TABLE OF CONTENTS

Letter from Gretchen K. Steidle.................................................................Page 3
Introduction, Mission and Vision, Overview........................................Page 4
Academy for Conscious Change............................................................Page 5
Impact of a Global Grassroots’ Water Venture.......................................Page 7
Young Women’s Academy for Conscious Change..............................Page 8
Measuring Our Impact.........................................................................Page 9
Looking Ahead.......................................................................................Page 13
2016 Finances.......................................................................................Page 15
Dear Friends,

In October 2016, we marked ten years since our first programs were piloted in Rwanda to a community of 62 widows, all of whom had contracted HIV from sexual violence during the Genocide and were collectively taking care of 227 orphans from the war.

Since then, we have trained more than 650 change agents across East Africa who have initiated more than 150 ventures, reaching more than 160,000 people. Following are three core lessons gleaned from the last ten years:

1. **One of the most effective levers of social change is a team of women with the skills, resources, power, courage, and inner commitment to initiate positive change.** Our typical change agent is a mother of four children with a sixth grade education. She may not be formally educated and may only live on $2 (or less) a day as a subsistence farmer, but when she completes our training and initiates her venture, she becomes recognized as a leader working on behalf of her community. In fact, our impact assessments indicate 100% of our graduates now speak out in local meetings and three women from our Rwandan teams have already run for Parliament.

2. **When women design and operate their own non-profit clean water access points, they initiate an engine with sustainable income that can fund anything else they want to fix.** To date, 100% of all of our water and sanitation ventures initiated since 2008 are still operating sustainably and our typical venture serves up to 3,500 people with clean water access. Once operating, income from water sales is used to address other local issues affecting women and girls, such as sexual violence and exploitation, domestic violence, women’s rights, girls’ education, and HIV/AIDS. **All this comes at a cost of only $7-$9 per beneficiary.** Experts in the water sector are now recognizing our approach to water as innovative, sustainable, and cutting-edge due to our women’s leadership approach.

3. **Mindfulness and well-being are critical for social change.** Mindfulness, defined as paying attention on purpose in the present moment, can be seen as a form of brain training, changing the structure and functioning of our brain over time. Research indicates there are a range of individual health benefits for our well-being, including reduced anxiety and rumination, decreased depression, increased emotion regulation and more positive emotions, improved immune system functioning, and even a slowing of the markers of aging.

At Global Grassroots we also see mindfulness as an actual tool for social innovation. Mindful leadership and trauma-healing create a solid foundation of self-worth and inner strength on which war survivors can repair their own lives as well as their community. Further, creating long-term transformation in others requires compassion, openness to learning, respect for each individual’s wisdom, and humility that comes from going through your own change process and building self-awareness. Mindfulness further enables you to develop more effective relationships, diagnose issues more comprehensively, invite more innovation, and design more sustainable and impactful solutions. We invite you to learn more about our approach - called Conscious Social Change - which Global Grassroots embodies and has been teaching to its change agents over the last decade.

Having proven and refined our unique model, we are now poised to scale our work. Over the next year, Global Grassroots will be focused on sharing our methods, enhancing our capacity, and looking for new ways to collaborate to expand our impact.

As always, our belief in a more mindful approach to social change means that listening and reflection are two of our most important acts. Each of you is part of a dynamic eco-system dedicated to a more just and equitable world for women. We welcome your ideas and feedback. We are deeply grateful for your support. And we invite you to make a commitment in 2018 to invest in both your own well-being and the needs of those less fortunate. Together we can create deep transformation at the global and grassroots levels as partners with our courageous women and girls.

*Everybody says women are like water. I think it is because water is a source of life, and it adapts itself to its environment. Like women, water also gives of itself, wherever it goes to nurture life.*  
  
  – Xue Xinran

With gratitude,

Letter from Gretchen K. Steidle  
Founder and President, Global Grassroots
WE ARE GLOBAL GRASSROOTS

In post-conflict East Africa, Global Grassroots believes that war may ravage the land but not the potential of the brave and resilient women who are left to repair the wounds of war on their families and communities. After visiting the Darfur refugee camps of Eastern Chad, learning from change agents combating sexual violence and HIV in Cape Town’s townships, and meeting with genocide survivors in Rwanda, Gretchen Steidle discovered that it was often the women – many unable to read, all having suffered great personal loss – who had the passion, motivation, wisdom, and courage to pursue solutions to the most challenging societal issues inhibiting the most marginalized from prosperity. Thus, Gretchen founded Global Grassroots in Rwanda in 2004, expanding into northern Uganda in 2013, to offer women a local, community-based approach to facilitating healing and leadership development while simultaneously building social ventures that result in measurable, often scalable, societal impact. We equip emerging women leaders, including war widows, subsistence farmers, and survivors of sexual and domestic violence, with the tools and leadership capacity to create social change. These women are transforming their communities and lighting the way to a brighter future for other vulnerable women and girls in their post-conflict regions.

We are pleased to present our Annual Report for Activities and Finances for 2016 and 2017. Please email questions or comments to info@globalgrassroots.org.

OUR MISSION AND VISION

Global Grassroots is a 501(c)(3) non-profit organization with a mission to catalyze women and girls as leaders of Conscious Social Change in their community. Conscious Social Change is a social change design methodology that blends mindfulness-based leadership training and social entrepreneurship skills to enable a more effective, compassionate, ethical, and sustainable approach to advancing social justice for women.

Our vision is that all vulnerable women and girls will have the capacity and resources to lead conscious social change and that conscious social change will represent a new movement for a more participatory and collaborative method for advancing social justice worldwide.

Our core programs are our Academy for Conscious Change and our Young Women’s Academy for Conscious Change. Both are social venture incubators which offer an experiential curriculum in social entrepreneurship and mindfulness-based leadership to help underserved women and girls transform their ideas into measurable impact and, in the process, transform themselves into effective change leaders. These two core programs are based in Rwanda and Uganda where we focus on building local capacity for women’s leadership, helping vulnerable women of all ages turn their own ideas for change into viable, operationally-sustainable non-profit organizations. In each of our programs, our overarching goal is to train emerging change agents in community-based solutions, stakeholder engagement, sustainable social venture design, impact assessment, and financial literacy as well as assist in mind-body trauma healing and developing skills in self-awareness and mindful leadership so that women can advance their own solutions to social challenges ethically, effectively, and sustainably. Ultimately, our work creates conditions that value women and girls, paving the way for future generations of women to be seen as leaders and innovators in their communities.

Our Academy training session
ACADEMY FOR CONSCIOUS CHANGE

Global Grassroots’ original program is an 18-24 month social venture incubator for grassroots teams of marginalized women, including subsistence farmers, women with only an elementary school education, and war widows who want to work towards women’s equality and well-being in their communities. Participants learn techniques for trauma healing and acquire non-profit management skills, mindfulness-based leadership training, seed grants, and high-engagement support as they design and implement permanent, sustainable non-profit water enterprises benefiting women and girls. Through their ventures, these women demonstrate their value to their community, generate resources for their families, use profits to serve the needs of other women and children, and realize their leadership potential, creating ripples of other measurable outcomes.

Our Academy in Uganda

Global Grassroots’ twelve months of high-engagement operational support and mentoring for our eight teams in Uganda has concluded and the teams are now completing their final impact assessments and financial reports. We are proud of the tremendous effort these teams have invested in their ventures and their respective communities and we look forward to witnessing the growing and long-term impact of their social transformation work. The eight teams have tackled domestic violence, women in leadership, a woman’s right to own land, HIV/AIDS awareness, literacy, and divorce and relationship conflict. Seven of the teams are functioning entirely on their own now. Aketo Koma demonstrates how truly effective our teams can be.

Aketo Koma (The Dedicated Workers) is working to reduce domestic violence and promote equality both within and outside the home. Starting with 30 members and led by Sabina (right), herself a victim of domestic violence, the team initiated couples’ counseling and mediation, and more than 400 people have attended their community sensitizations and trainings. The team has been so effective that more than 150 women no longer live in fear of their husbands. As well, men are now more likely to share household responsibilities and decision-making with their wives. Further, many community members have also given up consuming alcohol, which is seen as the primary cause of troubled relationships.

In order to fund their social transformation work and provide school fees for up to ten children from homes most affected by domestic violence, the team builds and sells beehives. As well, the entire community has become part of a savings-and-loan program enabling some households to start small businesses.

In response to the impact the team has had on their village, more than two dozen men have formed their own group to support the work Aketo Koma is doing: educating other men and boys about the benefits of gender equality, sharing household and child-rearing responsibilities, including women in decision-making, whether in the home or in the broader community, and the negative impact of alcoholism and domestic violence.

Remarkably, 40 of the Aketo Koma’s 48 members are illiterate.

One of our Uganda teams has not fared as well. Mon Aye Gang (Women are the Pillars of the Home) has encountered a number of obstacles related to their income-generating plans - first, charging adult students a nominal fee for literacy classes, then baking bread to sell, followed by gardening for others in the community. All attempts at creating a revenue stream have failed to generate sufficient income so the team was forced to give up the space they had rented to hold literacy classes. Our Uganda staff continues to mentor the team to resolve these challenges.

Our Academy in Rwanda

Over the last decade of working on a range of women’s issues, we have learned that when women manage their local water access, the lives of women and girls are forever changed on multiple levels. In addition to providing up to 3,000 people with safe access to clean water, ventures also address critical social issues: gender relations shift; women have more time for economic pursuits; water-related sexual violence and exploitation are dramatically reduced and often eradicated; girls are able to attend school regularly and on time; and water-borne illnesses are reduced or eliminated. Water ventures are designed to be innovative and have a built-in revenue stream through water sales, providing a sustainable source of income to pursue other social issues systemically.
In 2016 we made the strategic decision to focus our Academy exclusively on teams committed to social change through clean water access. We are proud to report that, in partnership with The Coca-Cola Africa Foundation, Global Grassroots launched nine women-led water teams in Rwanda over these last two years. Each team has made clean water access available to an average of 3,100 people in their communities and is running social change programs that are transforming their societies. *Step Forward* is one of those teams:

With a goal of transforming community members’ overall health, Team *Step Forward* has partnered with the local health center and holds workshops on preparing healthy meals. Team members also work with a Social Health Worker and visit households throughout the community to check for symptoms of malnutrition. Sixty households have now learned how to prepare healthy meals and, thanks to the team’s healthy diet sensitizations, eleven families in the village have started their own kitchen gardens. *Step Forward* has since identified eight more families who lack knowledge of healthy eating and who will need help creating kitchen gardens of their own.

To further improve the health of their community, *Step Forward* supports the local health center by encouraging community members to join in the activities offered there. Team members have also held workshops on the importance of clean water and hygiene and they provide free water to 13 households, with 35 children benefiting from the free water.

The team is also focusing on domestic violence and family planning and has worked with 53 couples on eliminating violence in the home and using birth control. Further, the team has sensitized eight couples who have joined a savings program to begin their own small businesses.
Global Grassroots’ Women’s Water Leadership Initiative in Rwanda and Uganda empowers vulnerable women to become... In their first year our teams have seen an average 69% decrease in youth missing school for water collection. 2-2=4

Keeping Girls In School
When girls are no longer late to school due to hours spent collecting water, they can stay in school and stop falling behind and drop out.

Our teams in Rwanda and Uganda have been able to lift girls out of this cycle of poverty and keep them in school for 4 years. 4 girls who complete at least 7 years of school mean 4 years saved and 2.2 fewer children.

Improving Health

Eliminating Water-Borne Disease
Studies show that in areas where clean water is available, the likelihood of getting diseases like cholera and typhoid fever is drastically reduced.

Hygiene & Sanitation
Women in the community can spend less time in manual labor, and their children have access to healthy food. Our hygiene and sanitation campaigns educate women on proper hand washing and hygiene practices.

HIV/AIDS
Training women on HIV/AIDS awareness testing and use of condoms in addition to overall health education.

Post-Traumatic Stress
On-the-job training and emotional support for a healthy mind.

Empowerment & Wellbeing

Women have seen an 80% decrease in loss of income due to time savings collecting water.

Each water venture saves women on multiple levels as they are exposed to less violence and are able to travel to market and other destinations.

2% are more likely to have an equal relationship with their partner than a control group.

Our trainees have more than doubled their capacity to lead money to neighbors over 3 years.

90% of trainee’s children now have health insurance comparable to 62% of controls.

Over 3 years, our trainees have seen a 65% increase in repercussions.

The Context

Total number of hours and miles women in sub-Saharan Africa can spend fetching to collect water.

Number of hours girls younger than 25 are more likely to drop out of school because of water collection.

Initial research by one Global Grassroots‘ venture revealed that 41% of women in the community had been forced to miss work for water delivery at least once, and 47% had taken an HIV test.

Average formal education attainment of Global Grassroots trainees have risen as they learn to design and operate their own water venture independently & sustainably.

Our Solution

$25,000

$100,000

Total number of hours and miles women in sub-Saharan Africa can spend fetching to collect water.

Number of change leaders Global Grassroots has trained in its first decade of operations, who have initiated 250 ventures across Africa.

Average cost for the training, development, and monitoring of one water venture = 100% of start-up costs as a seed grant.

Number of creative women who have access to clean water via Global Grassroots’ water ventures.

Our Mission is to cultivate women and girls as vectors of conscious social change in their communities.
**YOUNG WOMEN’S ACADEMY FOR CONSCIOUS CHANGE (YWA)**

For girls, during the nine-month break between high school graduation and university enrollment when girls are at greatest risk of dropping out, our Young Women’s Academy enables young women from across East Africa and beyond to create their own community-based ventures to address issues facing other girls. Through our intensive curriculum participants acquire important educational, professional, and life skills that enable them to design their own social enterprise, heal from trauma, develop social-emotional intelligence, and step into their capacity as self-aware leaders in their communities.

We also provide participants and their ventures with seed funding, high-engagement support, and a partial university scholarship. YWA trainees address issues that include but are not limited to girls’ education and drop-outs, child nutrition, drug abuse, domestic violence, child marriage, teen pregnancy, and street children. We are building a network of empowered youth across East Africa who are committed to advancing a just, peaceful, and compassionate society.

We are proud to report that the 25 young women (13 in Uganda, 12 in Rwanda) who participated in our 2016 YWA impacted 5,240 people in the seven months of our program.

In 2017, we expanded our Young Women’s Academy beyond a country-by-country model to operate as an East African regional program, welcoming 24 participants from Uganda, Rwanda, Kenya, and South Sudan. The immersion these young women underwent in a diversity of cultures, experiences, and social change priorities helped expand their world view and the possible solutions to their social issues. These 24 powerhouses impacted nearly 18,000 people through their ventures! We are building a network of empowered girls who are committed to ending violence against girls, ensuring their education, and advancing a just society.

**Faith Ageno’s venture sought to reduce the number of girls in her village who drop out of school.** When Faith initiated her baseline needs assessment, she learned that 36 girls drop out of secondary school every term. Most often these girls become involved with men who the girls believe will support their education when their parents can or will not. Unfortunately, these same girls who want to stay in school still end up dropping out because they become pregnant. During the seven months of our program, Faith counseled 100 girls between the ages of 13 and 18 and worked with teachers, school administrators, and the police to reduce the number of parents who do not ensure their children attend school.

During the following school term, ten fewer girls left school than in the same term in years prior. As well, the District Education Officer, working in partnership with local police, has been enforcing school attendance laws. Twelve parents who were allowing their children to miss school have been fined for doing so, sending a message to other parents to make sure their children get an education.

Faith is now attending Makerere University and is committed to earning her Bachelor’s degree in Community Psychology to become a ‘professional counselor and a voice for the voiceless.’
MEASURING OUR IMPACT

Global Grassroots’ overarching goal is to train emerging change agents in designing community-based solutions, effective stakeholder engagement, sustainable social venture design, impact assessment, and financial literacy, and assist in mind-body trauma healing and social-emotional intelligence so that women can step into their power as activists and advance their own solutions to social challenges ethically, effectively, and sustainably. Ultimately, our work is deeply effective in ending violence against women and girls, improving gender equity, protecting girls’ education, catalyzing empowered leaders, and creating conditions that value women and girls, paving the way for future generations to be seen as leaders in their communities. We are committed to continual monitoring and evaluation of both of our programs and are pleased to provide the following information on our impact and outcomes for our Academy for Conscious Change and our Young Women’s Academy.

Academy for Conscious Change. According to a 2014 independent impact assessment, 100% of women trained by Global Grassroots report that they now speak out about problems in their community and many are now respected leaders within those same communities that once denied them their voice. In addition, our graduates are 33% more likely to have a positive and more equitable relationship with their husbands. Further, participants have experienced a 101% improvement in economic status, a 95% increase in hopefulness, and an 87% increase in happiness. All of this is proof that our program works to help vulnerable women discover their innate power, leadership ability, and capacity to improve not only their own lives but the lives of everyone around them.

Recently, we conducted an in-depth evaluation of the effectiveness of our training on our women-led water teams and the impact of water access on the community. The results:

- **Saving Time and Distance:**
  - In Jali sector, the typical woman now saves 3.45 hours each day that they used to spend fetching water, or nearly 1,200 hours per woman per year.
  - End-line survey found very high rates of satisfaction with access to water: 79.9% of respondents were “very satisfied” or “satisfied” and only .4% were “very dissatisfied.”

- **Improving Economics:**
  - Since they are saving time each day, women are losing income less often: we found an 80.4% decrease in reported loss of income, from 76.2% on the baseline to 14.9% of households on the end-line.

- **Advancing Gender Equity:**
  - On baseline, women fetched water for 79.14% of households, compared to men for just 8.49%. On end-line, women fetched for 58.1% of households and men for 41.8%.
Ensuring Education:
- 68.7% decrease in children’s absence from school. On baseline, 77.1% of households reported children missing school (for two days each week, on average). On end-line, just 24.1% of households said their children missed school. This disproportionately impacted girls: 75.0% of households said it was their daughters missing school.
- Team Tuzamurane’s issue study found a 78.4% reduction in school dropouts related to water (from 125 students annually to 27 students annually) since 2014. That reduction came with a 16% increase in matriculation to the next academic year, from 76.7% of the student body to 89% of the student body.

Improving Hygiene:
- Context: About 80% of all diseases affecting Rwandans are linked to water-borne diseases, and diarrhea is the second cause of all deaths among children under five," according to Guy Mbayo, UNICEF’s Chief of Water and Sanitation.
- In communities where we have water teams, there has been an 89% decrease in reported consumption of unboiled drinking water, a 94% decrease in homes without soap, and 96% decrease in weekly cases of diarrhea in children under five, with 83.3% of households with children under five now reporting that their children never get diarrhea.
- The four primary schools in Gatsata surveyed in Team Trust Each Other’s issue study report a 76% decrease in students with unwashed bodies and/or uniforms.

Reducing Violence:
- Compared to our baseline study, where more than a quarter (27.46%) of women reported experiencing sexual violence related to water, 97.8% of respondents now feel safe collecting water and none have experienced sexual violence related to water collection.

Engaging Women & Girls and Men & Boys in Shifting Gender Norms
Approximately 10% of the members of every Global Grassroots’ team are men who are supportive of advancing women’s status in the community. Not only do they recognize the importance of bringing water to their village, they want to be part of the evolution of their society to a more equitable place. As members of the team, these men serve as role models, helping to inform and educate other men and boys. As our teams engage extensively with local leaders (predominantly men) and the community-at-large, team members use the communication and deep listening skills they acquired in our training to advocate for resources and initiate social change activities. Men in the community quickly begin to recognize the women’s capabilities. Some of them may also join the team or assist in other ways, such as leading a workshop or participating in the construction of the pipeline.
Our 2014-2015 impact assessment revealed that Global Grassroots change agents are 33% more likely to have a positive relationship with their husbands than a control group, and our data reveals that in just one year, men assisting with the collection of water rose from 8.49% to 41.8% of households in the communities around our water ventures.

Further, a team’s social change efforts often focus on:
- women’s rights, economic empowerment, and leadership
- transforming gender relations
- family planning
- sharing household responsibilities
- girls’ education
- reducing stigma against the vulnerable
- ending violence against women in all its forms

Through these programs, men learn about the importance of women’s education and opportunity, and the positive impact that women’s equality has in the home and community. As their village is transformed, the women of the team transition from vulnerable members of their society to confident leaders who are integral to that society’s success. Men and boys respect their skills, expertise, and leadership, and girls can envision themselves as community leaders one day. Our communities show a major impact on gender equality in education too: a 68.7% decrease in school absenteeism, 75% of whom were girls. Finally, our evaluation revealed the elimination of sexual violence related to water collection.

Young Women’s Academy
We evaluate our effectiveness in meeting our goals and objectives for our YWA through pre-and post-training assessments, and we evaluate personal transformation and knowledge comprehension as applied by participants throughout the venture implementation phase. Further, to ensure the success of each venture, trainees must build into their design impact goals and evaluation measures specific to their social issue. Prior to launch, participants are required to conduct a baseline study of their target issue which forms the basis of a detailed impact assessment at program completion. Global Grassroots staff then conduct site visits, inspect bookkeeping, interview beneficiaries, evaluate program reports,
host focus groups, utilize completion surveys, and require personal reflection essays from program participants. After each program, we review our curriculum and make adjustments to our program to improve the clarity, depth, and breadth of our material.

The results of our 2016 and 2017 Young Women’s Academy for Conscious Change were as we anticipated and some even exceeded our expectations. Our strict and thorough monitoring and evaluation process provided the following impact of our 2017 program on participants:

- On mindfulness and self-awareness:
  - 80.0% increase in understanding of mindfulness as inner/outer work and 59% of trainees saw positive change in reported ability to be mindful.

- On empathy and social awareness—
  - 40% of trainees saw positive change in reported ability to empathize or want to help others.

- On anxiety or perceived difficulty of life—
  - Trainees report a more normalized sense of the difficulty of their own life. Respondents were 35% and 16% less likely to report that their life is “very difficult” or “somewhat difficult,” respectively. They were 53% more likely to classify their life as “normal.”

- On agency, responsible decision-making and the ability to make change—
  - 95.5% of trainees feel “mostly” or “very” able to create social change in their community. There was a 58% increase in the respondents who felt “very able,” from 37.5% of the baseline to 59.1% of the end-line.
  - 85.7% of trainees report that they’ve had a positive impact in their community “frequently” or “all the time.” There was a 192% increase in the number of respondents who think they positively impact their community “all the time,” from 13.0% at the baseline to 38.1% at the end-line.

- On power—
  - 95.5% of trainees feel “some power” or “powerful” to change their own circumstances.
  - There was a 78.4% decrease in respondents feeling “powerless,” “not very powerful,” or “normal.”
  - 86.4% of trainees feel “some power” or “powerful” to change their community circumstances, a 45% increase from 60.8% at baseline. There was a 71% decrease in respondents feeling “powerless” or “not very powerful.”

- On self-esteem and self-compassion—
  - 68% of trainees saw positive change in self-esteem, measured as an increase in positive indicators and/or a decrease in negative indicators.

- On trauma/PTSD and self-management—
  - Trainees were 12.5% less likely to report feeling “extremely” or “quite a bit bothered” by the 17 symptoms of PTSD that Global Grassroots assesses. Trainees reported reduced symptoms of post-traumatic stress on nearly 60% of the 17 indicators.

- Working on a range of issues in their home villages from teen pregnancy to early marriage, our 2016 YWA graduates impacted a total 5,240 people and our 2017 cohort impacted an astounding 18,920!

These results confirm that our Young Women’s Academy has a dramatic impact on both participants and their communities and we look forward to observing the long-term impact of our work as these young women continue through university and progress through their lives.
LOOKING AHEAD

In 2018 we will initiate some programmatic changes. To date, Global Grassroots has invited to our Academy for Conscious Change multiple teams at once, welcoming just four or five leaders elected by each team to our intensive Phase 1 training - therefore only a small number of team members had all of the information critical to designing, launching, and running their enterprise. Moving forward, we will train one team at a time, allowing every member of the team (up to 45 people!) to acquire all of the knowledge and skills previously only held by the leaders. Should one or more of the leaders be unable to fulfill their commitment to their team, any other member of that team will be capable of stepping into a leadership role. The number of teams we train will be driven by available sponsors and the progress of teams already in our pipeline. Finally, in addition to training water teams in Rwanda, in 2018 we will begin training water teams in northern Uganda.

Our Young Women’s Academy will also continue to evolve and grow. In 2018, we will welcome 24 new participants to our training; they hail from not only Rwanda, Kenya, Uganda, and South Sudan, but Ethiopia and Democratic Republic of Congo as well. Looking further up the road to 2019, dependent upon sponsorship funding, we hope to welcome 40 new change agents to our YWA, increasing the number of trainees to 60 in 2020. Growing at this pace will enable us to be training 100 young change agents by 2022, whose social change programs will impact approximately 80,000 women and girls across the region each year.

To assist us in growing our programs, in 2017 we hired our first alumni intern from our 2014 YWA graduates. We are proud to report that they all completed university in 2017 and many have expressed an interest in working with Global Grassroots. The Intern position assists with our monitoring and evaluation program, as well as our current YWA, and follow-up with our water teams. Further, at the end of 2017, we launched the Global Grassroots’ Young Fellows Program. Through this program, YWA graduates who have completed university are eligible to apply for a one-year paid fellowship with Global Grassroots. Fellows will act as teaching assistants during each of the three training sessions of the current YWA and monitor and mentor those participants in the field. Interns and Fellows enjoy their first paid employment as well as gain valuable experience working for an international NGO and they act as role models to current YWA participants, further inspiring them to attend and graduate from university. At the same time, Global Grassroots benefits from having the additional staff necessary to grow our programs.
As we complete our first decade of operations, all of us at Global Grassroots are deeply grateful for the generosity of our donors, without whom none of our work with vulnerable women would be possible. We remain committed to helping underserved women develop into mindful leaders, heal from trauma, and advance their own ideas for social change in their post-conflict and still-fragile societies. The women and girls in our programs inspire and humble us on a daily basis. More than 160,000 people, mostly women and girls, have benefited from their courage and our passion for Conscious Social Change and we hope to impact hundreds of thousands more in the coming years.

To support Global Grassroots, please visit our website (Global Grassroots) or send a check to:

Global Grassroots
1950 Lafayette Road
Suite 200, Box 1
Portsmouth NH 03801

We encourage everyone to become a monthly donor to Global Grassroots.

Have questions or comments or wish to sign up for our e-newsletter?
Email us at info@globalgrassroots.org

THANK YOU!
The year 2016 represented a contraction in expenditures with fundraising increasing slightly compared to 2015. Global Grassroots’ 2016 income totaled $416,077. Controlling for fiscally sponsored partners and events, we raised a total of $367,087 in 2015 and $378,406 in 2016. The portion of income from grants increased from 58% to 68% in 2016. We saw a decrease from 11% to 3% in our corporate contributions, due to the nearing the end of our two-year partnership with the Coca-Cola Africa Foundation. Individual donations increased by 1% in 2016 and earned income remained stable at 5% of income, including fiscal sponsor fees, practitioner training program fees, and VIP site visits.

Global Grassroots’ 2016 expenditures totaled $343,736, with 82 percent allocated to programming, 8 percent spent on administrative, and 10% for fundraising expenses. Our budget included a total staff of eight people based in three countries, though in the second half of 2016, staff reduced their hours and pay to accommodate budgetary cuts. As part of the Academy for Conscious Change, we spent $75,918 on grants and awards, including $51,886 in seed funding for women’s water ventures, $3,396 in grants for our Young Women’s Academy participants, $8,238 in fiscally sponsored grants, and $12,398 in university scholarships to our young women. We also expended $13,799 for sponsoring a special one-time event, TEDxWashingtonSquare, which brought together conscious change leaders from across the US to raise the visibility of mindfulness used as a tool for social change design.