2024

generosity REPORT

MANY HANDS

2024 generosity REPORT

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Eyes on a Bright Future

Sylvain, Haiti

RENEWED & INSPIRED

Kate Guess
President of Board
Many Hands

Having been involved with Many Hands since 2017 and serving on the board since 2021, I often find myself focused on the big picture vision and strategic direction of our organization. We listen for God's guidance, honor our governance model, and ensure that the right people are in place to share their God-given talents and time to be love in action wherever Many Hands is called. It's a joy to get to participate in these spaces.

In February, my family and I experienced our first shared Impact Trip to Abaco. Leading up to this trip, I asked God to give me eyes to not reveal the big picture, but instead, help me see the small, everyday acts of love done well. And He did. Over and over again.

Through this annual report, we invite you to journey with us through the stories of our year at Many Hands. As you read, you'll undoubtedly see the big picture milestones. But behind these headline stories are countless small acts of obedience, trust, and most importantly, love. Each milestone is made possible through someone who prayed for discernment, who offered the first smile, who made the donation, who served the meal, who walked into the classroom, who picked up the paintbrush, who spoke the words of Jesus' love to someone who needed to hear them.

As you read the big stories of Many Hands in 2024, may the small acts of love in action reveal themselves to you, too. And by the end, may you will feel renewed and inspired to do the big and small things well wherever your feet are today.

Kate Guess

BOARD OF DIRECTORS

President of Board.....*Kate Guess*
Vice President of Board.....*Tim Van Maanen*
Secretary.....*Jenny Sorheim*
Treasurer.....*Jennifer Douma*
Director.....*Danny Householder*
Director.....*Kendra Meyer*
Director.....*Art Sathoff*

GENEROUSLY GROWING IMPACT

We are called to transform together, to be love in action, in our broken world. Through a comprehensive strategy, we ignite generosity, grow community, and take people on Impact journeys to carve a new, better path to live in right relationships with God and others.

IGNITE *Generosity*

As it states in John 3:16, God first loved us and out of this love, He gave His one and only son, Jesus. God is the most generous giver of all time! This generosity leads to faith, and faith leads to life eternal. This is something we want all to experience.

To sustainably be love in action, we need to ignite generosity in others. The engine that turns our cogs of transformation is generosity through meaningful thrift stores. We seek to ignite the generosity reservoir in over 200,000 people in Iowa. This generosity culture will fire up churches, businesses, schools, and communities to give and serve with open hands to see local and global greater good.

GROW *Community*

To create fertile soil for life-transformation in Christ to take root, we will strengthen and develop families, communities, and individuals for long-term sustainability. Like a tree planted by water, we provide the resources for the community to grow.

By 2027, Many Hands will expand its physical presence by planting two more love-in-action equipping centers, growing reciprocal relationships to rebuild, restore, and renew broken communities. With intentionality, we will strengthen families, particularly women and children, through our First 1,000 Days program.

Within a five-kilometer area, we will pour resources-through-relationships on a weekly basis into 2,000 children and caretakers, resulting in changed lives physically, emotionally, economically, and spiritually.

CREATE *Impact*

Through our Impact Journey, we invite people out of the safety of the welcome center of life to actually climb the mountain with their Heavenly Father. We connect incredible people through experiences and stories to God's love in action through community. We ask people to reflect on their journey to identify the passion already residing within them, look to the future with expectancy for how God can use them, connect with others in love and encouragement, and commit to being love in action in their daily lives.

By living an intentional life, they take the next step up the mountain in obedience to the One that created them, to be People for Impact.

LOCATION

IOWA,
UNITED STATES

THRIFT STORES

GRIMES
CLIVE
MERLE HAY
INDIANOLA

29,584

VOLUNTEER HOURS

4.5

★★★★½

STARS ON GOOGLE

563 REVIEWS

$16,000

GIVEN TO LOCAL NONPROFITS

217,529

INDIVIDUAL RINGS AT THE REGISTER

597,060

POUNDS RECYCLED AT STORES

1,304,944

DONATED ITEMS REPURPOSED

PARTNERS

Many Hands Thrift Market serves community organizations by providing resources, support, and donations. When nonprofits support each other, they become stronger. Since 2015 we have donated $86,000 to various nonprofits and $15,000 in store vouchers. In 2024 some of our partners included:

Ankeny Classical Academy · Central Iowa Shelter & Services · Change Course · Dorothy's House · Gloria Dei Lutheran Church · Grand Ave Community Outreach · Grimes Storehouse Food Pantry · International Rescue Committee · Lighthouse Community Center · Safe Families for Children · WeLIFT Job Search Center

> **I came to Many Hands looking for meaningful volunteer work and ended up finding family.**
>
> **-Mike Frandsen**

IGNITE *Generosity*

Our thrift stores, the engines of our generosity, operate daily with the understanding that every dollar earned contributes to those we serve. This fundamental principle fuels the high standards and expectations of our store managers. I have yet to encounter a more dedicated and hardworking group of leaders than those who manage our stores.

Even with unforeseen challenges this past year, our Iowa teams showed great resilience, dedication, and commitment to our core values: Cheers of Retail, All Play, Purpose Driven, Have Fun, and Extra Miler. These values guide our daily generosity and are reinforced through our peer-to-peer recognition program, which allows employees and volunteers to celebrate each other's embodiment of these principles in their work. These values have driven us to remodel stores, introduce team processing, invest in leadership development, empower our staff and volunteers, and find joy in serving others. Each of our stores has specific ways these values have come to life, and I encourage you to read those directly from these leaders in the following pages.

We can't do this without your donations. We commit to valuing these donations through carefully curating our merchandise selection and providing excellent customer service. Your generosity sparks our generosity, which transforms our communities.

2024 was undoubtedly a challenging year, but we are incredibly grateful for our dedicated teams of staff and volunteers. Our commitment to the mission and our ability to overcome adversity inspire us every day. Together, we are stronger, and we will continue to support those in need.

Steve Lucas
Director of Thrift
Many Hands Thrift

OUR CORE VALUES

CHEERS OF RETAIL
We know your name and work in community.

PURPOSE DRIVEN
Here to serve not to be served.

EXTRA MILERS
We do our best to over deliver in all aspects.

ALL PLAY
We all play a role and are better together.

HAVE FUN
We enjoy the experience.

MERLE HAY

Throughout 2024, our commitment to the mission of our thrift store remained unwavering, even in the face of many challenges. Staffing shortages tested our endurance, requiring us to adapt, work harder, and lean on each other like never before. Despite the struggles, our core belief in serving the communities in Haiti, Abaco, and locally through our work has kept us going. We faced difficulties head-on, knowing that every shift covered, every donation processed, and every sale made contributed to something greater than ourselves.

As the year came to a close, we found strength in the dedicated core group of staff and volunteers who remained steadfast in their commitment to seeing the store succeed. Their passion and perseverance created a strong foundation, one that we can build upon with additional team members who share our vision. With the right people in place, we are prepared to not only meet but exceed the goals set before us. We look forward to growing our team, refining our processes, and continuing to make a positive impact on both our customers and the communities we serve.

Moving forward, we do so in faith and love, trusting that God is guiding our path. Merle Hay's success is not on our timeline but His, and we will continue to serve with open hearts, knowing that He is leading the way. Through dedication, hard work, and unwavering trust in His plan, we believe that greater things are ahead. Together, we will keep pushing forward, knowing that our mission is worth every challenge we have faced and will face in the future.

Melissa Tafta
Store Manager, Merle Hay
Many Hands Thrift

CLIVE

2024 was truly defined by the spirit of teamwork. Throughout the year, our team's bond grew stronger than ever before, and this unity paved the way for remarkable achievements that we had never before reached. Towards the end of the year, we implemented a group processing approach for new donations, and the positive impact was almost immediate.

One of the most memorable highlights of the year at our Clive store was our Christmas Open House event, which was nothing short of historic. It exceeded all our expectations and was a day filled with an abundance of holiday cheer, joy, and love. It's a day that holds a special place in all our hearts, and we're already excited and brainstorming ways to make the 2025 event even more spectacular!

Fostering an inclusive environment is always a top priority for us. By actively supporting one another, we've been able to recognize and appreciate the unique gifts and talents that each staff member and volunteer brings to the table. Our store is proud to welcome volunteers of all abilities, ensuring that everyone feels valued and respected.

In January, the store managers embarked on an Impact trip to Abaco. This experience was truly eye-opening for me, as it deepened my understanding of the crucial role our thrift stores play in our organization. It also reinforced the Many Hands mission statement, which is to transform together, to be love in action, in a broken world.

Crystal Peace
Store Manager, Clive
Many Hands Thrift

GRIMES

This was my first full year as manager at the Grimes Store, and what an incredible year it was. I am so thankful and so blessed to be a part of this organization.

Our team in Grimes is nothing short of extraordinary. We have a dedicated staff who is deeply committed to our mission, along with fantastic volunteers who enthusiastically step in to assist with any tasks that come our way. The Grimes store is powered by Love In Action.

The Grimes store had a truly exciting and successful 2024! We began the year with a fantastic remodel that created a more open and welcoming space. Adding Brandee Brobst as our assistant manager was another major win. Our team then demonstrated incredible resilience by successfully managing 141 garage sales. The Christmas Open House was a highlight, bringing in a large and festive crowd. Throughout the year, we received a steady stream of generous donations and maintained a busy sales floor. All of our sales and events thrived thanks to the dedication of our team. We look forward to even greater achievements in the coming year.

Krisha Foreman
Store Manager, Grimes
Many Hands Thrift

INDIANOLA

It's hard to believe that the Indianola Many Hands Thrift Market will be celebrating its second anniversary soon. Time sure flies when you're having fun. Spring and summer were a whirlwind of activity. I was joined by my friends from Pella and the metro to participate in the hometown parade. Driving the big yellow truck down my hometown streets and spreading the news of our new location was so much fun. We were also blessed to be on the RAGBRAI route in 2024 and invited volunteer staff and the Pulse 101.7 radio station to join us in welcoming riders into town that visibility led us into an amazing fall and winter season, highlighted by a record-breaking sales day for the Christmas open house and an 85% increase in Christmas sales. Overall, we continue to build and strengthen our relationships in the community. And the generous outpouring of donations and volunteer hours are evidence. The Indianola team and I are so grateful to be serving in the community and are looking forward to another great year.

Carla Weed
Store Manager, Indianola
Many Hands Thrift

STEPPING INTO SERVICE

Celebrating Volunteers and Their Vital Contributions

I'm excited to have transitioned from my role as the Many Hands Logistics Manager to become the Many Hands Volunteer Program Manager. My previous position allowed me to witness firsthand the incredible contributions and dedication of our volunteers. Over the past few months, I've had the pleasure of getting to know many of them better, and I'm reminded of 1 Corinthians 12:4-6: “There are different kinds of gifts, but the same Spirit distributes them. There are different kinds of service, but the same Lord. There are different kinds of working, but in all of them and in everyone it is the same God at work.”

Our staff and volunteers have always recognized the vital role our thrift stores play as "Generosity Engines" that sustain our mission and vision. Generosity is evident everywhere in our stores—in the donations we receive, the time our volunteers contribute, and the customers who choose to shop with us. The sense of community we've built through our stores is truly remarkable. Over the past year, I've seen volunteers come and go, but those who stay are driven by our mission and the relationships they've formed. As one volunteer shared, "I came to Many Hands looking for meaningful volunteer work and ended up finding family."

A few weeks ago, the store managers and I had the opportunity to visit Abaco on an Impact trip. Witnessing the results of our collective efforts firsthand was inspiring. The work we do in Abaco is making a positive difference in the world. During our short trip, we contributed to several meaningful projects, and I reflected on how to connect those experiences to our work in the stores. When I asked a volunteer about the significance of volunteering to her, she captured it perfectly: "I thoroughly enjoy volunteering in the book department as a great way to pay it forward by serving others. Meeting new people and having fun with coworkers. Continuing to contribute to the community, being exposed to the myriad of books donated to MH. Serving God = Serving others."

There are so many meaningful and special stories to share from each store, and from working with our volunteers, that the list is endless. The one thing that I want to say about the Volunteer Program is “Thank you.” Thank you volunteers who help us in everything we do. There is no accident you’re here. Like the verse above, we all have different strengths and talents to share. We all play a role and are truly better together!

Mike Frandsen
Volunteer Program Manager
Many Hands Thrift

LOCATION

PIGNON, HAITI

POPULATION

43,000

LOCATION

ABACO, THE BAHAMAS

POPULATION

17,000

126
GOATS DISTRIBUTED

49
CONCRETE FLOORS INSTALLED

20
COUPLES MARRIED

1,347,960
MEALS SERVED OR DISTRIBUTED

14,592
POUNDS OF FOOD GROWN OR PURCHASED

56 STUDENTS
IMPACTED THROUGH ARK PROGRAM IN ABACO

272 EMPLOYEES
WORKING INTERNATIONALLY

2,373 CLIENTS
IN EDUCATIONAL PROGRAMS

> **You are the light of the world. A city set on a hill cannot be hidden. Nor do people light a lamp and put it under a basket, but on a stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven.**
>
> **-Matthew 5:14-16**

GROW Community

Many Hands believes in the power of community. As we live life together, we grow. The desired outcome of the Growing Community initiative is for life transformation in Christ, recovering true identity and vocation expressed through just and peaceful relationships.

Our four goals are:

1. Restored relationship with the triune God, the God of the Bible
2. Every child thriving above the malnutrition line through the first 1,000 days of life
3. Every parent equipped with the resources to take care of their family
4. Community-owned initiatives with the social structure to thrive

This is a long-term initiative with a multi-year strategy to develop families, leaders, and economic resources for the community to thrive. If people are seeking God, many other good things will follow and become possible. If they are not, the horizons of change are more limited and difficult. Having multiple voices and establishing trust are critical pieces for this initiative to truly take root and grow. It cannot be rushed and will take much prayer for it to succeed.

How We Do This

We believe that walking with children and their caregivers from the beginning of a child's life gives us the best opportunity to break the cycle of poverty and create lasting change. This helps to establish a relationship with each family, where we know each other's name and God-given story. Focusing on geographically saturating a defined area, Many Hands establishes six building blocks for the same families over seven years. These building blocks focus on education, the first 1,000 days, agriculture, safe structures, leadership development, and economic development.

Through this process, we aim to strengthen struggling families, building a solid foundation for them and their communities. We want to prepare them for a time when we will end our services and investment in the family, and they, in turn, will invest in one another.

INDOMITABLE *Spirit*

A Story of Resilience in Haiti

Morning prayers for Haiti staff

Christi Gabhart
Ministry & Benevolence
Many Hands for Haiti

The year 2024 began with the word from our Lord 'Selah'. Haitian department managers were part of the conversation on what the concept of 'Selah' would mean for our team. First, a pause for contemplation and reflection. Jean-Ronel spoke of a time of transition in a cycle. Claudin added a time to evaluate our work and offer the necessary correction. Jean Rene shared it's not a time just to go, go, go; it is a time to regain force. We were true to this in our efforts.

Prayer each morning in staff devotions held at all five Love in Action Center locations kept our focus. Lead Chaplain, Jean-Ronel structured a few mornings for staff to walk and pray using the prayer path that encircles the Sylvain campus.

The Apostle Paul wrote a letter to brothers and sisters in Christ who were living in another city. His words then mirror the goals Many Hands has today to impact our local region in Haiti. "I want them to be encouraged and knit together by strong ties of love. I want them to have complete confidence that they understand God's mysterious plan, which is Christ himself." Colossians 2:2

Many Hands has invested deeply in the growth of our 140 Haitian staff members. 2024 offered significant opportunity for both staff and program participants to grow through instruction and various forms of training. Trainings for spiritual staff and First 1,000 Days staff have brought increased capacity to achieve our goals as stated in Colossians 2:2. All of our staff were involved in Lead Like Jesus leadership training. School of Light teachers and aids had 50 hours of training during the year to advance their knowledge and teaching skills including an online teacher training.

Goat care, teaching raised bed garden techniques for the mobility impaired, local community bible studies making new disciples, marriage instruction, agriculture training with students and bible study participants are part of the ongoing work of our staff.

Our marriage ministry continues to have a powerful impact. Jean-Ronel encouraged a small group of women who are newly enrolled in the prenatal program in Savane Tabac to seriously contemplate the opportunity to be married in God's eyes.

Head of Security, Kalo, reported ZERO security issues for the year on all five Many Hands' campuses and the accomplishment of keeping 32 motorcycles running. Butchering on the Many Hands Campus tallied 12,000 pounds of meat which was prepared for the First 1,000 Days program meals.

“

I want them to be encouraged and knit together by strong ties of love. I want them to have complete confidence that they understand God’s mysterious plan, which is Christ himself.

-Colossians 2:2

The size of the tree nursery on our Sylvain campus was enlarged by the Agriculture department to allow the capacity to grow and distribute 8,000 trees to families to help reforest the local area.

Throughout the year, 7012 lbs of papaya was harvested from our campuses in Sylvain, Jean Boule, and Me Bel Me. Total produce harvested was 14,592 lbs. We also purchased 2,000 lbs of produce from the Power to the Parents program gardens to use for program meals.

Raised garden beds provide economic growth opportunities for the mobility impaired. The year brought nine more raised bed gardens in the yards of area participants.

The generosity of Stretch Out Your Hand is contagious. Our departmental staff are contributing to our efforts with their own personal resources. Each month our nurses pool their resources to come to the aid of people in need. The agriculture department built a house for the family of a Many Hands student who is very much in need. The spiritual department put their own money where it counts by blessing 20 families with a gift of food.

The Haitian population is defying the odds which mount against them. They are a people of HOPE. They possess endurance and perseverance beyond our understanding. They must. They have endured for generations. Now, as much as ever, Many Hands is committed to standing strong for the Haitian people. Remember Colossians 2:2.

Empowering EDUCATORS

A Closer Look at the Inspiring Work of Haitian Teachers

Building a Brighter Future

Amidst significant challenges, a dedicated group of Haitian educators works to shape the lives of their students, building a brighter future for their nation. Through their passion, resilience, and unwavering belief in the power of education, these educators profoundly impact their communities. We are fortunate to have them be a part of our Many Hands education staff.

Power & Purpose of Education

"I chose the teaching profession because it is a pleasure. I take pride in teaching the kids who are forming a future," shares Djenasselie Dulorier, a special needs teacher. Sixth-grade teacher Jocethène Decius echoes this, referencing Nelson Mandela's quote about education being the most powerful weapon for change. Inspired by her own teachers, Sheesling Alexandra Israel became an educator "so I can contribute well to bring transformation for my country, Haiti." These educators see their role as pivotal in shaping the next generation.

Overcoming Challenges

Despite facing numerous obstacles, these educators remain steadfast in their commitment. Venia Jean, another special needs teacher, aims "to help grow roots to train kids in society so we can become a different country." Recognizing her students' potential, Nerlande Saintilus envisions them as "a Doctor, a Pastor, a Nurse, an Engineer." Their dedication is fueled by a vision of a better future for Haiti, one built on the foundation of education.

Impact & Love for Students

The teachers' affection for their students is palpable. Preschool Level 2 teacher Mirguelita Noel expresses, "I love kids. I love to work with them." Elimene Fleuridor, a Preschool Level 1 teacher, believes that with the right nurturing, students can "advance so tomorrow our society will be a better place." Nicole Millien shares this vision, hoping to "raise up the kids to find a better quality education so they can help the country and become good citizens tomorrow." Their work is driven by a genuine love for their students and a desire to see them succeed.

Hope for the Future of Haiti

The educators' motivations are deeply rooted in their hopes for Haiti's future and their love for their students. Patricia Souverin, a Preschool Level 3 teacher helper, shares, "I want to see Haiti change, and I have a love for kids. This is what made me enter into the education field." Lourdenie C. Jean Baptiste, Many Hands' school secretary, finds satisfaction in "assisting the kids

Become a Sponsor

For just $35 a month, through our First 1,000 Days program, you can provide a child in Haiti with vital nutrition, healthcare, and a loving home during their most critical developmental stage. Or, for $70 a month, you can walk with a preschooler through their first three years at our School of Light preschool, giving them the essential tools for a brighter future. Imagine the profound difference your consistent generosity can make in breaking the cycle of poverty and empowering a child to thrive. *SCAN THE QR CODE TO LEARN MORE!*

who are the hope of the country." Francoise Marcelus, a 3rd-grade teacher, emphasizes, "We want this generation to advance so they can equip the country with change; so the country can become better."

P4H Global Training

In addition to their time and dedication to their students, our Many Hands Haitian educators are committed to improving and expanding their own skills. We have 34 teachers from our school and our partner school in Maliarette who have successfully completed their third year of P4H training. P4H (formerly Projects for Haiti) is an organization that is "committed to training and equipping Haitian educators through professional development." The teachers were enthusiastic about the program, eager to implement what they learned. This commitment to professional development underscores their dedication to providing quality education.

Exciting New Development

Building on this momentum, we are thrilled to announce a significant expansion of our educational efforts. Thanks to the generous support raised during our 2024 Pignon in Pella event, and donations from individuals, we will began constructing a new school building in Haiti. This facility will serve grades 7-9, providing continued education for the students who began their journey with us and have now completed 6th grade. This is a pivotal step in ensuring these students can continue their education within the Many Hands education system. This new building is a testament to our commitment to these students and their future, enabling them to pursue their dreams and contribute to the betterment of Haiti.

Summer Brand
Marketing Coordinator
Many Hands

BUILDING Trust

Strengthening Relationships in Abaco

An Impact team prays over the Saunders family in their newly rebuilt home

Photos: **Left** - An Impact team works on siding during a home rebuild; **Middle** - An Impact trip participant picks tomatoes at Driftwood Farms; **Right** - Tim Brand and the Many Hands Board speak to a local resident during a food distribution

Laura Johnson
Director of Ministry
Many Hands for Abaco

During our second year in Abaco, we focused on building trust within the community and strengthening partnerships in preparation for growth. Over six months, we welcomed 510 individuals to Camp Abaco, supported by 277 Impact Team members, deepening our understanding of local needs. We also explored new partnerships with organizations like World Renew Disaster Services, SIM, and Liquid Legacy, while continuing to grow relationships with Convoy of Hope, the Bahamas Youth Network (BYN), Driftwood Farms, and Prime Fleet Services.

2024 turned out to be a year of transition and adaptation. While some of our goals were not fully realized, others evolved or were redirected based on circumstances. The First 1,000 Days program was piloted under Deborah Winkler's leadership in 2024. The program included four meetings and provided food distribution baskets from Driftwood Farms to 23 mothers. Although Deborah's departure in early 2024 marked a transition, we remain committed to strengthening our relationships with mothers and children.

In 2024, Ryan Forbes developed the first draft of the Lighthouse Leader guidelines and asset mapping for Murphy Town and Dundas Town. His efforts resulted in a document proposing ten communities with potential leaders. After careful consideration, we paused finalizing the program until stronger leadership is in place, ensuring sustainability. We look forward to implementing this critical initiative in 2025.

In the education sector, Celekah Mills took on much of the responsibility previously held by Lisa Berg, maintaining strong relationships with the Central Abaco Primary School

> **And we know that in all things God works for the good of those who love him, who have been called according to his purpose.**
>
> **-Romans 8:28**

Administration. Additionally, a second library was established at Agape Christian Schools with Lisa's help. Before her departure, Lisa made strides in training staff and fostering connections with local schools, laying the foundation for future educational programming.

On the agricultural front, we deepened our partnership with Poinciana Driftwood Farms, establishing a routine of service with the Impact Teams. Two additional hoop houses were constructed on public school grounds to engage students in farming. The hoop house at Central Abaco Primary School provides an opportunity for younger students to learn traditional soil methods, while the Patrick J Bethel High School hoop house, equipped with a hydroponic system, engages students in a deeper level of understanding. Conversations continue to identify candidates for agricultural training with Driftwood Farms.

Despite the strides made, needs on the island remains significant. Abaco continues to face challenges in the wake of Hurricane Dorian, with many families still living in temporary or substandard conditions. Safe, stable housing remains a critical need, and providing safe structures for these communities continues to be one of our core focuses as we move forward.

Education also remains a vital area of support. Many schools are still recovering from the hurricane's impact, and students lack the resources needed to succeed. Our initiatives, such as the ARK (Academic Recovery for Kids) program, library programs, and teacher training, are essential in ensuring that Abaco's next generation has the tools to thrive. As we continue to build relationships within the community, we are committed to expanding our educational outreach and providing stability for both students and teachers.

Celekah Mills instructs ARK students

Photos: **Left** - G2 students in bible study **Right** - Students at CAPS smile for the camera

2024 brought leadership transitions, including the departures of Tim and Deborah Winkler in May and Sam and Lisa Berg in September. Despite these changes, the Many Hands for Abaco team has remained resilient, with new voices and perspectives strengthening our mission. We are grateful for the continued support and contributions from our partners and staff, which have been essential in sustaining our progress. Year two has been one of growth, adaptation, and trust-building, with God guiding us through every step.

Looking ahead to 2025, we are excited to announce key additions to our team. After extensive planning, we are thrilled to welcome Doug and Carrie Veenstra, who joined Many Hands for Abaco in January 2025. Doug and Carrie bring valuable expertise in education, the ongoing maintenance of Camp Abaco, and the management of safe structure community projects. Their addition is crucial as we continue to support and sustain our programs, ensuring that our facilities are well-maintained and addressing the urgent need for safe housing across the island. We are also pleased to have welcomed A.T. Holder, his wife Crystal, and their four children to the MH4A team. A.T.'s wealth of experience in community engagement will be essential as we deepen our relationships within local communities, expand our outreach, and continue building trust with the people of Abaco.

The Veenstras and A.T. and his family mark a significant step forward in our personnel expansion, and we are excited to move into 2025 with renewed energy and a continued commitment to growth and service. With God's guidance, we look forward to deepening partnerships, expanding our programs, and continuing to support the people of Abaco.

INTERESTED IN BEING A PART OF AN IMPACT TRIP?

Visit our website at ManyHandsImpact.com or email Impact@mh4h.org to learn more.

Scan to hear from Quinn as she shares her favorite parts of Impact

3.8M
SOCIAL REACH

277
IMPACT TRIP PARTICIPANTS

380
IMPACT STORIES SHARED

1,097 PARTICIPANTS ALL-TIME

2024 IMPACT TEAMS

"THIS LIFE WE HAVE IS FINITE BUT OUR ABILITY TO CREATE IMPACT IS LIMITLESS WHEN WE WALK WITH OUR HEAVENLY FATHER. WE CALL THIS OUR IMPACT JOURNEY."

CREATE *Impact*

Have you ever received a gift that was exactly what you needed, but you didn't know you needed it? One year our middle son gave my husband and I a clear vacuum sealed container to store coffee. For years, we had been opening and closing the bag of coffee with the cumbersome tabs, never thinking there might be a better way. Now, every morning we have a new, better habit of accessing coffee that eliminates frustration.

"Come to me, all you who are weary and burdened, and I will give you rest." Matthew 11:28

After returning home from leading a recent Impact Trip to Abaco, it hit me that these trips are the gift that everyone needs but don't know they need. Our lives can become so programmed and scheduled with little margin for the unexpected. We don't make time for rest and reflection. We get stuck in a routine and don't recognize it or don't think there could be a better way. What if you could have a week to disconnect from all the demands on your time and focus on donating your time, talents and energy to helping others? Have you ever stopped to think about the habits in your life that are limiting you? An Impact Trip provides space for people to reflect on the experiences throughout the week and challenges people to think about what may need to change. It is a time to reset and think about how you want to live differently to more fully live the life God is calling you to. When we are aligned with what God is calling us to do, oftentimes some of the frustrations go away too, and we can more easily access the things that bring us peace and joy, like hassle free coffee in the morning.

Impact Teams to Abaco

In 2024, we hosted 13 Impact Teams with 510 people at Camp Abaco in the Bahamas. An Impact Trip provides a chance to step away from the familiar and embrace the unknown, all while making a meaningful contribution to build and strengthen God's kingdom. Teams have an opportunity to serve in local construction projects, youth activities at a partner church, compassion ministry throughout the community and agricultural projects at a partner hydroponics farm. There is also time to rest and reflect on each person's individual faith journey and identify the passion that resides in each of us.

People for Impact Monthly Connection

In April, we launched a People for Impact Monthly Connect Zoom call to inspire people to live an impactful life. During these calls, held on the last Thursday of each month, Tim Brand provides a teaching based on our Impact curriculum and a Person of Impact guest speaker shares their personal journey towards transforming to live more impactfully. Throughout 2024 we had nearly 150 people join these calls to be inspired towards growth. If you haven't experienced this call, be sure to join our next one to be encouraged as we navigate the world around us to become inspired to be people for impact.

Impact Partnerships

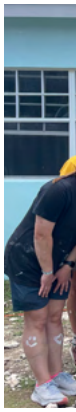
In 2024, we continued to connect with organizations that are on a similar path to provide opportunities for personal transformation through Jesus. We are so thankful for the partnership we have with other organizations and know we are better together. It is often said, "If you want to go fast, go alone. If you want to go farther, go together." We are excited about what the future holds as we go farther together.

Pam Osborn
Impact Trip Manager
Many Hands

STORIES OF *Impact*

"It was so inspiring to hear from each person how this trip has impacted them and the ways they are inspired towards a fuller relational life with Jesus.

- The Way Church 2.9.24



"This trip is an example of how we stepped away from our normal lives to follow our calling of serving others' needs.

-Pella Christian 1.6.24

"The beauty of Abaco and its people is astounding. I still cannot fully process all that I have seen in Abaco, but I can say, without a doubt, that God is working here. He is working in the lives of the Bahamians, in the lives of the Haitians, and in the lives of everyone who comes here with open eyes to see Him, open ears to hear Him, and open hearts to receive Him. God is surely moving here and there's still a lot of work left to be done for these people who are crying out to Him. He is a good, good Father, which I have witnessed over and over again throughout my week here.

- Third Church Family 3.14.24

"There is a sense of uncovering the numbness that we have emotionally erected for the work of God. A sense where mission work and witnessing the world's devastation feels almost 'normal'. So, we pray that God will break our hearts for what breaks His; that as we step into each new day, our numbness will be berated by the stories and the resilience of those we come into contact with.

- Haven Church 2.14.24

> For our last night, we spent time sharing highlights of our trip as well as our IMPACT moments of faith. Moments like this are sacred when we see how the Lord speaks and encounters everyone differently but powerfully. Many of us came on this trip knowing many of the people coming, but we may not have had a relationship with them. I think we all will be leaving Abaco with friendships and relationships that we will cherish moving forward.
>
> - Celebrate Church 6.10.24

> We can't fix what's going on in the world by traveling out of the country for a week. What we learned is how important community and love is for the healing of others. The impact we made on each other's hearts is going to go beyond Camp Abaco.
>
> - Lutheran Church of Hope 10.18.24

> Just as buildings in Abaco are completely broken, we also have fallen and are in desperate need of a Repairer. These structures may look whole on the outside, but on the inside they might not have walls or they might not have plumbing. We can be like these incomplete houses in our faith walk with God. We can put on a face and make it look like we are doing just fine and very well in our relationship with God, while we really are in desperate need of some repair on the inside.
>
> - MI Team 4.4.24

Photos Left to Right: **Top** - Tim Brand, Impact Breakfast, Abaco Farm-to-Table gathering at Driftwood Farms, Impact Michigan event, Hotcakes for Haiti breakfast
Bottom - Impact Breakfast, Tyler Kamerman, Pignon in Pella event, Better Together event, Julie Hulstein from Vi Bella

Gathering AT GOD'S TABLE

Andrea Smith
Marketing Director

Many Hands events took center stage in 2024, helping bring supporters, businesses, families, volunteers, and our staff together in memorable ways.

A blossoming partnership with Driftwood Farms in Abaco was the driving factor in Many Hands holding a wonderful farm-to-table event in January. It was a special evening of relationship-building, agricultural education, and fantastic food, despite the rain showers!

Our annual Hotcakes for Haiti breakfast at Third Church in Pella proved to be a fun morning of pancakes, eggs, fellowship, and generosity. Through free-will donations, we raised more than $17,000 towards our goat husbandry program in Haiti.

June was a busy month for events for Many Hands. In celebration of the teams who went to Abaco over the last 18 months, a new initiative, Impact Michigan, was held in mid-month. The event, which was hosted at the fabulous home of Steve and Rebecca Kraal, was a huge success, as 138 attendees heard about our work in Abaco from Bahamian leader, Ryan Forbes and Many Hands CEO, Tim Brand. We are blessed with tremendous support in Michigan, and look forward to the 2nd annual event in the Spring of 2025.

Later that month, we celebrated with our partner, Vi Bella, in Sioux Center at our Better Together event. This fundraising dinner recognized the numerous economic challenges in Haiti and the importance of our job-creation ministry for artisans in Haiti. Through this ongoing partnership, Many Hands and Vi Bella provide sustainable employment opportunities for people we walk alongside in the Pignon area.

Our 6th annual Pignon in Pella event brought hundreds of supporters of our work in Haiti together in September. It was a beautiful evening at Central College, where attendees heard of the importance of education in all of our lives. Stories were shared of the great teachers we remembered from our childhoods, which were underscored by testimonials from the teachers at our School of Light in Pignon. Through the amazing support of those who believe in our work in Haiti, we reached our fundraising goal to complete the vision of building 7-9 grade classrooms, ensuring that our students can complete their primary education at the School of Light. We broke ground for these new facilities in the Spring of 2025.

In October, attendees of the Many Hands Impact Breakfast witnessed that unity is rising through friendships, forgiveness, and partnerships. Moderated by Jodi Long, local news reporter, 240 attendees were inspired by guest speakers including entrepreneur, Robert Pascuzzi; Many Hands CEO, Tim Brand; and Vi Bella business owner, Julie Hulstein. It was an amazing morning of faith-filled connections, collaborations, and inspiration. Thank you to those who joined us, to Lutheran Church of Hope for hosting us, and to our sponsors, Iowa Fireworks, Randall Roofing, BHFO, and Vander Haag's Inc.

We are grateful for all those who attended and supported our events in 2024. We look forward to great things to come with our 2025 events as we continue the work God has for us.

THE POWER OF *Partnership*

The year 2024 was full of generosity, resilience, and God's faithfulness. Through the highs and lows, your support has brought hope and transformation to families in Haiti and Abaco. These aren't just statistics or milestones—they're real stories of changed lives. Because of your partnership, we saw communities strengthened, leaders equipped, and the love of Christ shared in meaningful, tangible ways.

We kicked off the year with our Stretch Out Your Hand campaign. More than the funds we raise, SOYH is a movement of compassion that meets families in the middle of their greatest needs. Through the hands and feet of our Haitian team, families received food, access to critical medical care, spiritual support, and help in their most urgent moments. We set a goal to raise $80,000, and you didn't just meet it, you blew past it, raising $90,000.

Throughout the year, our monthly focus helped guide and ground our work, inviting you to come alongside us in meaningful, specific ways. January challenged us to think long-term, focusing on estate planning and the opportunity to leave a legacy of hope. In February, we celebrated love and family through programs that strengthen marriages and support mothers and children. March carried the momentum of the Stretch Out Your Hand campaign, while April turned our attention to agriculture, highlighting goats, gardens, and our growing partnership with Driftwood Farms. In May, we lifted up Haitian leadership, investing in those being equipped to lead their communities with courage and vision. June focused on economic development and job creation, including exciting growth in our partnership with Vi Bella. July brought attention to healthcare needs—from emergency support to maternal care and the First 1,000 Days program. August centered on getting kids back to school, and September carried that focus into our Fundamental School expansion. In October, we turned to construction, funding safe homes, concrete floors, and new projects in Abaco. We wrapped up the year with a strong End-of-Year campaign, Giving Tuesday, and a heartfelt "Thanks for Giving Thursday," where we reached out to express our deep gratitude to you, our donors, who make this mission possible.

This rhythm of our monthly focus gave all of us, our staff, donors, and other partners, new ways to stay connected and engaged. And what we saw was clear: when people give where their heart leads, lives are changed.

None of this would be possible without you. The success of 2024 wasn't just about raising money—it was about continuing to build and restore together. Your generosity, your prayers, and your belief in this mission are what make our work not just sustainable, but meaningful.

As we step into 2025, we're holding tight to what's always been true: God is faithful, and we are better together. We'll keep listening, learning, and seeking new ways to grow deeper and stretch further. Thank you for walking with us. Thank you for believing that "Transforming Together" is possible. And thank you for being a vital part of the Many Hands family.

Tyler Kamerman
Chief Development Officer
Many Hands

2024 FINANCIAL BREAKDOWN

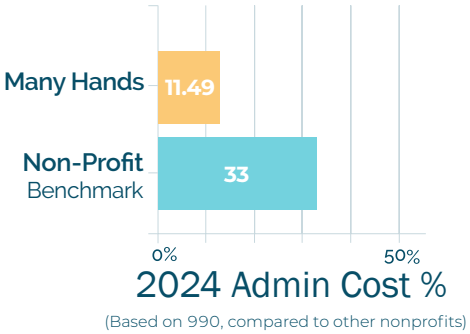
Our 2024 Form 990 provides details of all our income, expenses, and administrative costs. We are very happy to see Many Hands had an administrative cost percentage of 11.49%. What that means: for every $1.00 given to Many Hands for Haiti, $.88 of that dollar goes toward programs. The benchmark for administrative costs for nonprofits according to Charity Navigator is 33%.

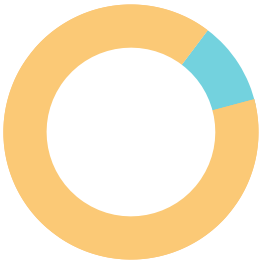
Here are our audited financials for 2024:

Total program service expenses	**$ 7,137,264**
Agriculture and feeding program	$ 474,159
Economic Dev program	$ 128,722
Education program	$ 725,961
Medical Assistance program	$ 237,069
Safe Homes program	$ 194,973
Short-term Trips	$ 623,174
Spiritual Development	$ 214,898
Campus Construction	$ 176,435
Many Hands Thrift Stores	$ 3,541,598
Fundraising	$ 218,288
Management & General	$ 601,987

Total Income
$ 7,367,908

End of Year Net Assets
$ 2,512,154





PARTNERS

Trusting THE PATH

Tim J. Brand
Founder & CEO
Many Hands

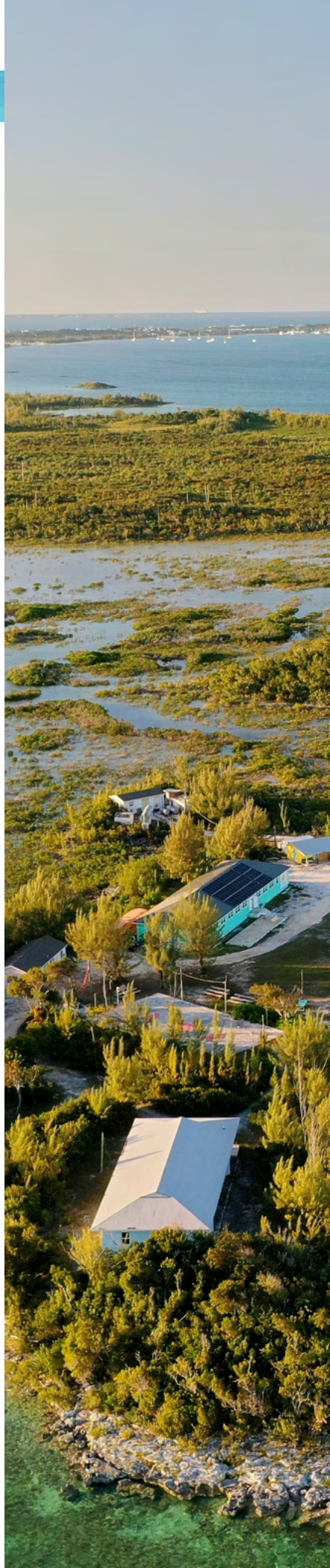
The word whispered by the Divine over our organization for 2024 was "selah": a moment to pause and reflect, a rock of unwavering faith, and an echo of eternity. It was a year for rediscovery, finding strength in stillness, and becoming steadfast anchors amidst the storm. We are architects of a future etched in love, each act building a lasting legacy.

Despite 2024 being one of our most challenging years since 2014—marked by staff transitions, Haiti's volatility, the Spencer flood, and staff health concerns—God had prepared us. We purposely weren't pursuing a major initiative, such as a new store, a new country, or new ministry opportunities. We were to strengthen what we had, regroup to reinforce the frontlines, and prepare for the next wave of ministry. It wasn't passive but laid the groundwork for ministry in the coming years. Even amidst hardship, we rested in our vision to be called people, living with purpose, unleashing God-given talents and resources to bring Good News in a broken world. With faith and perseverance, God showed up to provide fresh wind for our sails and daily manna for our needs.

Moving into 2025, the one word God is washing over our organization is trust. First, we will trust the story the Creator of Heaven and Earth has been telling us from the beginning of time. He makes all things new, and transformation does not happen without struggle. We trust what He is doing in our lands, with our people and within us. Second, we will trust in His provision and live in a way for Him to show up for us. This means creating space in our lives for Him to commune with us. It means moving forward in faith in tough situations, even when we only see the next step in front of us. It means being bold in conversations and speaking truth to each other to bring Heaven to Earth. It means believing we don't control outcomes, but if we stay obedient, He will provide in these new seasons and opportunities. He always has, and He always will.

We invite you into this season of trusting with us. Right now, the world is screaming at one another because of a lack of trust. Not so with us! It is because of our ability to trust that many new initiatives and missionaries will launch in 2025. Don't lose heart! Your prayers, encouragement, and financial resources continue to be our daily bread to stay in the battle to overcome the evil around us. Trust is the fuel to move us forward together.

May God bless you and keep you. May His face shine upon you and bring you peace. May we trust our Lord and Savior, Jesus Christ, as He has overcome evil and death. And through His power, we will too.



MANY HANDS

HEAD OFFICE DIRECTORY

CHIEF EXECUTIVE OFFICER.....*Tim Brand*
CHIEF DEVELOPMENT OFFICER.....*Tyler Kamerman*
DIRECTOR OF HR.....*Jon Pedersen*
DIRECTOR OF MARKETING.....*Andrea Smith*
FINANCIAL MANAGER.....*Marcena Schwab*
IMPACT TRIP MANAGER.....*Pam Osborn*
MARKETING MANAGER.....*Kellee Van Hemert*
DESIGN SPECIALIST.....*Kelsey O'Connell*

THRIFT DIRECTORY

DIRECTOR OF THRIFT.....*Steve Lucas*
VOLUNTEER PROGRAM MANAGER.....*Mike Frandsen*
LOGISTICS MANAGER.....*Steph Johnson*
CLIVE MANAGER.....*Crystal Peace*
GRIMES MANAGER.....*Krisha Foreman*
MERLE HAY MANAGER.....*Melissa Tafta*
INDIANOLA MANAGER.....*Carla Weed*

HAITI DIRECTORY

SPIRITUAL & LEADERSHIP DEVELOPMENT MANAGER.....*Jean-Ronel Joseph*
LOGISTICS MANAGER.....*Yves Garard*
SECURITY MANAGER.....*Kalou Alexis*
CONSTRUCTION MANAGER.....*Rene Deforge*
AGRONOMY MANAGER.....*Claudin Augustin*
MANAGER FIRST 1,000 DAYS.....*Kethlin Vilbon*
PRINCIPAL - SCHOOL OF LIGHT.....*Micul Pierre*
OPERATIONS OFFICER.....*Craig Gabhart*
U.S. LEAD - MINISTRY & BENEVOLENCE.....*Christi Gabhart*
U.S. LEAD - LEADERSHIP & DEVELOPMENT.....*Mark Kauk*
U.S. LEAD - FIRST 1,000 DAYS.....*Melissa Kauk*

ABACO DIRECTORY

DIRECTOR OF MINISTRY.....*Laura Johnson*
DIRECTOR OF EDUCATION & EARLY CHILDHOOD DEVELOPMENT...*Lisa Berg*
DIRECTOR OF MINISTRY & BENEVOLENCE.....*Sam Berg*
ARK CLASSROOM TEACHER AND LIBRARIAN.....*Celekah Mills*
INTERNATIONAL CONSULTANT.....*Ryan Forbes*

JOINING MANY HANDS IN 2025

EDUCATION & OFFICE ADMINISTRATION.....*Carrie Veenstra*
CAMP MAINTENANCE & COMMUNITY WORK LOGISTICS.....*Doug Veenstra*
DIRECTOR OF COMMUNITY ENGAGEMENT.....*A.T. Holder*
DEVELOPMENT MANAGER.....*Kevin Stittsworth*
MARKETING COORDINATOR.....*Summer Brand*

MANY HANDS

Many Hands is an Iowa-based nonprofit creating local and global life-transformation by strengthening families. Established in 2008, the organization focuses on six key areas for transformation, including education, agronomy, leadership development, safe homes, medical assistance, and economic development. Each year, the organization reaches at least 30,000 people through their Caribbean operations, Impact trips, and Many Hands Thrift Markets located in Iowa (Grimes, Clive, Merle Hay, Indianola).

Many Hands is called to transform together, to be love in action, in a broken world.

709 Main St, Pella, IA 50219

mh4h.org | mh4a.org | manyhandsthrift.com | manyhandsimpact.com

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Platinum Transparency 2025

Candid.