



2020 ANNUAL REPORT

Heal + Thrive Global, Inc
(formerly Beauty for Ashes Worldwide)
EIN: 46-4454004

Prepared by Brandi Lea Bergren

Table of Contents

3	Letter From Our Director Brandi Lea Bergren, Founder / Executive Director
4	Impact at a Glance
5	Covid-19 Impact & Response
6	Trauma Healing Update
8	Uganda Program Updates
11	Heal + Thrive Belize
12	Heal + Thrive Leaders
13	Financials
14	Contact Information
15	Coming in 2021

A Letter from Our Director

2020 was a challenging year for all of us. Through it all, however, it also contained great beauty, increased HOPE, and brilliant sustainable change led by our indigenous leadership.

After an amazing trip in January of 2020 (that included a Ugandan wedding for my new husband, Nick, and me attended by 1,000 of our mamas!), we came home with plans for more trips and more projects -- only to have all of those plans dashed in March of 2020 with the rise of Corona Virus. Our team and board in the US mourned our distance from Uganda and our 3 cancelled trips. We also realized so deeply how glad we are that our entire Ugandan staff was not only in place, but ready to lead and to thrive even in our absence. We leaned on them even more this year and saw things THRIVE even in a challenging year. We watched their brilliance SHINE bright this year and we are honored to support and love and work alongside this amazing team under the leadership of Akwango Anne Grace Elotu.

Covid also saw a rise in our burgeoning ministry in Belize. When confronted with the deep need around them, Matt and Lindsey Deyoung looked around and got to work. Thanks to amazing donors, they were able to feed hundreds of people and start a thriving business to employ people and pay them a fair wage so they could feed their own families (and extended families!).

Challenges abroad left leaders around the world exhausted and overwhelmed. *Heal + Thrive Leaders* (new name to the SoulCare branch of our organization) was able to get to work to raise funds, prayer partners, encouragement and practical help for leaders around the world so they could be encouraged to take heart and stay focused on the people in their care.

Everywhere we turned this year, we saw challenge. But the one thing we have learned over the years is that beauty always rises in the ashes. So we got to work, we made needs known, people responded generously, and together.....we saw people heal + thrive!

Honored to Empower Together,

Brandi Lea Bergren, Founder / Executive Director





Impact at a Glance

Heal + Thrive Global, Inc.

EIN: 46-4454004

Committed to Efficiency!

93.2%

of gifts went directly to program needs!



Total Dollars Raised

\$572,259.90

by 783 donors in 7,866 individual donations!

18 Leaders Coached

70.29%

Drop in Post Traumatic Stress Symptoms for our mamas!

Your gifts have helped people around the world Heal + Thrive during a difficult year!

87%

Percentage of Mamas who gave support to OTHERS during the pandemic

426 Families Fed



Covid-19 Impact & Response: Uganda

Impact of Covid-19 Lockdown in Uganda

When Covid-19 became a pandemic, the Ugandan government acted quickly and shut down all markets and schools. This effectively curbed the pandemic from spreading viciously (especially a relief since Uganda has such a weak medical system). However, it created a work and food shortage, fear, and a school lockdown.

Our mamas in Uganda experienced a severe drop in their group savings with only 36% of groups saving during the pandemic (though they are SO thankful that they had the savings to rely on!). They also, heartbreakingly, saw a major drop in the amount of food in their homes. One mama reported, "I can only eat once per day to make sure my food will last an entire month." Another heartbreaking statistic was the rise in gender-based violence. 54% of our mamas were victims of some kind of violence or theft during the crisis. This is one reason we have started our radio show to promote understanding of gender based violence, its effects and how to stop it. *See our *Coming Soon in 2021* page!

How WE responded to the crisis

Upon hearing that our mamas were going without food, we immediately set up a fundraiser. Within days we had the funds to feed 422 of our most vulnerable mamas and provide soap and instruction to all 1,233 of our mamas!

Lbs of Food

11,550

Distributed

Boxes of Soap

6,852.5

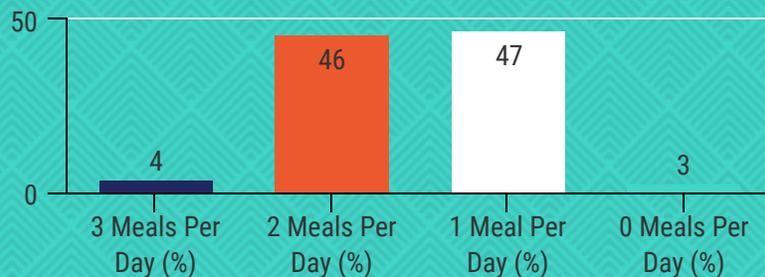
Distributed to our mamas

Mamas

422

Fed

Meals per day DURING lockdown/Post Covid



% of mamas who experienced violence during the pandemic

How OUR MAMAS responded in crisis

As expected, our mamas rose to the occasion in this worldwide crisis. They leaned on each other, helped their community, and spent days praying and fasting for the end of the crisis -- and especially the protection of their donors and friends in the US!

87%

GAVE SUPPORT to others

67%

Received physical support from group

64%

Reached out for encouragement

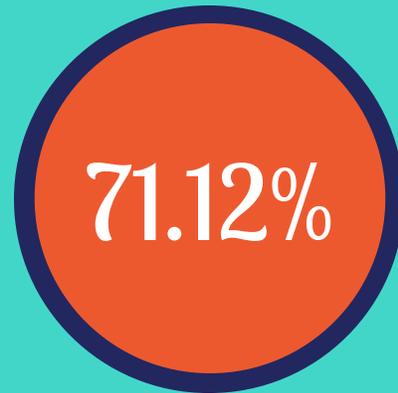
Trauma Healing Update

Our focus for 2020 was for our mamas to Heal + Thrive. We did this through our business training (see the update on page 8) and through a year-long partnership with Tutapona. Tutapona, a ministry based in the US and working for years in Uganda and around the world, facilitates healing for survivors of injustice around the world. Through our partnership, they sent 2 staff members to live in Soroti for a year. They went to our villages with our team to facilitate week-long group therapy classes for our mamas. These were absolutely transformational! Our mamas expressed to us over and over and over again how grateful they were for these meetings. They went deep into healing and connection. They processed long-held wounds, forgave the seemingly unforgivable, understood more deeply the effects of trauma on their bodies, learned deep breathing and how to help their bodies cope, and forged even deeper bonds with one another. They are sleeping through the night for the first time in years! They are experiencing deep healing in all of the ways and because of that - they are beginning to THRIVE!



Our mamas saw their post traumatic stress symptoms drop by 70.29%

Our mamas saw their WHO-5 Scores (measures well-being) rise by 71.12%



”This teaching has helped our group change. We now exercise love in more practical ways that have helped us to build value for one another.”

• Esaete Anna Grace, Damasiko Village



A HUGE thank you to the folks at Tutapona for this partnership. We are so thankful for their work, their leadership, their team, and their hearts! Check them out at www.tutapona.com for more info or to sign up to give!

Stories of Healing + Thriving

66

I'm so thankful to Heal + Thrive Global for bringing us this Tutapona program. Right now I feel like hugging you all! My heart was still heavy with all of the things I had experienced. One big thing I can say about this program - I have been set free!

• Margaret



"My sleep has normalized and I have learnt the benefit of cultivating daily gratitude. I have felt cheerful all the session meetings I have attended. Additionally I got courage to forgive the person who caused my son to be imprisoned."

• Celina

66

66

"I was experiencing much pain in my heart and it was indeed the plan of God to bring you. I have learnt the big miracle that I have no control of the past, but the present. I am focused to the future, to see the progress of my family and our group as well. We as a community have experienced so much pain and tragedies ranging from the Karamajong and Joseph Kony. I was captured by Kony and those memories keep coming to me. I pray God helps me heal fully."

• Norah



"I have set myself free by forgiving all those people that I was angry at, my heart is enlightened and I started feeling cheerful right from day two of the program. I am determined to maintain calm spirit and gratitude for life."

• Florence

66

66

"I had lost hope for the future since I am a widow. I had negative thinking and thought I could never be happy, but with this program, now I feel happy, strong and courageous that I can make it."

• Immaculate





Uganda Program Updates

Literacy + Business Training

Women's Cooperatives and Literacy+ Classes

Covid shut down our literacy programs, but our coaches kept on coaching! They met individually with mamas in their homes or in super small groups so our mamas could keep learning, growing, and improving their homes and sanitation.



“I am grateful for this training. It has opened my mind. I have dealt in silver fish for a long time. I would have been rich but when I make a profit, before I leave the market, it is all gone. So now I will use a budget to keep my money from going away from me.”
- Christine



Business Training

Thanks to the year-end giving during our "Giving Tuesday" fundraiser in November of 2019 we were able to do extensive business training even amidst the pandemic.

In January of 2020, Sarah Ray (the developer of the business training curriculum) came to Uganda to train our trainers. She led a week-long training for 45 leaders (including 3 other organizations!) so they could teach our mamas.



Leaders Trained in extensive business training curriculum



Mentor Mamas Trained

Those leaders went on to train 156 Mentor Mamas throughout our villages + 5 other district leaders (who impact another 1,000 mamas!). These 156 mentor mamas were chosen from throughout our villages as women who are gifted in business + in leading others.



Uganda Program Updates

School Program + Mentorship

We kicked off 2021 with our annual student conference. 1,397 students attended and were encouraged to dream big & study hard.

School term one went off without a hitch with 1,073 students successfully enrolled in secondary, vocational, and university schools.

In March 2020, the students were sent home and told to do worksheets (in case you were wondering, school from home does NOT work in Uganda!) So, we pivoted. Kids in school during school term one (see numbers below), but kids not in school during the next 2 terms meant we needed to find ways to meet them where they were: visits and eventual mentoring meetings!

Students



Highlights for 2020

Students Visited Once lockdown began, our team began to visit students in small groups. The goal was to find out how they were doing academically, create support structures/mentoring and provide coping tools for the kids who were struggling.



Students Mentored When our team realized the breadth of issues facing our students, they knew that deeper mentoring was needed - particularly on relationships, reproductive health, academics, leadership, and more. Our reports found that these mentoring meetings were 111% effective! More was accomplished amongst our students than we even dreamed!



Surprise Covid Benefit: Center for Sustainability

Covid-19 shut downs meant that instead of our normal 3 school terms for students, only 1 term happened. This meant a major savings in our school fees budget. With this savings, we were able to purchase 30 acres of farmland. This new THRIVE CENTER FOR SUSTAINABILITY will house ongoing income-generating projects. We are starting with 1,000 chickens, a piggery, and fields to plant. 100% of income from these projects will be poured back into additional projects with the goal of funding our Thrive Comprehensive Secondary School one day!



Child-Headed Household Update

This year started out amazing with our children and all of the time we got to spend with them on our trip to Uganda in January.

The pandemic and subsequent shut down of schools and markets, however, was quite hard on our kiddos. They faced many trials and have worked so hard to choose joy and hope.

After a very, very difficult year, their Ugandan "Mama" decided it was time to put on a serious Christmas celebration. They gathered to celebrate hope, resilience, and new life in December 2020. It was beautiful and sacred. With no trips other than January in 2020, we sure did miss our kiddos this year. It made us all the more grateful for our Ugandan family who loves them well.



The kids took part in the January trip, including LOTS of pool time and play, Polaroid pictures galore, and participating in the Ugandan wedding of their "mzungu" (white) parents, Nick and Brandi!

Left top: the girls looking gorgeous in their wedding finery.

Left: Abraham LOVES his picture with his new buddy!

Below: new Christmas clothes



One of the most sacred moments in January was our time together with our kiddos. After a few years of falling absolutely in love with our children, Mike and Rita were ready to go to the next step. They were ready to offer their hearts and love not just as aunties and uncles, but as a Ugandan mama and papa. After a tearful discussion and offering of love, it was time for photos. Now each kiddo has a photo with the 4 "parents" in their lives who love them and adore them!



Heal + Thrive

belize

A note from our Belize Leadership

This was a year of transformation for our ministry in Belize. We witnessed first-hand the devastating impact that COVID had on the tourism-dependent economy of Belize. When the pandemic was announced Belize was in one of its worst drought and wildfire seasons of all time. Your generosity allowed for us to quickly raise funds for emergency food support. We were able to deliver over 25,000 pounds of food to more than 200 families in three separate villages. We worked with village leadership to identify the families who displayed the most need.

Lbs of Food

25,000

Distributed

After 6 weeks of food distribution the rains returned to Belize and we transitioned the feeding programs to sustainable agriculture projects. We provided pigs, goats, chickens, and seeds to village leaders in hopes that they would facilitate organic, village-led projects in their own communities.

During the food distribution, Heal + Thrive Global purchased a milking machine to allow for our cows to provide much needed nutrition to young families in the area. In the second half of 2020 we launched a dairy business with all of the cream left from these cows! In the fourth quarter of 2020 we worked with Heal + Thrive to make strategic investments in a dairy expansion that enabled us to hire a manager and create employment opportunities for three additional employees - changing the landscape of their families and their opportunities.

The dairy went from a small operation in our bedroom to a nationally recognized brand that provides jobs for six full time employees. This ministry allows us to reach dozens of vendors, hundreds of customers, and really make deep investments into our employees.

*Matt and Lindsey Deyoung
Belize Country Directors*

People employed

4

Earning Fair Wages

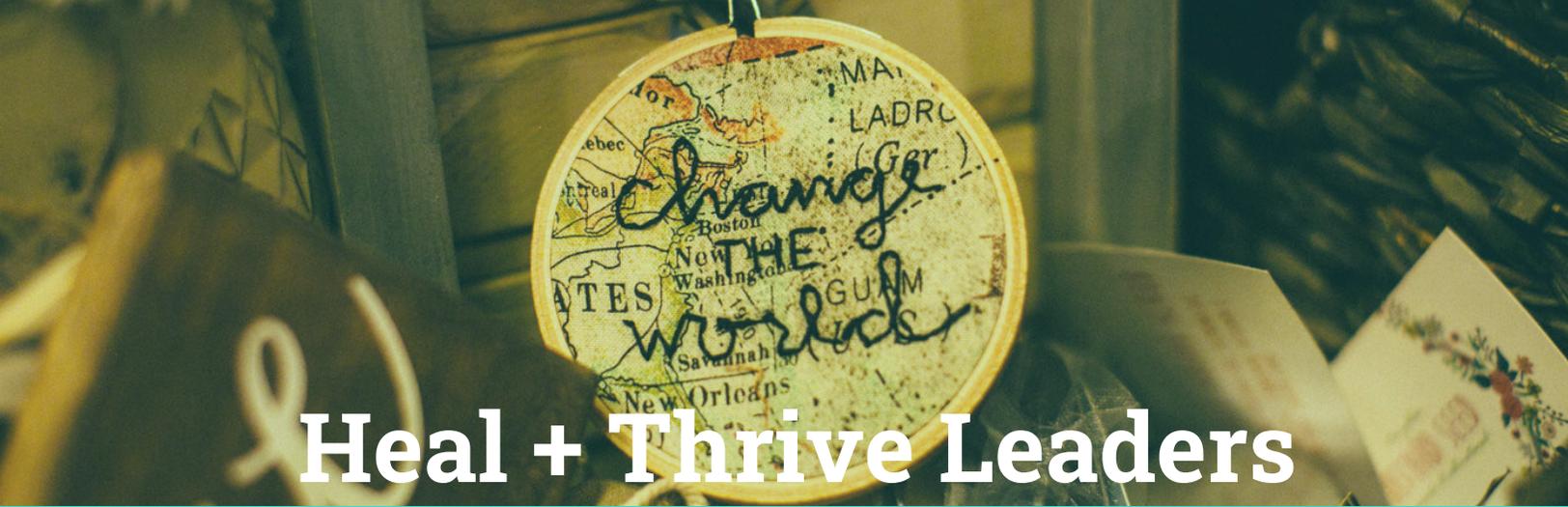


Families

200

Fed





Heal + Thrive Leaders

Heal + Thrive Leaders is how we live out our mission to promote justice and champion value for survivors of injustice **and those that serve them around the world.**

We do this through:

- Retreats - offering a special, free retreat for nonprofit leaders to pour into them like they pour into others around the world
- Individual Coaching for leaders who've been through our retreats
- Community - WhatsApp text streams, FB groups, meeting together when possible, etc...all designed to provide space for leaders to be authentic and grow in health and community
- Coaching Cohorts for leaders who have not yet been through our retreats
- Leader Care: everything from sending dinner when life is hard to providing spaces for getaways

*A special, HUGE thank you to donors who stepped up to LOVE our leaders well this season. We had people offering to write encouraging notes and got special donations for the purpose of sending meals to those working on frontlines where things were really tough, especially at the beginning of the lockdown!

What leaders are saying about Heal + Thrive Leaders Coaching Cohorts

66 *I had an amazing time learning and growing in the non-profit cohort with Brandi. The leaders and speakers she gathered were top notch and the group connection was palpable. Since completing the co-hort I have launched my own non-profit and even applied for my first grant. I look forward to learning more as I work with Brandi one-on-one for a deeper dive to manifest even greater works for my community.* Racquel Garcia, HardBeauty Foundation

What leaders are saying about the "sisterhood" and how Heal + Thrive Leaders has impacted them during 2020

"This sisterhood was such a gift to me personally in 2020. The weekly Zoom calls encouraged and reminded me that I was not alone. Brandi reached out to me regularly and assisted me with several non profit related issues that I had never dealt with. I can't imagine going through 2020 without the love and support of Heal + Thrive Leaders and the community that has developed because of your investment in myself and my soul care sisters. Thank you for all that you do. Your investment is truly making a difference." Lisa Best, Caroline's Promise

"I'm so grateful for Heal + Thrive Leaders! During the worst of our COVID lockdown weekly Zoom calls and even dinner delivered for our family made us feel loved and supported even all the way in El Salvador! Staying sane was so important for us to continue to serve our staff and clients. Thank you!" Danielle Snyder, Mission to El Salvador

"Living on the field is extremely lonely at times-add in the chaos, hard and uncertainty of the last year and honestly it was and continues to be very challenging. The support and sisterhood has helped save my heart from hopelessness in deep ways. Am extremely grateful for the intentional ways Brandi leads, encourages and supports me!"

Jocelyn Doese, Living Hope **page 12**

Financial Impact Report

Total Donations **\$572,259.90**

Total Expenses **\$597,354.90**

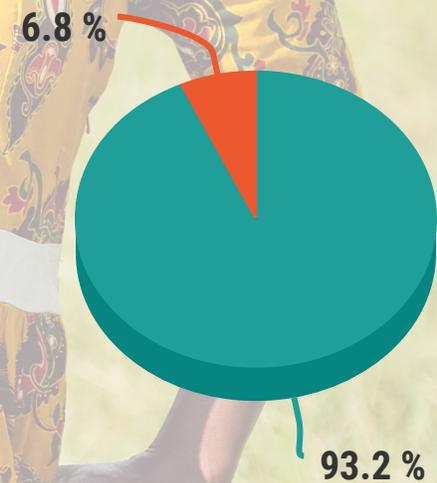
*this discrepancy is not due to overspending, but because we had large end of year gifts in 2019 that were spent in 2020! We began 2020 with \$135,361.26. We ended the year with \$110,266.26

Giving Breakdown

7,866 Donations
783 Individual Donors
\$41,411 Monthly Donations
6,435 Donations \$25 or less
11 Donations over \$5,000

*these figures do not include aggregated funding received from platforms such as Facebook or PureCharity

Expense Breakdown



● Program Expenses ● Administrative Expenses

*For Information Purposes: It is encouraged for "good" nonprofits to stay at an 80/20 rule with at least 80% of donations going towards program needs. Our goal at Heal + Thrive Global is to stay at 90/10 or better!

Contact Information

Feel free to contact our Executive Director personally with any questions or comments and visit our website for ways to get involved today.

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Coming Soon in 2021

Our weekly radio show is up and running! We have already heard amazing feedback from leaders on the ground as they learn more about gender-based violence and come alive to ways they can serve the women in their communities!

Thrive Comprehensive Secondary School is moving along! Our land is cleared, fenced, and we have a well and a security house. We are working on permitting now. We believe we will have plans to build and be ready for serious fundraising within the 2nd quarter of 2021! Be on the look out and let us know if you want to be a part of this!



heal + thrive
ON AIR

A weekly 60 minute training via radio to empower our mamas on issues of injustice & use their own stories to help others understand.

A woman wearing a red beanie with "GUCCI" written on it, a blue jacket, and a colorful patterned top is gesturing with her right hand. The background is a solid red color with a white microphone icon and the text "heal + thrive ON AIR".

Unfortunately, we are unsure of whether any team trips will happen in 2021. We are carefully monitoring the situation to be able to do so soon, but safely. The safety of our teams and our mamas is our top priority.

