



Summer 2026

Love in Action

QUARTERLY

GENEROSITY REPORT 2025

*A year of trusting in His
vision for our mission*



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Board of Directors

President of Board.....	Kate Guess
Vice President of Board.....	Jenny Sorheim
Secretary of Board.....	Kendra Wotruba
Treasurer of Board.....	Jennifer Douma
Director.....	Danny Housholder
Director.....	Art Sathoff
Director.....	Kyle Whalley



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date on our ministry.

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COVER IMAGE: Our team works to pour a concrete floor in a Haitian home.

GET UP AND GO

At Many Hands, 2025 demanded a courageous trust. CEO Tim Brand described it well: “This year demanded radical, moment-by-moment dependence on God.”

In the Gospels, Jesus often meets people at the crossroads of this type of surrender. After performing a miracle, Jesus doesn’t just leave them in their healed state, trusting but on the sidelines. Jesus often offers a next step.

“Get up and go.”

Over the years, these few small but mighty words of scripture have become some of my most favorite. Trust is not the end of the story; it’s the ground from which transformation grows.

In 2026, Many Hands stands on that solid foundation of trust, but now, with a clear-minded, spirit-led call to get up and go - to build where he’s sent us with boldness.

As we embark on that journey, the Many Hands board and leadership team have had many conversations on what it means to embrace God-ordained growth. One of the many things I love about Many Hands is that we are not content to shrink back. There’s a passage from Marianne Williamson printed inside every Impact Trip workbook that represents this as people embark on the transformation journey.

“We are born to manifest the glory of God that is within us.”

This quote is more than inspiration — it’s a reminder that if we have breath inside us, we each have a role to play. Trust is the beginning, but greatness is realized when we get up and go, saying yes to building what God has placed on our hearts.

Through this generosity report, we invite you to be inspired by the stories that encompass both – complete trust and surrender, followed by love in action. May these stories remind you, like they remind me, that we are not called to live small. May we trust. And then may we get up and go.



Kate Guess
President of Board
Many Hands

IGNITE
Generosity



BUILD
Community

LIVE
Impact

THE Virtuous CYCLE

We move beyond traditional aid by connecting three pillars into a self-reinforcing system designed for 100% mission sustainability.

IGNITE GENEROSITY

Generosity is our engine. Through purpose-driven thrift markets and local partnerships, we mobilize 300,000 people annually. This consistent flow of private funding secures the bedrock for every international program we launch.

BUILD COMMUNITY

Stability requires a foundation of education, safe structures, and sustainable agriculture. We never build for families. We build with them. Empowering local leaders to own the development process transitions 30,000 people annually from receiving aid to dictating their own futures.

LIVE IMPACT

Action drives purpose. We equip 1,000 people each year to serve alongside our global partners through immersive Impact Trips. These participants return home as lifelong advocates, pouring their passion back into the engine to keep the cycle in motion.

ONE TEAM

Our pillars operate as a single force. The engine funds the foundation, empowering communities to transform. Together, we are Many Hands, building a movement bigger than ourselves. One Team, Many Hands.



Strategic Oversight

The Future of Our Mission in Haiti



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The Many Hands mission is resilient, it is being led with acute strategic vision by a capable local team, and it continues to drive tangible, lasting results.

In a global environment marked by volatile headlines, our Board of Directors views their visit to Haiti as a critical act of fiduciary diligence, strategic oversight, and partnership. The recent journey undertaken by board members Art Sathoff, Tim Van Maanen, and future COO Greg Ebeling provided a powerful, on-the-ground affirmation: **the Many Hands mission is resilient, it is being led with acute strategic vision by a capable local team, and it continues to drive tangible, lasting results.**

This comprehensive report serves as our formal assurance to you, our partners, regarding the enduring safety, strategic operational strength, and strong spiritual foundation our leadership witnessed firsthand in the Central Plateau of Pignon.

A SECURITY FORGED IN COMMUNITY

The narratives dominating international media about instability contrast sharply with the reality our board observed in the region we serve. This experience reassured them that our operations remain secure, yet this security does not come from high-tech barriers. Instead, it is a direct consequence of the deep, relational trust forged over years within the community itself.

STRATEGIC OVERSIGHT

As Board Member Art Sathoff candidly reflected, "I was nervous about the trip to Haiti... but I must say that I didn't feel unsafe." This sense of stability is not incidental; it is an organizational asset. The head of security for our campus made a statement that speaks volumes: **"Many Hands is so well-known, respected, and appreciated that no one would mess with anyone associated with Many Hands. That's probably the best kind of security."** This earned community respect is the foundational guarantee of our enduring presence. Furthermore, Ebeling noted that travel protocols with Missionary Flights International (MFI) were secure, and infrastructure like the newly paved main highway visibly improved the predictability of ground transportation.

A HAITIAN-LED FUTURE

Long-term mission sustainability depends entirely on the capacity and depth of local leadership. The collective assessment of the quality of our Haitian team stands as the clearest proof of concept for our locally led model. The board was genuinely impressed by the caliber and strategic vision emerging from the field.

Art Sathoff specifically highlighted the **"earnestness and quality of the Haitian**

managers," while Greg Ebeling reinforced this, noting the **"significant leadership capacity among our Haitian team members to continue advancing and expanding the vision."** This observable confidence, ownership, and forward-thinking mindset reflect meaningful growth and provide a clear trajectory toward independence.

Key leaders, including Principal Micul (School of Light), Claudin (Agronomy), and Jean Ronel (Spiritual Development), were specifically identified for their collaborative spirit and visionary ownership. Another great example from our Haitian staff is how Yves, in logistics, was given an opportunity by Many Hands to transition from a taxi driver to a role of great responsibility, profoundly transforming his life and his family's future. This focus on empowering people is paramount; it ensures solutions are culturally resonant and inherently owned by the community. The team's enthusiastic embrace of the new 7-year vision demonstrates a clear unity of purpose that provides us with profound confidence for the coming decade.

A DEEP AND UNWAVERING FAITH

Finally, the board members were continually struck by the persevering faith of the Haitian people. This spiritual resolve serves

Programs that cultivate Autonomy

Our programs are engineered with intentionality. They are designed not for temporary relief, but for self-sufficiency and lasting change. The ultimate measure of our success is the local autonomy we cultivate, not the services we deliver.

First 1,000 Days

This program is a critical differentiator and a cornerstone of our Health Assistance focus. Board Member Tim Van Maanen pointed out that, "No one else in the country is focusing on womb to three years old. There is a huge benefit for these families to get that foundation." Operating in five different locations with robust record-keeping, it stands as a foundational, relational lifeline for mothers and children. This structure secures program integrity and long-term impact.

as a powerful, stabilizing force amidst immense poverty. As Art Sathoff powerfully concluded, even when we help by pouring a cement floor or reinforcing a hut wall, **“they still have no electricity or running water and wash their clothes in the river. However, that doesn’t crush their spirit.”**

This resilience is deeply rooted in Christ. Greg Ebeling confirmed this spiritual foundation, noting that even amidst challenges, the Haitian people’s **“deep and unwavering trust... is central to their mission, decision-making, and daily service.”** This spiritual vitality is reinforced by leadership training efforts, ensuring that Christ remains at the heart of everything we do.

Your partnership fuels this resilient, high-impact work, led by faithful, local experts on the ground. As you read through the rest of this report, may you be encouraged by the voices that confirm the progress being made in these communities by faithful local leaders who have allowed Many Hands to invest in them.



Mom's Gardens & Agronomy

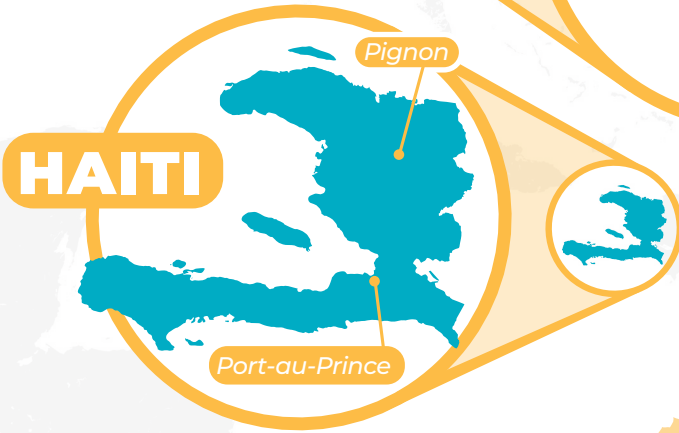
These gardens embody our philosophy of Economic Opportunity. Art Sathoff observed that where outside groups' high-tech initiatives often “sit unused or untended,” our community-driven gardens thrive. The board saw firsthand how these simple, proven gardens cultivate ownership, providing families with both food security and a way to earn money with true autonomy. This approach is what builds the essential structure and infrastructure that the country so often lacks.

School of Light

Our school is actively building the next generation of problem-solvers. Principal Micul is driving a vision for Education that moves well beyond rote memorization, encouraging students to develop a mind for business, learn trades, and apply their knowledge. Investing in a safe place for these students to learn, be fed, and develop an entrepreneurial spirit is, quite literally, an investment in the nation's future.



BUILD *Community*



BY THE NUMBERS

Even amid the most turbulent global conditions, our unwavering trust fueled significant growth across every pillar of our mission. We accomplished this together, the givers and the doers, to be Love in Action in our broken world.



HOLISTIC CARE & HEALTH

1,944,000
meals provided

110
babies born

4,234
health checks performed



EDUCATION & DIGNITY

1,200
children educated

93%
attendance rate

63
adults graduated from
literacy classes



ECONOMIC STABILITY

143
international staff

191,300
paper beads produced
for Vi Bella



COMMUNITY RESTORATION

5 new homes built **87** homes restored



SPIRITUAL IMPACT

3,032 people evangelized **165** accepted Jesus



STEWARDSHIP THAT MULTIPLIES THE MISSION

Bearing Fruit in Haiti

Every morning in Pignon, the workday begins with a harmony of voices singing "M ape Swiv Ou" / "I Will Follow You." For our Haitian staff, these lyrics are more than a song; they are a strategic commitment. In a year defined by national instability, **this culture of radical trust in God has become our greatest operational asset**, allowing us to move forward when others have stalled.

This internal unity is the foundation of our "One Team" philosophy. We are currently focusing on the Creole term *ankadre*, which means to frame, shape, or guide. By following God's lead, we are entrusted to shape the future of the families we serve, ensuring that our work is not just about

delivering aid, but about helping people advance toward total autonomy.

STEWARDSHIP THAT MULTIPLIES

Our Haitian managers recently reflected on a profound correlation: because our team handled the small-scale "Stretch Out Your Hand" food program with such integrity, we have now been entrusted with a food blessing initiative on a much grander scale. This expansion is a direct answer to our organization-wide 40 Days of Prayer. Through the Hope for Haiti project, we are launching a massive food distribution initiative in direct partnership with Lutheran Church of Hope, Meals From the Heartland, and Convoy of

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Hope. This joint effort combines regional resource mobilization with our established local infrastructure to safely store and distribute life-saving meals. It proves that when we prioritize professional excellence and spiritual discipline, we create the conditions for the mission to multiply.

CULTIVATING LASTING FRUIT

This focus on ankadre is most visible in our Agriculture department. Our gardens are not just about planting crops; they are about working alongside 7th graders, mobility-impaired individuals, and mothers in our First 1,000 Days program. We are teaching techniques that allow families to "bear fruit at the right time" as described in Psalm 1:3.. **Your partnership allows us to stay on this path, following God's lead to build a community that thrives for generations.**





PROGRESS & PARTNERSHIP

Living out the Gospel in Abaco

This past year, the physical landscape of Abaco began to match the resilience of its people. With the **strategic deployment of a \$1.1 million grant, we successfully rebuilt or restored over 30 family homes**, moving beyond disaster relief into permanent community restoration. This progress is the result of a "Hand-Up" model that prioritizes local partnership over outside aid, ensuring every roof repaired is a foundation for long-term stability.

At Many Hands, we believe a lasting community is constructed with intention, not by chance. By partnering with the TK Foundation and local churches, **we invested over \$116,000 into vital youth and community centers**. These projects prove that our work is never just about plywood and nails; it is about creating the safe structures where the gospel is lived out and families can finally flourish.

OPERATIONAL EXCELLENCE

Our "One Team" philosophy was tested and proven this year. When local staffing gaps arose in Abaco, our Haiti leadership (Craig & Christi Gabhart) stepped in to help maintain momentum, ensuring that logistics and Impact trips continued without interruption. This transnational support was bolstered by the addition of critical equipment, including a skid steer and specialized trailers, which have significantly accelerated our reconstruction timeline and expanded our capacity for future projects.



STABILITY FOR THE FUTURE

The commitment of our staff remains our greatest asset. With key team members like the Veenstras extending their service and the growth of our Academic Recovery for Kids (ARK) program, we are providing the consistent presence families need to thrive. As we look toward the next phase, our focus is on securing land for a permanent Impact Campus. This hub will serve as our operations base for generations to come, reinforcing our unwavering dedication to the people of Abaco.

“
Our work is never just about plywood and nails; it is about creating the safe structures where the gospel is lived out and families can finally flourish.”

ROWING WITH PURPOSE



Navigating life is often like rowing a boat where your seat faces the rear. You cannot see the white waters or sharp turns ahead, yet you must keep moving. This year in Abaco, we found that when you surrender to Christ as your Guide in the bow, your unique gifts become the oars. We didn't just drift through the current: we rowed with purpose, trusting the directions of the One who sees the path we cannot.

This intentional action is the heart of our Live Impact pillar. By equipping people to row in unison with our global partners, we move beyond simple service to deep heart transformation. Over the last 15 months, our immersive trips have proven that when people

step into the unknown, they don't just change a community: they return home as lifelong advocates who fuel our mission for the long haul.

FREEDOM IN THE FUTURE

Looking back provides the perspective needed to face the future with confidence. Each person who rows with purpose becomes the new fuel for our Generosity Engine, inspiring others to begin their own voyage. We are more aware than ever of God's faithfulness, knowing that He provides protection and peace in tumultuous waters. **Armed with the truth of Romans 8:28, we continue to row forward, expectant of what He will do next.**

Milestones of the Journey

Our momentum in Abaco is marked by three strategic wins:

Stepping out in Faith: 23 Impact Teams, totaling **over 509 people**, joined our mission on the ground. These participants traded the comfort of home for a seven day immersion in God's love.

Deepened Transformation: We launched an expanded Impact Book curriculum. This framework moves participants past traditional volunteering into nightly reflections and reciprocal learning, ensuring we value the wisdom of the Abaconian people.

Connecting Stories: More than 600 authentic stories were shared, serving as evidence of expanded worldviews. These narratives prove our niche of connecting people through shared experience is more powerful than ever.





A YEAR OF RECORD-BREAKING STEWARDSHIP

Igniting the Engine of Generosity

During our Christmas Open House, sales surged by over 21%, anchoring **a record-breaking year for Many Hands Thrift**. This momentum is the direct result of the trust our donors and shoppers place in us. By modernizing our operations and investing in our team, we have ensured that every donated item is used to advance our mission and deliver measurable results in the communities we serve.

Our financial performance this year is a testament to the power of community partnership. **With an average increase in store sales of 15%**, we have laid the groundwork for sustained growth and are moving beyond retail to become a high-impact engine for the organization.

OPERATIONAL WINS & EFFICIENCY

We successfully overhauled our processing methods, allowing donated goods to move

from the door to the sales floor faster than ever before. To support this volume, **we secured a state grant for a new 26-foot box truck**, which has already increased furniture pick-up capacity and improved safety for our logistics team. Additionally, our new \$1.49 clothing sale strategy has turned potential waste into immediate revenue, ensuring we use every gift responsibly.

PROFESSIONAL & FUTURE GROWTH

Our people remain our greatest asset. This year, we maintained excellent staffing levels and launched a formalized Leadership Development Program to build a mission-aligned pipeline. Looking ahead, we are expanding our curriculum to include assistant managers and scheduling advanced Continuous Improvement training for all store managers in June. These steps allow us to scale our efficiency and remain a leader in the central Iowa market.



GRATITUDE & GROWTH

\$1.2 M

Because our Generosity Engine covers our overhead, every external dollar given by our partners is multiplied, going directly to the Building Blocks on the field.

43,072 hours

of service from our volunteers

15% increase

in store sales in 2025

In 2025, volunteers at Many Hands checked in 11,679 times, totaling 43,072 hours of service. To put that in perspective, it would take one person over 20 years of full-time work to match what our community contributed in just twelve months. This massive outpouring of time and heart is more than just support: **our volunteers are the engine that keeps our stores running and our mission moving forward.**

As we transition into 2026, our focus is on professionalizing the volunteer experience, making every hour spent in our stores more efficient and meaningful. By creating better systems and deeper relationships, we ensure that the generosity of our Iowa community translates directly into life-changing impact on the field.

STRENGTHENING THE BENCH

Building for the future means investing in the next generation of leaders. We are particularly excited about our growing partnership with DMAACC, which has already brought three talented interns into our mission. We plan to expand these collegiate partnerships across Iowa, ensuring Many Hands remains a place where young professionals can apply their skills for global good.

BETTER TOGETHER

What excites us most about 2026 is not just what we will build, but who we will build it with. Each of you brings something unique—your energy, your kindness, your willingness to show up—and that's what makes this "One Team, Many Hands" community so strong.

Thank you for believing in this work and for being the reason we can say "yes" to those in need.



21 YEARS IN THE “WILD BLUE YONDER”

At 72 years old, Robert Vaughn thought the idea of a mission trip to Haiti was a "dumb question." He was an Iowa farm boy who preferred his routine to travel, yet that initial hesitation blossomed into a 21-year legacy of service. Bob's journey proves that when we trade our comfort zones for "Divine Appointments," we join a story much bigger than ourselves. His life serves as a masterclass in finding a unique place to serve, showing that everyone has a specific gift waiting to be used.

Bob's impact was amplified by the frugal legacy of his sister, Dorothy Borchardt. Though she never visited

Haiti, her life's savings became the seed for the "Homes for Haiti Hallelujah" project. Her stewardship turned dirt floors into safe, concrete structures for dozens of families. As Bob often said: "You don't need to have mud on your boots to help."

LESSONS IN DIGNITY AND TRADE

Through his time in Pignon, Bob became a champion of the hand-up model. He observed the deep pride of the Haitian people and realized that skill-sharing, the "tricks of the trade" in masonry and carpentry, honored their dignity far more than a handout.

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Haiti still needs us. It needs people who are willing to say "Count me in." It needs people who will be the "Super Glue" that holds a mission together.

By focusing on local autonomy, Bob helped build a foundation where the community could eventually thrive on its own.

A CALL TO THE NEXT GENERATION

Now 93, Bob's perspective has shifted from the "what" of missions to the "why." He views the Many Hands community as a village held together by the "super glue" of shared purpose. His final invitation to us is clear: do not wait until you feel ready. Whether you are 22 or 72, your time and treasure are gifts meant to be used for the flourishing of others.

A legacy is not built on what we keep, but on what we are willing to give away.



2025 FINANCIALS

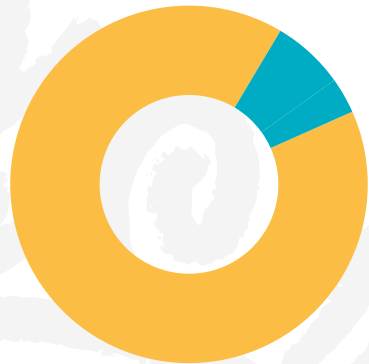
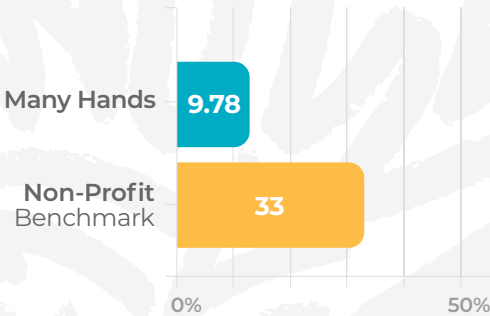
Our 2025 Form 990 provides details of all our income, expenses, and administrative costs. We are thrilled to see Many Hands had an administrative cost percentage of 9.78%. What that means: for every \$1.00 given to Many Hands, \$.90 of that dollar goes toward programs. The benchmark for administrative costs for nonprofits according to Charity Navigator is 33%.

Here are our audited financials for 2025:

Total program service expenses	\$ 9,861,635
Agriculture & Feeding Program	\$ 444,733
Economic Development Program	\$ 182,216
Education Program	\$ 1,030,919
Medical Assistance Program	\$ 267,010
Safe Homes Program	\$ 1,688,762
Short-term Trips	\$ 775,865
Spiritual Development Program	\$ 234,813
Campus Construction	\$ 131,210
Many Hands Thrift Stores	\$ 4,141,390
Fundraising	\$ 319,288
Management & General	\$ 645,429

Total Income
\$ 10,385,650

End of Year Net Assets
\$ 1,984,887



2025 Admin Cost %
(Based on 990, compared to other nonprofits)

■ Program Services
■ Management & Fundraising

With financial accreditation, including Candid Platinum accreditation, you can trust we steward your gift wisely for its intended purpose.

Become a Love in Action Partner

Your consistent gift is their long-term stability. Join the beautiful cycle of transformation and become a **Love in Action Monthly Partner** today!



SCAN THE QR CODE TO GET STARTED!

You can also mail in a check monthly or break your current annual gift into smaller, sustainable monthly portions.

PARTNERS





MANY HANDS

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Return Service Requested

