

WHEN WOMEN RISE,  
THE WORLD RISES WITH THEM.



TIRZAH  
INTERNATIONAL  
2022 IMPACT REPORT





# 2022 IN REVIEW

Tirzah International is made up of a dynamic network of women leaders who are creating opportunities for change in their communities and regions. They are not only equipping the next generation of leaders, they are meeting practical, everyday needs for women who face marginalization. **None of this would be possible without your invaluable support through prayer, engagement, and finances. Together we're making the world more beautiful and equitable for all women. As they rise, they are changing the world!**

There is so much to celebrate from this past year. We saw our sisters in India, Ethiopia, Zimbabwe, and Kenya complete their microenterprise programs and successfully launch their own small businesses. This initiative expanded with **11 new programs** taking sisters through the Get HOPE small-business training. The Emerging Leader Program grew as the curriculum has been translated into eight languages. Our first group of mentees graduated with great fanfare. Two Tirzah Trips introduced travelers to artisans and advocates in Kenya and India. Dr. Jenny Nuccio took Global Leaders through the Impact Ignited course. Beautiful handcrafted items sold through the Tirzah Bazaar introduced our work to new audiences while providing jobs for artisans. A brand partnership with Pure Salt Interiors launched with a home line and pop-up shop. We celebrate these Sisters who are experiencing transformation as they learn, grow, and embrace new opportunities.

A highlight for 2022 was the Global Gathering where 27 women from 13 countries met in Lisbon, Portugal. Each woman invited is a special part of our network of change-makers, leading initiatives of transformation, hope, and healing in their communities. The three days were full of conversations, singing, dancing, insightful panels, Tirzah Talks, and the deep joy of being together as a community creating a brighter world for all women and girls!

During the Gathering, our Global Leaders had space to share about the challenges faced by the women we serve in 35 countries, talk about self-care, source solutions, think through scaling impact, and process how to thrive amidst changing the world.

The Global Gathering and Tirzah's support has meant a lot to our Global Leaders. Violet Myambo from Zimbabwe has become a force for good in her community. She shares, "Tirzah played a pivotal role in molding me into the person I wanted to be. It was my dream that I should lead people who do not have hope. I have become a confident and prayerful woman, a change-maker who believes that women are motivated through my leadership."

What joy it is to see women step into their God-given potential. Thank you for being an important part of this work. Together we are creating opportunities for women to rise above marginalization into leadership and empowerment.

We are grateful for you! *-Team Tirzah*





# MISSION

Tirzah partners with a network of global female leaders to create opportunities for women to discover their God-given potential.

# VISION

We envision a global community of change-makers working together to create a more equitable world for all women and girls.

# WHERE WE WORK

Tirzah partners with Global Leaders around the world as they work to combat the injustices against women. Our global partners are making a tremendous impact in:

- Francophone Africa
- East Africa
- Southern Africa
- Middle East and North Africa
- Europe
- Asia
- Americas

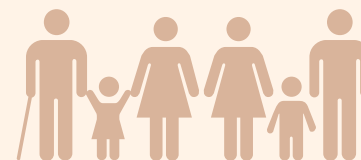


# WOMEN RISING ABOVE INJUSTICES



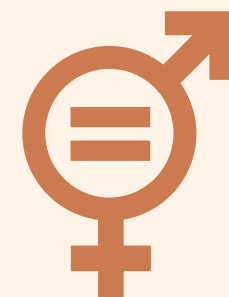
Globally, women suffer, simply because they are born girls, and equal opportunities are not a given. Tirzah programs are creating lasting change focused around three of the United Nations' Sustainable Development Goals (SDG). The SDGs are urgent calls to action and provide a shared plan for peace and prosperity for people and the planet both now and into the future.

Tirzah's Global Leaders shed light on how the core initiatives are creating change toward the following three Sustainable Development Goals:



## SDG #1: ELIMINATING POVERTY

Tirzah's microenterprise program is helping women establish their own businesses and earn a living. As women earn sustained income, it empowers them to take care of themselves and their children, preventing exploitation and re-victimization.



## SDG#5: GENDER EQUALITY

Traditional gender roles keep women from working. The business world is only for men. Microenterprise is equipping Tirzah Sisters to launch businesses and earn an income. This empowers them to play an active role in their society and households. We see men respect women as they make meaningful financial contributions. In addition, the Emerging Leader initiative is elevating and mentoring college-educated women to meet needs for their Sisters in their communities.



## SDG #8: DECENT WORK/ECONOMIC GROWTH

Through microenterprise, women become their own employers. This provides a decent work environment and also grows the economy. The program empowers them with holistic support like literacy courses and banking services. Partnering artisans are paid fair wages. Tirzah Sisters become active contributors to the nation's economy.



# THREE CORE INITIATIVES

Tirzah partners with local leaders as catalysts, connectors, and capacity-builders through three core initiatives:

1.

## MICROENTERPRISE

We provide a holistic program that tackles the main injustices affecting vulnerable women by equipping them to start their own small businesses.

2.

## LEADERSHIP DEVELOPMENT

Our Emerging Leader Initiative equips the next generation of female change-makers to combat injustices against women through a two-year mentorship program.

3.

## SUSTAINABILITY

Our Sustainability Initiatives focus on creating local funding opportunities for our partners so they can combat injustices against women long into the future. They also provide sources of revenue for Tirzah's overall mission.

Continue reading to learn more about each core initiative.



## MICROENTERPRISE

Tirzah's Regional Leaders see the injustices women in their communities face and have deep desires to create opportunity for change. Tirzah's Microenterprise Initiative is opening the door to possibilities for women who have been marginalized because of HIV/AIDS, trafficking, and poverty. This two-year holistic program not only creates economic opportunity and stability but also helps women discover their God-given value. Year one focuses on small-business training, developing a business plan, and opening a savings account. In year two, women may apply for small loans to launch their business with continued support from Tirzah's Regional Leaders.

Gathering together on a weekly basis creates a sisterhood. As they grow close to one another, Tirzah provides them with practical, holistic care, meeting immediate needs such as food baskets, medical care, or support for sending children to school. Many Sisters grow in their faith and knowledge of God's love as they engage in the Bible study that compliments the Get HOPE small-business training program. The Microenterprise Initiative is empowering women to have a sustainable source of income and live confident, purposeful lives while embracing their self-worth.

2023 GOAL: MORE THAN 600 WOMEN IN 17 COUNTRIES



# Noorjahan's Story

Noorjahan is a Sister in Mumbai, India. She is a trained tailor but did not have the finances to purchase her own sewing machine. Because of the microenterprise program, she was able to buy a sewing machine and launch her own tailoring business out of her home. Noorjahan is now earning a consistent income. She is able to support her three children and is even looking to grow her business through opening an official shop!

"I wanted to start my own business, but didn't have anything to launch. After I came to this training, I received business support in the form of a sewing machine and now I am doing well. Previously, I struggled to pay rent and my children's school fees but now I can manage these well. I am even looking to employ a tailor to expand my business."

*-Noorjahan*



**ANITA DEIDA**  
Global Microenterprise  
Director

Anita is Tirzah's Francophone Africa Global Leader who is currently based in Canada. Anita offers support and mentorship to the leaders involved in launching microenterprise programs in partnership with Tirzah.



## SISTER SPONSORSHIP

Tirzah's Sister-to-Sister Sponsorship creates connection across borders. Twenty-five dollars a month pays for the weekly training, support, and supplies as Sisters go through the microenterprise program.

"The Sister-to-Sister Sponsorship is focused on investing in women through business development, microenterprise, and sustainability. The women Tirzah helps have no other option. Many are in the sex trade industry, HIV positive, single mothers with multiple dependents, and ALL live under extreme poverty in developing countries. I have seen firsthand the power of Sister Sponsorship and how it literally cuts generational poverty, allows women who were once starving to be able to send their kids to university, and for women who had truly believed their only out was the sex trade, to be brought to rehabilitation in mind, body, and spirit. When women rise, our Sisters in the Tirzah network rise with us!"

*-Jessica Thompson*

Tirzah Board Member & business owner

**264**

NUMBER OF WOMEN  
WHO RECEIVED  
TRAINING

**123**

NUMBER OF SISTER  
SPONSORS

**11**

NUMBER OF  
MICROENTERPRISE  
PROGRAMS





# LEADERSHIP DEVELOPMENT

## Emerging Leader Program

Tirzah’s Emerging Leader Program, *When Women Rise*, launched in 2021 with Track One graduations taking place in 2022. We celebrated mentees finishing this two-year, 10-module program that was collaboratively developed by expert leaders and contextualized by local mentors. Each mentor coaches three to five mentees through this college-level curriculum based on the life of Jesus and his example of being a servant leader.

This program is quickly becoming an incubator for developing young women as life-long advocates and change-makers in their region. Many mentors from Track One have officially become Tirzah Regional Leaders, even launching new microenterprise and sustainability initiatives in their regions. We see this being an important part of developing and growing a network of trusted leaders for decades to come.

Tirzah partnered with our Global Leaders to fund translation of curriculum, technology support, and hosting regional conferences for mentors and mentees to connect in person. The *When Women Rise* devotional that compliments the curriculum was published and is available in the Bazaar.

**35** NUMBER OF MENTORS

**400** NUMBER OF MENTEES

**8** NUMBER OF TRANSLATIONS

## MENTEES FROM TRACK ONE REPORTED:

- Embracing the unique value that God placed on them and their capacity to lead
- Discovering unique gifts and talents to serve marginalized women in their nations
- Gaining practical skills needed for personal and professional development
- Developing the ability to lead with character, competence, and confidence
- Taking steps into leadership opportunities through mentorship and coaching
- Making connections with other women around the world that would empower, encourage, and affirm them
- Developing their full potential and serving God's purpose wherever they are called

**2023 GOAL: MORE THAN 400 WOMEN FROM 35 COUNTRIES**



**ESME BOWERS**  
Global Leadership Development Director

Esmé lives in Cape Town, South Africa. She serves in leadership roles for various ministries which have included the Lausanne Movement, World Evangelical Alliance, and Africa Enterprise. Esmé shares, “Raising up a new generation of leaders is one of my top priorities.”

## Mona's Story

Being a young Christian woman in Egypt brings an array of challenges. When the Emerging Leader program launched in 2021, Mona knew she needed to be a part of it. Taking her growth seriously, she quickly committed to attending her mentor meetings and completing all the assignments. As her group worked through the modules, Mona raised questions, examined the teachings, and communicated with confidence. Mona has related the Emerging Leader curriculum to her life and experiences as she’s identified strengths and weaknesses in her leadership and ministry. Mona works with teenage girls from underprivileged communities. Her hope is to continue investing in these girls and see them develop both spiritually and socially as they grow in their faith and relationships.





# SUSTAINABILITY

Tirzah's firm commitment is to see Global Leaders and their ministries succeed long into the future. Our sustainability initiatives focus on creative ways to fund programs as well as build leadership capacity.

## IMPACT IGNITED

Twelve of Tirzah's leaders took Impact Ignited, a rigorous four-month course taught by Dr. Jenny Nuccio. The course is designed to catalyze social enterprises where business can provide sustainable sources of income for localized justice work.

**2023 GOAL:** Track Two of Impact Ignited will be offered in Fall 2023 to mentors and mentees who have completed the Emerging Leader Program. Fifteen participants will be accepted into Track Two.

"Tirzah has helped me by changing the way I think about sustainability. This is an achievement because I never thought about it in the way that it was presented to us. Having the opportunity to take part in Impact Ignite moved me from dreaming to acting on a plan that I'm cherishing for some time."

*- Zsuzsanna Onasoga*  
Serbia



**DR. JENNY NUCCIO**  
Global Sustainability  
Director

Jenny lives in Mombasa, Kenya. Her passion is training Tirzah's Regional Leaders to develop their own sustainable ministry projects and enabling them to generate ongoing funding to tackle injustices and create opportunities for women.



## TIRZAH TRIPS

*Adventure. Artisans. Advocacy.*

Tirzah Trips reflect our intention to foster meaningful connections where together we can create a more beautiful and equitable world for all women. 2022 Tirzah Trips included traveling to Kenya and India to meet with Global Leaders, experience the beauty of our Sisters' cultures, and be inspired by local artisan and conservation efforts. Traveling together allows for rich experiences and conversation, and creates a strong bond of community between Tirzah Travelers, our Global Leaders, and the women we serve!

Visit [tirzah.org](https://tirzah.org) to learn about upcoming trips in 2024.



Tirzah Trips not only inspired our travelers. They were a huge encouragement to our network of Sisters. Global Leaders Victoria Sanjenbam and Jen Schottleutner share, "We were so grateful to have a group from Tirzah visit in the fall to see what we do and who we are impacting. We know that this will be a long-lasting relationship that will bring Khushbu into the limelight—not just for financial purposes, but for growth within our community so that many more women can be impacted."





## ARTISAN PARTNERSHIPS & THE TIRZAH BAZAAR

Tirzah is committed to creating local, sustainable income opportunities through handicraft collaborations across our global network. Several Global Leaders are focused on providing jobs for marginalized women through these efforts. In 2022, we partnered with artisans in Kenya, Ethiopia, and India. More than 180 women artisans earned an income.

**183** NUMBER OF ARTISANS

**2,804** NUMBER OF ITEMS SOLD

"The Tirzah Desert Collection was our best collaboration! The brass charms are not only beautiful but meaningful. They tell the story of what Tirzah is all about in an artistic way and inspire the very women making them."

- *Isabell Mathenge*  
Kenya



Not only are the products beautiful, they have a direct impact on the women artisans and their families. All artisan employees receive better-than-fair wages in a safe and joyful working environment. Tirzah Global Leaders in India and Kenya report a decrease in poverty, unemployment, and violence against women. Artisans are supported with skills training, aid during emergencies, and setting up savings accounts. Children are able to attend school and many artisans help to support other family members through medical and financial crises.

In January-February 2022, the third-wave of COVID hit India. Victoria Sanjenbam and Jen Schottleutner, Global Leaders in India, report, "We were able to give better-than-fair wages during the continued lockdowns of the pandemic. So many people in Delhi had to go back home to their villages. None of our staff had to leave but instead our artisans became the main source of income for their families during this time. This gave them favor in the eyes of the husbands and extended family members, which is a HUGE deal in this society."

"I can't read or write. Because of that, I thought I had no worth. But because I can create beautiful products, my family and neighbors believe that I now have a purpose."

- Khushbu Artisan, Delhi, India





## THE TIRZAH BAZAAR

The Tirzah Bazaar is providing a sustainable source of income for Tirzah's programs. Many of the items were designed in partnership with the artisans.

Tirzah Bazaar items were sold at:

- The Tirzah Bazaar website
- Sister Advocacy Box Events
- In-person events such as IF: Gathering, Lead Bold, and church partner events
- Pop-up shops with brand partner like Pure Salt Interiors



## SISTER ADVOCACY BOX EVENTS

# 15

 EVENTS

Sister Advocacy Box Events were restructured making it easier for hosts to advocate for Tirzah. Events took place in Texas, Colorado, Utah, California, Illinois, South Carolina, and Florida.

## BRAND PARTNERSHIP

Our partnership with Pure Salt Interiors grew in 2022 as co-founders Aly Morford and Leigh Lincoln traveled with Tirzah to Kenya. They worked with Tirzah sisters to create an exclusive co-branded collection of artisan goods that launched for the holidays in 2022. Pure Salt is actively selling the line on their website with 20 percent of proceeds going directly back to the women at the heart of our organization.

We are also grateful for our other generous brand partners such as Black Chalk, RORIN, and Royal Design Studio. Contact us if you want to learn more about Brand Partnership with Tirzah.



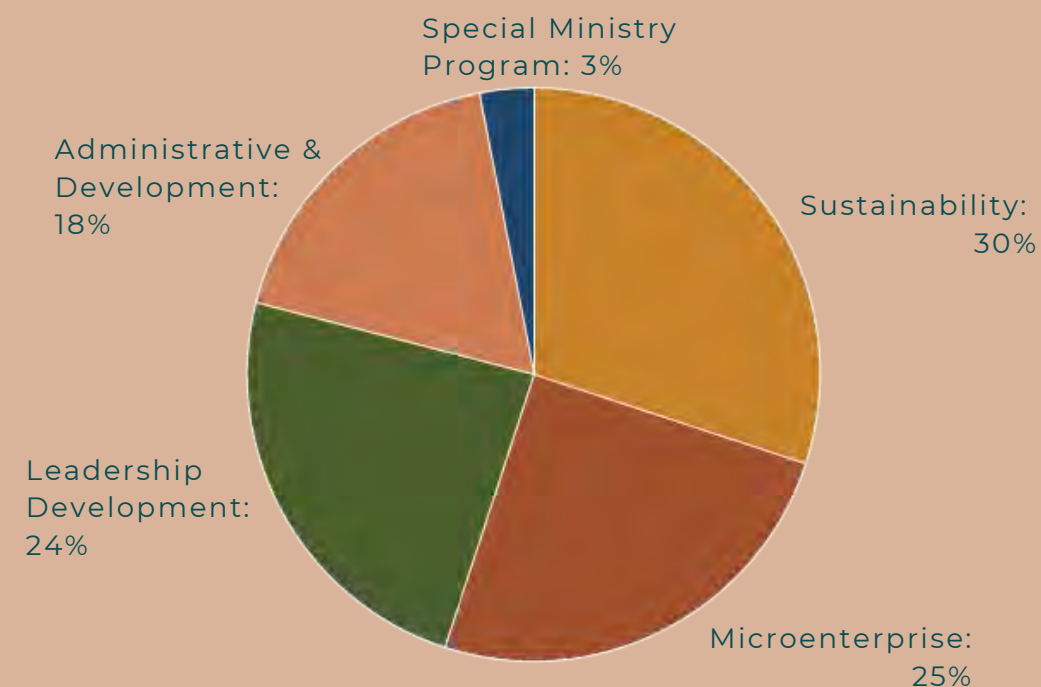


# FINANCES

## REVENUE

Revenue for 2022 was \$1,020,433, an 8 percent growth from 2021.

## EXPENSES



## TIRZAH BOARD OF DIRECTORS



Debbie Ardan Christian  
Jessica Thompson  
Abraham George  
Kirsten Dickerson

Anita Delhaas  
David Kirkland  
Zhen Zeng-Liao

## ACCREDITATIONS for financial transparency




Investing in women changing the world.  
trizah.org

# WAYS TO ENGAGE

- 1. BECOME A MONTHLY DONOR**  
Empower a Sister to rise above her circumstances. By giving a monthly gift, you can change a life. [Join today!](#)
- 2. SHOP THE BAZAAR**  
Support Sisters around the world with 100% of net proceeds from your purchase going to Tirzah. [Shop today!](#)
- 3. TRAVEL WITH TIRZAH**  
Be immersed in our Sisters' cultures while learning about God's heart for the marginalized. [Book your trip today!](#)
- 4. BECOME A PRAYER PARTNER**  
Prayer is foundational for Tirzah. Join us in praying for leaders and Sisters around the world. [Pray today!](#)
- 5. HOST AN EVENT**  
Host a Sister Advocacy Box Event. Gather your people together and share why you support Tirzah. [Sign up today!](#)
- 6. DONATE**  
None of this can be done without you. Together we are creating a more equitable world for all women and girls. [Give today!](#)





A woman with a joyful expression is laughing heartily. She is wearing a vibrant headwrap in shades of orange, blue, and yellow, a blue blazer over a black top, and a patterned skirt. The background shows lush green trees and foliage, suggesting an outdoor setting. A semi-transparent brown box with white text is overlaid on the upper right portion of the image.

She is clothed with strength  
and dignity, and she laughs  
without fear of the future.  
Proverbs 31:25

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