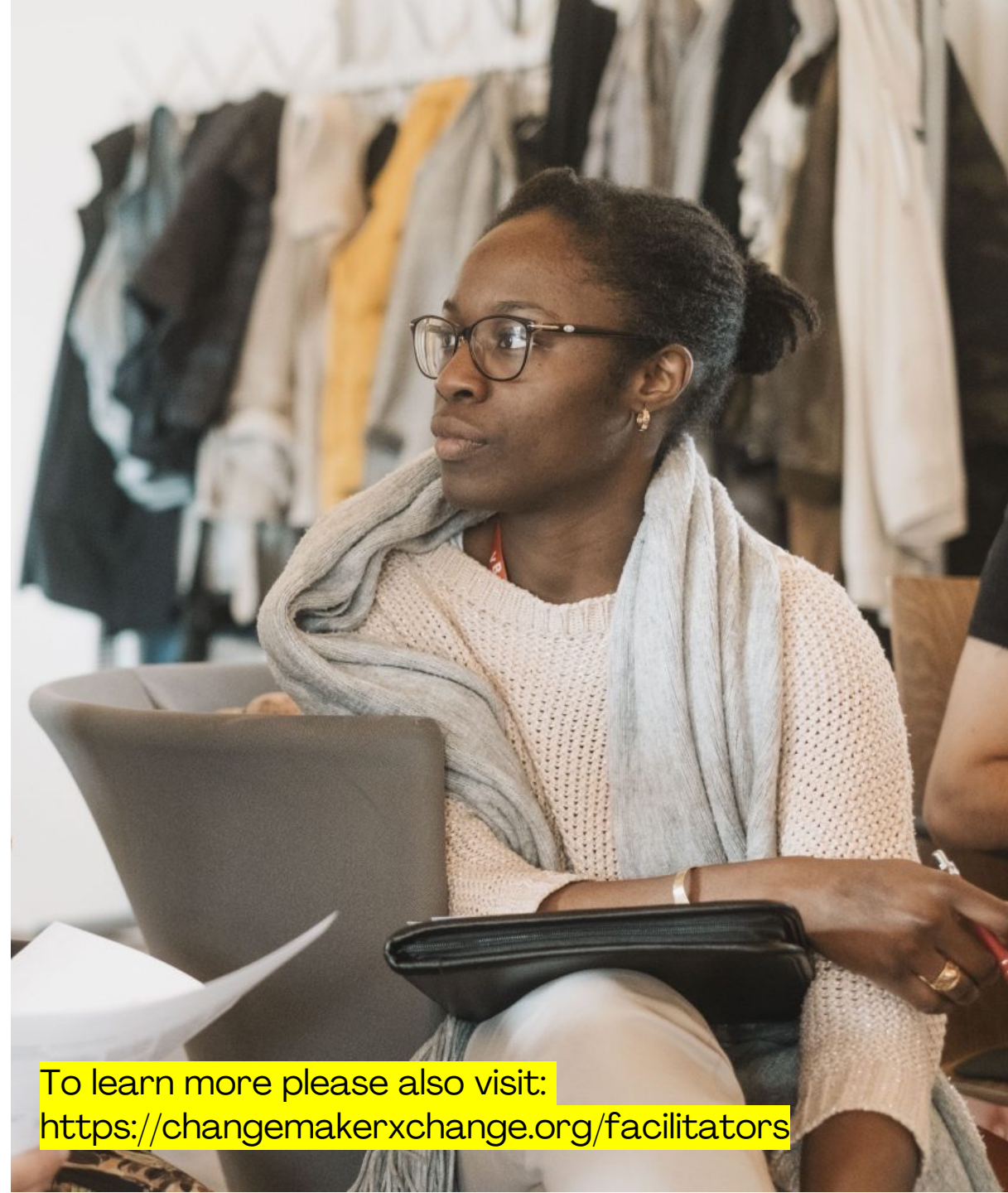
08:00-09:00 Registration
09:00-09:30 Welcome & Intro.
09:30-10:00 Opening Circle: Getting to know each other
10:00-10:30 BREAK
10:30-11:00 Intro to facilitation Pt. 1
11:00-11:30 Lunch & Free time
11:30-12:00 Intro to facilitation Pt. 2
12:00-12:30 BREAK
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Our Global Facilitation *Pool*

We are a laboratory for innovative and participatory facilitation methodologies and practices. We have a **Global Facilitation Pool of 60 impact-focused facilitators**, who are both changemakers and skilled facilitators (and have also trained 150 civil society leaders across the world in facilitation).

Trained in **physical and virtual facilitation** and based in cities around the world they're ready to facilitate anything from 2-hour digital conversations to five-day retreats.

Though not limited to these, their key area of expertise is in creating deeper human connection, fostering wellbeing / mindfulness and enabling peer to peer learning and tangible collaborations.



To learn more please also visit:
<https://changemakerxchange.org/facilitators>

Examples of Facilitators

OUR FACILITATION 'PRINCIPLES'

1. We are **facilitators** rather than trainers. We consider our main role to leverage the collective intelligence of the group.
2. Social changemakers are crying out for a **community** of like-minded souls. Human connection and peer to peer learning are key.
3. We design accessible agendas for **all learning styles** (logical, kinaesthetic, verbal, aural, visual) and character types (intra and inter-personal)
4. Our agendas are clear and follow a **coherent flow** with a red thread running throughout
5. The **setting** is of paramount importance for a powerful experience for participants, it should ideally be a space which cultivates creativity and connection



Josh Babarinde

- * Founder of 'CrackedIt' a social enterprise working with at-risk youth and ex gang members,
- * Was rated as 'best-ever speaker' at the Skoll World Forum.
- * Candidate member of parliament in last UK election.



Ingi Mehus

- * Founded the initiative 'Pocket Stories' to dispel myths around migration.
- * Has a wealth of facilitation experience with diverse groups.
- * Expert on storytelling and coaching methodologies.
- * In-depth knowledge on virtual facilitation.



Alessia Cervone

- * Co-founder of Euforia, an initiative which empowers individuals and companies to create positive impact.
- * Trained in 'radical collaboration' methodology.
- * Vastly experienced facilitator.
- * Expert on wellbeing, project management and creative partnerships.

Online *Facilitation*

Even before the Covid19 pandemic, but more so now we have built vast experience in online facilitation:

- We have hosted a **range of online gatherings**, from small-group bonding huddles to large-group co-creation activities.
- We are able to run **hybrid models**, **combining** offline and online formats.
- We have developed a widely used **online facilitation toolkit**.
- We have a trained **group of virtual facilitators** (and social entrepreneurs) from all over the world.



Online *Facilitation*

In times of Covid19

In response to the Covid19 crisis ChangemakerXchange convened a coalition of organisations to gather young innovators, who are taking actions to address the effects of the COVID-19 crisis. 15 facilitators from the CXC Global Facilitation Pool guided through a 2-day online summit, promoting cross-border connections, peer-learning and collaboration between ~120 changemakers working on the COVID-19 crisis response.

COVID-19 Collective Action Summit

20-21 April 2020



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ChangemakerXchange
is co-created by



Robert Bosch
Stiftung

The MENA cohort
is supported by



Participating organisations

Bridge
for
Billions
connecting growth



Bosch Alumni
Network

changeNOW



银杏基金会
GINKGO FOUNDATION

Global
Change-makers



YUNUS
& YOUTH

OBAMA
FOUNDATION

Trainings on *Facilitation*

Many organisations struggle to create powerful and transformative engagements, which set groups of people up for collective impact. At ChangemakerXchange, we have been collecting a lot of experience with facilitation for years and we share our knowledge with other organisations. Our trainings include leaders from Obama Foundation, Kofi Annan Foundation, Ashoka, ProjectTogether, Bosch Alumni Network, The Diana Award and many more.

To learn more: <https://changemakerxchange.org/trainingoftrainers/>



A photograph of three people sitting on rocks by a stream in a lush, green forest. A man in a white sleeveless shirt sits in the center, holding a notebook. A woman in a red scarf and patterned jacket sits on the left, and another woman in a dark blue t-shirt sits on the right, gesturing as if speaking. The scene is framed by a white border.

Consulting and Program Creation

What *We do* with partners

A selection of activities and programs we run with or for our partners



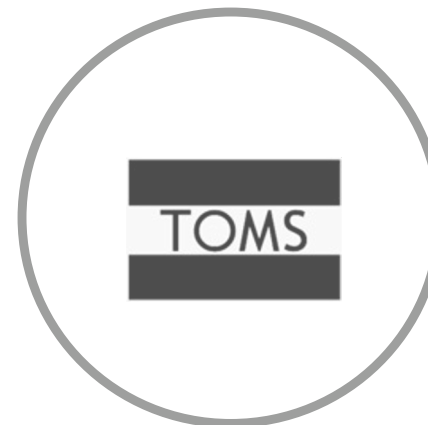
Changemakers at SOS Children's Villages

Realizing youth from around the world at their Villages aim to become changemakers SOS invited us to create a virtual accelerator program for 100 youth in their network. In a combination of open space sessions and trainings we helped to build their identity as changemakers and their capacity to create impact.



The "Social Innovation Cluster" at Bosch Alumni Network (BAN)

With well over 10.000 members the Bosch Foundation's Alumni Network runs one of the world's largest digital alumni communities. Facilitators from ChangemakerXchange create and deliver engaging content, workshops and conversations with a focus on social innovation for the BAN.



A ChangemakerXchange Summit for Social Enterprises with TOMS

In partnership with TOMS we've sourced and gathered Europe's leading young social enterprise founders for a 5-day retreat in nature to foster collaborations and empower them to create more impact.



Summits for young social innovators in China

In partnership with China based Ginkgo Foundation we've hosted several summits in China for young social innovators from across Asia.

the Possibilists



There are incredible young social innovators and changemakers all over the world.

They create much needed *positive impact* in their communities, BUT ...



... they struggle! They lack support and are sacrificing their personal finances and well-being to make a change.

It's time to *improve the conditions & ecosystem* for 'change-making', and ...

59%

Juggle various responsibilities and are being stretched thin

54%

Have a high risk of burnout

60%

Lack personal financial security and cannot live off of their ventures

overcoming these challenges will require ecosystemic changes - we believe we can only do that collaboratively.

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makerX
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the
Possibilists

the Possibilists

Executive Summary

The Possibilists is a global Alliance of the world's leading youth focused social innovation networks.

Together:

- 1) We run **scientific studies** to explore the impact, challenges and needs of these young changemakers. We believe these **reports** will become a leading resource for governments, foundations, civil society and anyone willing to support young social innovators.

→ www.thepossibilists.org

- 2) We launch collective action projects targeted at improving the ecosystem for young changemakers, the first being **The Possibilists Directory**, a repository of support offers or changemakers.

→ www.thepossibilists.org/directory



the Possibilists

The Alliance

- The alliance currently consists of **16 of the world's top networks** that support young changemakers across the world.
- Collectively the alliance works with **hundred thousands of young social innovators** directly and reaches **many millions more** via social media.
- This is **the first time** in the sector so many organisations have joined forces and a unique opportunity for real alignment and collaboration across the changemaking ecosystem.
- Our academic partner is the Social Entrepreneurship Center at the Vienna University, who have a **strong portfolio of social impact research** with other key ecosystem players like the European Commission, Impact Hub and the Euclid Network.



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Global
Changemakers



YOUNG
WORLD
one



YSI
young
sustainable
impact



Supported by



Google.org

Academic Partner



Targeted Systems Change

Consequences

1) Lack of resources

The initiatives of young changemakers are underfunded, and they lack personal financial health.

2) Stress and Burnout

Young changemakers experience stress and exhaustion and are prone to burnout – and in consequence may lose hope, become cynical and disengage.

3) Lost impact

Society misses out on the true potential of young people's ideas and energy, and some of the most disruptive and inclusive social innovations.

The big problem

The big problem: Young changemakers tackle some of the world's most pressing challenges, but the conditions in the ecosystem make it difficult for them and their teams to thrive and to deepen or scale their impact.

The System

System we focus on: The support ecosystem for young changemakers

The Change

Envisioned Systems Change: The global support ecosystem is aligned around a shared, data-driven, understanding of the needs of young changemakers and creates the best possible conditions for them and their teams to thrive and to deepen or scale their impact.

The Impact

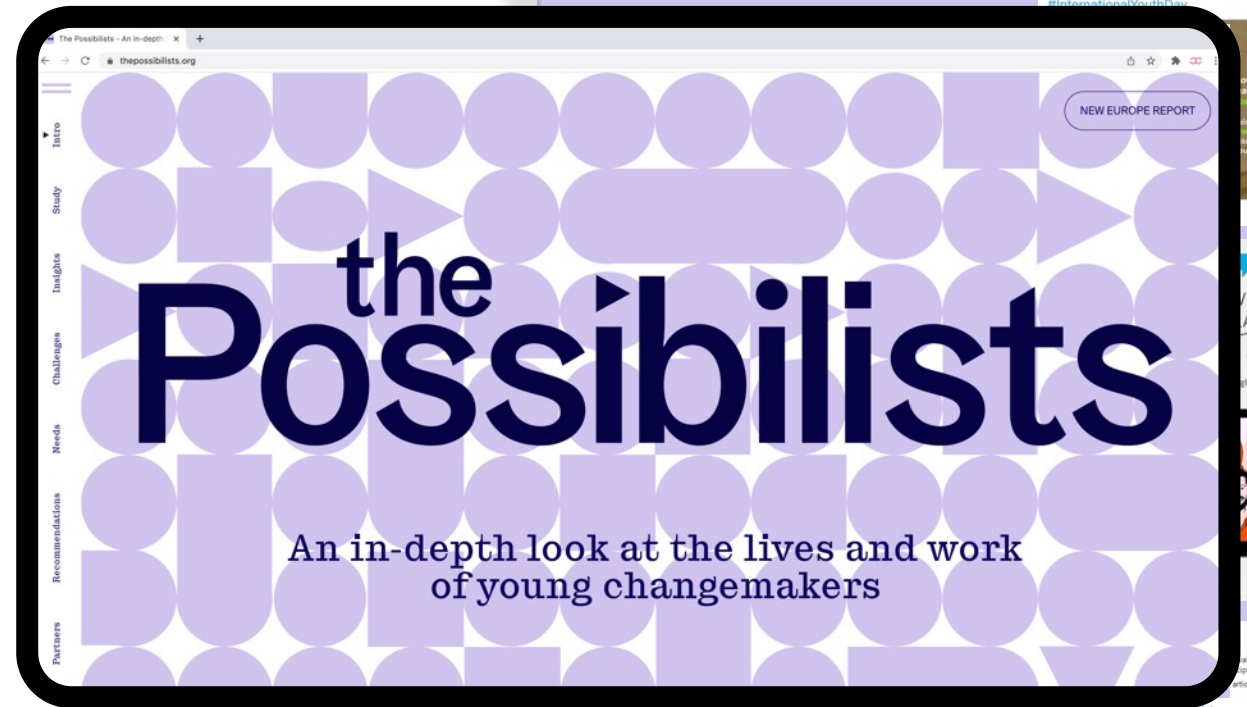
Impact we would love to see: Young changemakers thrive personally and deepen or scale their impact.

The study reports

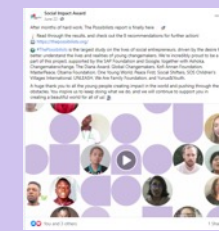
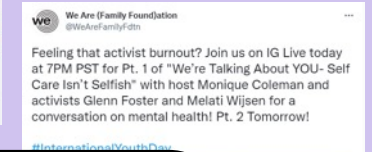
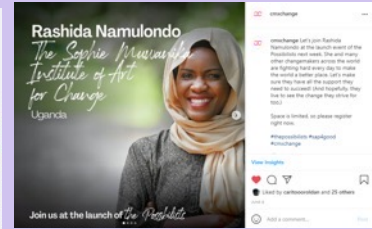
and the landing page

The heart and center of The Possibilists is a rich set of scientific data on the challenges and needs of young changemakers.

Our reports are freely accessible on an interactive and constantly evolving landing page: thepossibilists.org



Highlight: During the launch in June 2021, the landing page had 36,484 unique visitors and 436,616 page views. Our comms campaign reached 1.9 million views on social media through nearly 300 posts.



The directory

The Possibilists Directory is a global repository of grant making, capacity building and support programs for young social innovators.

It will be freely accessible for young changemakers at thepossibilists.org/directory. We believe it has potential to become **THE leading global directory and guide for social innovators** in need of guidance for where to get customized support.

Highlight: Our beta-launch in spring 2022 will include **over 500 organisations** from across the world (and then grow to many thousands in the future!). All offers were hand-picked and curated with the help of young innovators.



A photograph of two people sitting on a green bench in a park. The person on the left is wearing a grey long-sleeved shirt with 'MADRID 1997' printed on it and a blue cap, writing in a notebook. The person on the right is wearing a black cardigan over a grey t-shirt and is also writing in a notebook. They are sitting on a green bench in a grassy area with a large tree on the left and a dense forest of trees in the background. The scene is lit with natural light, creating a peaceful atmosphere.

Open source
knowledge

Toolkits for Changemakers

We strongly believe in the power of open knowledge. Tapping into the collective learnings of the CXC community we create openly available toolkits for changemakers everywhere. So far these include:

- A **virtual facilitation** toolkit
- A guide how to run **sustainable activities**.
- A manual to manage the **Covid19 pandemic effects** on teams and organisations.
- **Wellbeing Practices** (in partnership with “Recipes for Wellbeing”)



Welcome

Are you an experienced facilitator who is struggling to adapt your services in the time of COVID-19? Are you a novice convener keen on facilitating virtual experiences for your community? Whoever you are and wherever you are in the world, **welcome from ChangemakerXchange!**

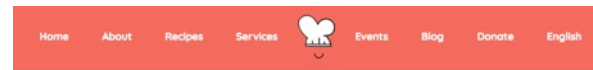
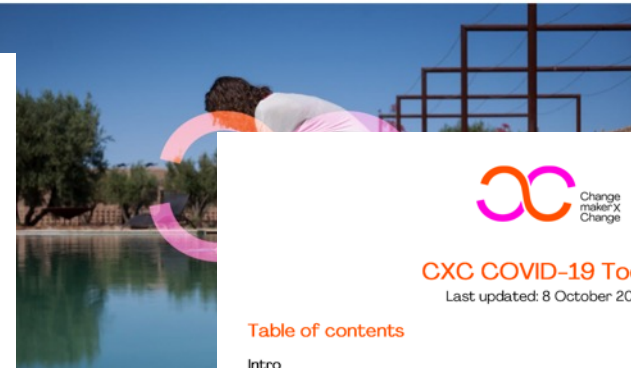
We are a global community of young social innovators, originally co-created by [Ashoka](#) and the [Robert Bosch Foundation](#), and we have a wealth of experience facilitating off- and online gatherings (cf. section [Our experience so far](#)). That's why we have created this **virtual facilitation toolkit** to share all our tips and best practices with other impact-focused organisations when it comes to facilitating online gatherings.

We hope this toolkit will strengthen your virtual facilitation superpowers and enable you to host online transformative experiences for your team and community!

The ChangemakerXchange Team

Embodying sustainable changemaking

January 26, 2020



BLOG

Wellbeing in the time of COVID-19




Close up of apricot tree blossoms.

[Last updated on 12 March 2020]

A few weeks ago, a few changemaker friends from China organised an online call to share about their experiences dealing with COVID-19, which is caused by the Sars-CoV-2 virus and is more commonly known as novel coronavirus. The call was deeply insightful and touching, not just because I heard about their stories directly from them (rather than reading about the outbreak in China through news outlets), but especially because I learned about all the ways in which they have activated themselves to support their families, friends, colleagues, and communities.

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A group of people is walking away from the camera on a dirt path through a forest. The scene is backlit by bright sunlight, creating a strong glow and long shadows on the path. The trees are tall and thin, and the overall atmosphere is peaceful and natural. The text 'Our Impact on People and Planet' is overlaid in white on the right side of the image.

Our Impact on People and Planet

Our *Impact*

ChangemakerXchange (CXC) is a mission driven network guided by the relentless ambition to **create tangible impact**

We now reach nearly 1000 changemakers across 135 countries

82% say CXC has significantly increased their impact

97% say their wellbeing has improved after a CXC summit

91% say that being part of ChangemakerXchange has raised their awareness of the importance of wellbeing & personal sustainability in changemaking

65% have collaborated with another community member



78% say that the CXC community inspires them to be more systemic in their changemaking

69% agreed that since joining CXC, they actively try to mitigate for “heropreneurship”

93% have connected with another community member over the past 12 months

90% rate our summit as excellent (NPS of 90) and 90% are likely or very likely to recommend CXC to a fellow changemaker (NPS of 70)

96% have made use of at least one of our funds, toolkits or attended an activity (beyond the summits).

Our *Impact* on the Planet



The world needs changemakers who solve our most pressing challenges, but who do so in ways that also protect the wellbeing of our planet.

To that end,

- We run themed ChangemakerXchange summits on climate action.
- We've developed a **Sustainability Manifesto** that guides our sustainability efforts and ensure all our activities minimise their negative impact on the environment. E. g. this includes the use of 100% renewable energy for our servers and our office, a “vegan only” policy and sustainable stationary.
- We implement an approach of ***Avoid > Reduce > Offset*** to everything from partnerships to decisions on how to travel.
- We offset the carbon emissions of ALL our historic, current and future activities.

Our Team

Our team, collectively, has many decades of hands-on experience in the social innovation and youth empowerment space.



Matthias Scheffelmeier

In-depth expertise in scaling social impact, systemic change, fundraising, new work, building teams and communities.

A senior leader at Ashoka for 12 years, TEDx speaker, MBA graduate, Board Member of various social impact organisations, including MasterPeace.



Greta Rossi

In-depth expertise in personal sustainability and holistic wellbeing, community building, facilitation, coaching and public speaker.

Co-founder of Recipes for Wellbeing, Akasha Innovation, ImpactAimers, and Pitch Your Failure.



Nick McGirl

In-depth expertise in community building, facilitation, systemic change, youth empowerment.

Worked on the world's first 'social impact bond' with Catch22 in London.



Nadya Saib

In-depth expertise in product research & development, branding, team and community building, public speaking.

Member of Davos50, Co-founder of Wangsa Jelita, an award-winning social enterprise in Indonesia.



Anouk Siegrist

In-depth expertise in Financial Accounting and Financial Management.

Graduate of „Political Economics of Energy & Climate“ studies, former Financial Specialist @SIRPLUS GmbH & Foodsharing volunteer.



Miriam Sweeney

In-depth expertise with all things startup acceleration, capacity building for entrepreneurs and community building

With Ireland's leading startup hub, Dogpatch, before and avid activist

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