



TIRZAH  
INTERNATIONAL



## 2023 IMPACT REPORT

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



Sarah and Esme with the MENA team in Egypt

Tirzah's network of Global Leaders help women who have been marginalized gain skills and training so they can overcome their circumstances, discover their God-given potential, and lead others to do the same.

These trusted leaders address core issues affecting women through three solution-based initiatives:

- Small Business Training
- Leadership Development
- Sustainability Initiatives

When you partner with Tirzah, you help women break the cycle of poverty, rise above HIV/AIDS, extend their education, conquer slavery, prevent gender-based violence, and step into well-deserved leadership roles.

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 “Tirzah has helped us to realize that women can do it. When women are empowered, they can do great things.”  
 Violet Myambo // Global Leader // Zimbabwe



# Dear Friends,

2023 was a year that brought change for Tirzah. But one thing that didn't change was the commitment of our Global Leaders to keep our programs for women going strong. Their enthusiasm and ingenuity are the backbone of what we do.

Our network of Global Leaders are nationals who operate in their cultural contexts to find long-term solutions to gender injustices. These women brim with talent and passion. They are business owners, nonprofit founders and executives, health systems administrators, counselors, and pastors. They are experts at seeing needs in their communities and creating programs that enable women to rise. By focusing on Tirzah's solution initiatives of small-business training, leadership development, and sustainability, our Global Leaders have helped countless sisters rewrite their stories.

We are so grateful for your commitment to come alongside marginalized women at their point of greatest need. Because of you, we see transformational change in individuals, families, communities, and even countries! Women who were once trapped in trafficking and poverty have launched their own businesses. Young women who never saw the possibility of being a leader are boldly stepping into roles where their voices are heard. Employment through handicrafts is providing sustainable job opportunities. This is the life-changing work you've invested in, and we couldn't be more grateful.

In 2023 we sought new and creative ways to make the most of our Global Leaders' time and our donors' dollars. Our organizational mantra became "Simplicity with excellence." This meant saying goodbye to the Tirzah Bazaar, scaling back Tirzah Trips, and transitioning monthly donors from sister sponsorship to membership in The NEST! Tirzah's Board of Directors empowered the staff to be a self-directed team where leadership is shared amongst the three Tirzah Directors. Esme Bowers, Director of Leadership Development, continues to offer guidance to the Global Leaders as well as provide valued input to Team Tirzah. We are truly excited to serve the women of Tirzah as we grow stronger in 2024!

In the following pages, we celebrate the impact of your support as our sisters around the world rise to their full, God-given potential.

With love,

*Team Tirzah*

Sarah Guidone, Dianne Sivulka, and Becky Rosaler



# “BEFORE I WAS AFRAID. NOW I HAVE COURAGE.”



This statement sticks in the air as Panya\* speaks strong and steady. In the caring environment of Homecare Fellowship, Panya is experiencing healing and transformation. She shares, **“My body says I’m HIV+ but my spirit says I’m free.”**

In the middle of Nairobi sprawls Kibera, the largest informal settlement in Kenya and by population, the largest urban slum in Africa. The reality is harsh: more than half the population is unemployed, 50 percent of 16 to 25 year old girls are pregnant, the drinking of changaa (local moonshine) begins early in the day and leads to additional problems like crime, violence, and rape. Add being HIV+ to the stigma of “slum dweller” and there is little hope for a future. This exact place is where, in 1985, Rev. Judy answered the call from God to love her Nairobi neighbors.

Rather than handing out food and sticking a band-aid on a complex issue, Homecare Spiritual Fellowship invests in holistic, long-term development for the women of Kibera. For years, Tirzah has proudly partnered with Homecare founder and Legacy Leader Rev. Judy Mbugua. Her daughter Njambi Mbugua is a Tirzah Global Leader and oversees operations.

Rev. Judy and Njambi offer local solutions to local problems. They are meeting needs for women in their community. One of Homecare’s main programs is the Fadhili women’s program that walks with women who are HIV+ or have AIDS. They come together for holistic care and to participate in income generating activities.

Panya shares, “I came to Homecare when I didn’t have anything, when I was just nobody. I came

from the Kibera slum where being HIV+ is something else. When you are HIV+, you get rejected. You can’t even be employed because bosses don’t like whoever has HIV because they think you may affect their children. So, I was unemployed.”

Without work, Panya was not able to pay for health insurance. Homecare covers the monthly fee so she and her children can go to the hospital whenever they are sick. Being unemployed also meant Panya could not afford school fees, uniforms, or books for her children. Homecare pays for everything and Panya says, “I don’t get worried about my child because she will go to school.” Once a month she receives clothes for her and her children. They also get food packages.

Panya’s physical needs are not the only ones being met. “When I came to Homecare, I was not saved. I did not see the importance. When I was in the slums, I was rejected. No one sees you as important. **But when I came to Homecare, I got to have sisters who love me so much.** I get to be loved. So I asked myself, “So, I can be loved in this life?” I thought my life was defined when I was HIV+. I was not going to church. Here in Homecare we have so many lessons. For me I can say, I knew God through Homecare. And I got saved. And now I go to church.”

“If we are at Homecare, we are home. We don’t go hungry. We eat here. And we are happy. And we don’t feel like we are sick anymore because Homecare has made us like family and has made us happy.”

Despite her circumstances, Panya has hope. She knows her rights. She believes a better future is possible for her and her children. Panya is living into her God-given potential and as she rises, the world rises with her.



The beautiful Fadhili Women at Homecare

\*name changed for privacy reasons  
Statics source: Kibera UK

# LEADERSHIP DEVELOPMENT

Tirzah's Emerging Leader Program equips the next generation of female change-makers through a two-year mentorship program. The target audience is women in their 20s who may be recent college graduates and are just starting in their careers. These young women often feel called to leadership but are looking for support, skill development, and mentoring.

The Emerging Leader Program curriculum is a Tirzah resource that has been contextualized for each culture. The mentorship program focuses on leadership development, servant leadership, and examples of how to lead when power is not available. It empowers mentees to grow in their gifting and callings to lead. Tirzah's Global Leaders have contributed to the "When Women Rise" devotional that corresponds to the curriculum.

Cohort 2 of the Emerging Leader Program kicked off in January 2023. There are 180 young women being mentored in Francophone, Southern and East Africa, Serbia, and the United States. These sisters will complete the program in 2024. Because of program pacing, 64 young women from Egypt and Mexico graduated in 2023. Esme Bowers, Director of Leadership Development, conducted trainings in Botswana, Egypt, and Kenya. The program is set to have 137 new participants in 2024!

In July, an online Global Reunion was held for Cohort 1 where 90 graduates heard from Malawi's Ambassador to the United States, Justice Esme Chombo.

Tirzah provides funding for program needs such as printing, training and travel costs, Zoom licenses, and regional conferences.



Njambi with women going through a sewing training in Kenya

## SMALL BUSINESS TRAINING

Tirzah's small-business training is a holistic program that empowers women to start their own small businesses. Many of these sisters have been affected by injustices such as HIV/AIDS, widowhood, single mothers, victims of trafficking, living in extreme poverty, or suffering gender-based violence.

Tirzah provides funding to cover costs of small business training including curriculum licenses, program facilitators, printing materials, renting space (if applicable), and even food or transportation for participants. Our partners, Get Hope Global, administer microloans for participants to launch their own small business.

In 2023, small business training continued in Francophone Africa, India, South Africa, Kenya, Ethiopia, Egypt, and Zimbabwe. Each program is contextualized for the country and seeing great success.

Supporting the Fadhili Women who are HIV+ in Kenya and the Sudanese refugees in Egypt are top priorities in 2024.

66 This is the first year for the small-business program in South Africa. The facilitator shares, "There is unity and commitment by those who attend. The women really want their lives and that of their families to improve. They share that their small businesses have grown and they express how having been part of the program has opened their eyes to budgeting, creating business plans, and marketing."

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ELP graduates with Esme and Suzy in Egypt

66 "The program helped me see that God gave ministry roles to women as He did to men. The women mentioned in the Bible - prophetesses, leaders, mothers - were effective; they changed communities and impacted nations. God gave women gifts and roles to play in His work. My mindset has changed in this area." - Gigi

# SUSTAINABILITY INITIATIVES



Esmé and Minah visiting Isabell's studio and the artisans behind the pottery collection



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

In 2023, Tirzah invested in:

- Global Leaders and their efforts through nonprofits, ministries, and businesses.
- Capacity building for partners to establish additional funding sources and/or enter local and international markets.
- Professional development for the Global Leaders.

Resources:

- Dr. Jenny Nuccio hosted a series of Sustainability webinars in 2023 for Global Leaders. This series was open to the wider Tirzah community including donors and other community leaders.
- Tirzah provided grants to Global Leaders to expand business activities. Funds were spent on things like equipment, training, materials, design assistance, and marketing.
- Tirzah continues to help facilitate the sale of artisan products made by people employed by Global Leaders.

## SAHARA POTTERY COLLECTION

In 2023, Tirzah's sustainability partners in Kenya, Anchor Leather and Craft, learned the new skill of throwing pottery. The Sahara Pottery Collection was sold through the Tirzah Bazaar as a limited run collection. Anchor is seeing pottery orders being placed by boutique hotels and other markets throughout Nairobi.

Isabell shares, "Tirzah has really helped us to kickstart so many things, most recently the ceramic and pottery section from scratch. Through this new department we have been able to employ women who are able to sustainably support themselves. I'm so grateful. Tirzah helped us purchase new machines for production which has increased the quality of our products. This allowed for an increase in sales and the ability to support more people through the jobs created."

"My hope is to see more and more women empowered. I believe God has put me in this place to be a changemaker for women through craft. My goal is to scale up, equip more women, and teach them new skills so that they can be empowered and independent in their own right."

When Lydia's son became ill, her husband walked out on her. She was left to take care of their four children. Because of the ceramic project, Lydia grew in her skills. She has taken charge of making ceramic and clay beads. The project has allowed her to earn a living and take care of her children. Anchor covers the cost of health insurance which means her son is able to get good medical attention when needed.





# TIRZAH TRIPS &

*Tirzah Travelers in Morocco  
with Global Leader Suzy*

# PRAYER PARTNERS

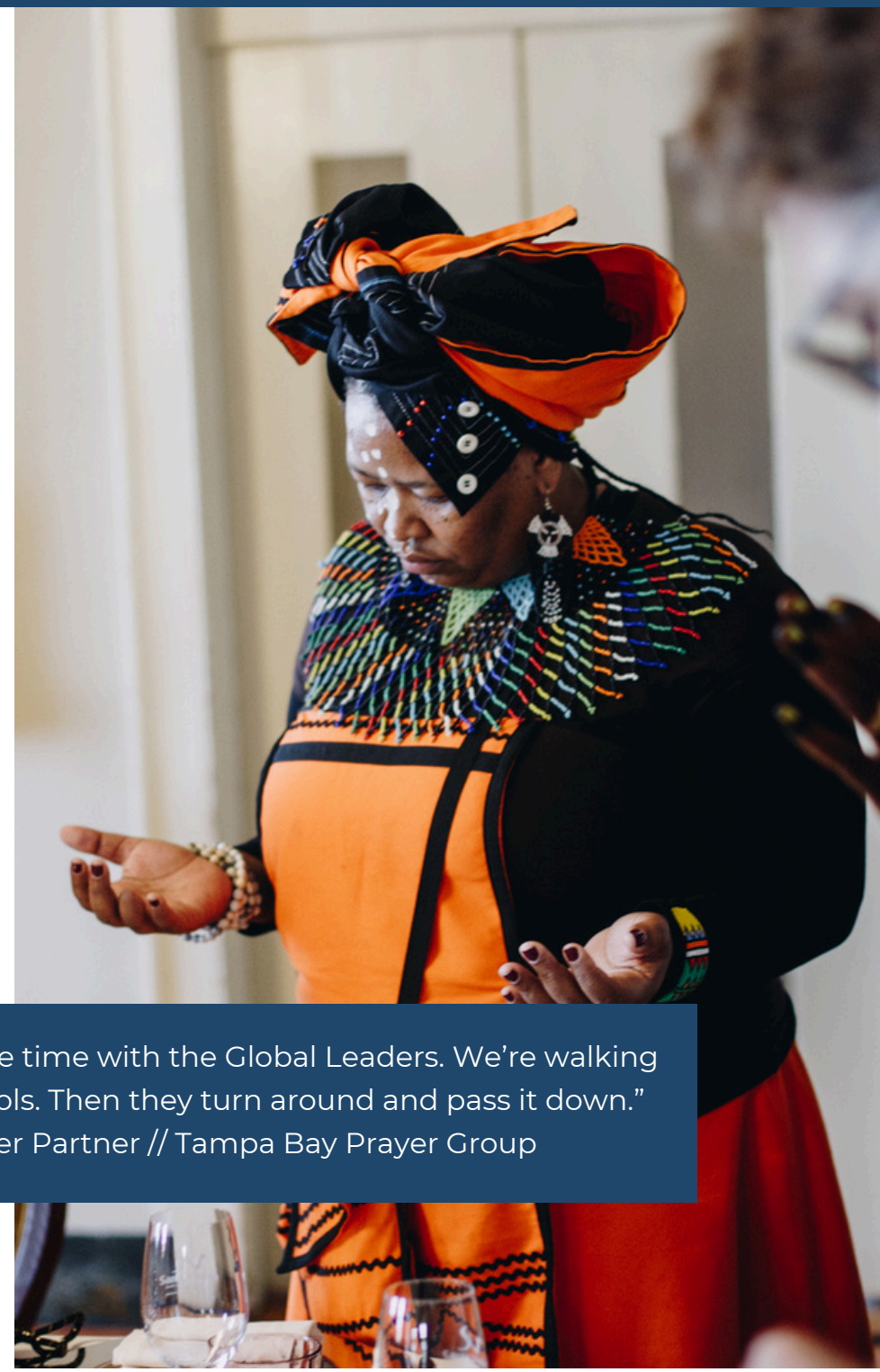
## CHURCH PARTNERS

In February, a group of Tirzah supporters traveled to Morocco. These Tirzah Travelers were immersed in cultural activities and experiences. A highlight was spending time with Tirzah's Global Leader for the Middle East and North Africa region.

Tirzah Trips are now available for Church Partners. Tirzah's Church Partner, Pulpit Rock, has been investing in women in India for a number of years. Tirzah is a recipient of their annual Christmas offering. In addition, last year they supported 40 women in India to receive small business training. Pastor Suzy Bates organized a Tirzah Trip for women from their church to visit Tirzah's partners and Global Leaders in India in October.

One of the trip participants, Caitlin Garrett, reflected: "There is something special about being with a group of women and practicing presence and vulnerability with another group of women – even if we don't come from the same country or even speak the same language. There is still much in common to share. I will never forget the moment of sitting on another women's bed with her friends and neighbors while she makes tea for us, dancing with the women from the Kshamata Center to their favorite songs, or praising the incredibly skilled handiwork of the women at Kushbu that helps them become financially stable and hearing the stories of how this job and community helped them come to believe in Jesus."

Tirzah's Global Leaders gather online once a month to share prayer requests and pray for one another. It is an invaluable time of connection, support, and encouragement. Tirzah's Prayer Partners join this meeting on a quarterly basis. Get access to Tirzah's Prayer Calendar by signing up to be a Prayer Partner at [tirzah.org/prayer-partner](http://tirzah.org/prayer-partner).



“Tirzah fills in the gaps to make it easy to be connected. We wanted to go on a trip and Tirzah provides that support and template to travel and bring the story back.”  
- Pastor Suzy Bates

“It means the world to me to have time with the Global Leaders. We're walking with them and we give them tools. Then they turn around and pass it down.”  
- Brooks Wheeler // Prayer Partner // Tampa Bay Prayer Group

# THE NEST



Esme, Dianne, Isabell, and Milnah together in Kenya



NEST member Tara with an artisan in Africa

The NEST, Tirzah's Network Empowering our Sisters to Thrive, launched in 2023. This community of monthly donors are the foundation of Tirzah's impact. Once a month they receive NEST News. In 2023, Global Leaders Janice Yu and Racheal Nteeba joined NEST members for an hour-long update on what is taking place in Mexico and East Africa with their ministries and the Emerging Leader Program. These powerful meetings are fostering a sense of community and creating advocates for women around the world. We are so grateful for the NEST community.

Learn more at [www.tirzah.org/nest](http://www.tirzah.org/nest).



US Team Tirzah with Global Leader Janice at an event in Southern California

## BRAND PARTNERS

Tirzah's Brand Partners continue to use their businesses for good.

Pure Salt Interiors champion Global Leader Isabell by selling goods made in Kenya through their design firm. Travel on Purpose is incorporating spending time with Tirzah Global Leaders in upcoming tours to the Balkans and East Africa. Author Robin Jones Gunn and her daughter Rachel Schwartz hosted a beautiful night of sisterhood. The BNI Network Navigators group in Colorado Springs caught a vision for helping women rise around the world. Gracie Jiu-Jitsu (Colorado Springs), Frenchies Modern Nail Care (Colorado Springs, Lone Tree, and Denver locations), and Wholistic Healing Experiences all hosted events or ran fundraising campaigns for Tirzah International.



Author Robin Jones Gunn sharing her heart for women at an event hosted by Pure Salt

# FINANCIAL TRANSPARENCY

## REVENUE

Revenue for 2023 was \$560,166

## EXPENSES

Programs: \$491,481.09  
Administrative: \$128,963.88  
Development: \$86,389.21

**66** "What I like is the amount of work that gets done, the impact for the amount of dollars is greater than what you would expect from the budget."

- David Landry

## ACCREDITATIONS for financial transparency



## BOARD OF DIRECTORS

David Kirkland  
Fenny Ang  
Anita Delhaas  
Debbie Ardan Christian  
Jessica Thompson  
Abraham George



Tirzah partners with Global Leaders as they work to combat the injustices against women. Our global partners are making a tremendous impact that touches the lives of women in 36 countries. This takes place both online and around tables in-person.

### Francophone Africa

Anita Noelle Dieda // Canada  
Aramatou Kouakou // Ivory Coast

Njambi Mbuga // Kenya

Racheal Nakisindi // Tanzania  
Rebecca Yohannes // Ethiopia

### Europe

Gordana Savic // Serbia  
Zsuzsi Onasoga // Serbia

### Southern Africa

Esme Bowers // South Africa  
Minah Koela // South Africa  
Violet Myambo // Zimbabwe

### South Asia

Bharathy Tahiliani // India  
Victoria Sanjenbam // India

### North America

Janice Yu // Mexico  
Jen Lopez // USA

### East Africa

Isabell Wambui // Kenya  
Jenny Nuccio // Kenya

### Middle East North Africa (MENA)

Stella\* // Sudan  
Suzy\* // Egypt

\*first name only for protection





# MISSION

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



*Njambi with women employed by Homecare*



8605 Santa Monica Blvd., Suite 55244 Los Angeles, CA 90069  
(626) 537-9033 | [info@tirzah.org](mailto:info@tirzah.org) | [www.tirzah.org](http://www.tirzah.org)