



ANNUAL
report 2021



**Partnering with grassroots
organizations**



NATIK ESPERANZA

Natik means we plant in Tz'utujil Maya in Guatemala, and it means our home in Tsotsil, Tseltal, and Chol, three of the many Mayan languages spoken in Chiapas, Mexico. Esperanza means hope in Spanish.

We are so grateful that you are a partner in Natik's love story. As you know, Natik's work is upstream from the south-north migration narrative in the United States. We bear witness to the push factors of poverty and violence, which greatly intensified during the past two years. Within that context, it's our honor to collaborate with visionary grassroots leaders to help them build culturally aligned solutions that integrate local talent and resources. We share the vision that equitable education, basic health, and sustainable livelihoods is possible, even in the most economically depressed regions.



NATIK BOARD MESSAGE



When reflecting on Natic's partners in 2021, their feisty determination to hold steady on their visions of building infrastructures that support the most vulnerable in their communities is inspiring.

As in most of the world, the most disadvantaged families were slammed the hardest by the global economic challenges of the past two years, and that includes Guatemala and Mexico. As board members, we've had the privilege of witnessing the grit of our partner organizations as they confront the challenges head-on and stick to their vision of constructing mechanisms that support those who need it the most in their communities.

As board members, we want to take this opportunity to tell you how much we appreciate the increases in financial, advisory, and networking support of our donors throughout the pandemic. That allowed us to continue collaborating with extraordinary community leaders during these historically critical times.

We were each drawn to Natic because of its unique collaborative approach to grassroots community work as the foundation for sustainable development. We look forward to 2022 with a renewed commitment to our team and partners.

Thank you for your loyal generosity to Natic and your support that enables us to continue collaborating with these remarkable organizations in Mexico and Guatemala.

Devin Graves, Libby O'Kane, Addison Nace, David Feuerbach, Heidi Linz.





Your financial contribution to Natic is an investment in community organizations. Their leaders are establishing cost-effective mechanisms to change the narrative of poverty and exclusion into inspiring examples of what can be accomplished with mutual respect and collaboration.

Your gifts empower children and their families to build toward a different reality from the one they inherited. The additional benefit of your investment in education, health, and sustainable livelihoods is a continuing contribution to future generations.

Thanks to your loyalty, in 2021, we integrated digital systems for financial reporting and information management. The process of learning and setting them up was a significant investment of time and effort that's already expediting our capacity to plan, track, evaluate, report, and communicate.

Thanks to you, Natic is growing. 2022 is the final year of our five-year strategic plan that prioritized Institutional Strengthening. Our construction process has been deliberate and relentless. We are piecing together a 3-D jigsaw puzzle that maximizes our strengths, honors local cultural paradigms, adds sustainable value to our partner organizations, and positions us to increase the number of projects we support.

You've been with us all along the way. Your belief in Natic's collective vision inspires our determination to keep building. Your generosity gives us permission to dream. Together we are making a difference.

Here's to clarity and definition in 2022,

Anita Smart, Deborah Colvin, and Berenice Zebadúa, Éliida Anaya



STRENGTH AND STRUCTURE

RUK'UX and MSV have begun a participative restructuring process of their organizations to allow for recognition as an NGO under new fiscal regulations in their countries.

ANADESA and the TRAVELING LIBRARY are responding to the increased need for virtual presence and digital skills development by incorporating new technologies and training into their programs.

YO'ONIK adjusted their programming to meet the needs of the students during both distance and in-person learning modalities in the schools.

PUEBLO A PUEBLO was able to streamline their staffing and expand their program coverage while incorporating as a new partner with Natik.



Our unifying goal is to build on the lessons we've learned from each other and to continue improving and expanding our collective capacity to serve the children and families that need it the most.



COMMUNICATION AND COLLABORATION

Collaboration implies a relationship, and all relationships require communication.

Accompanying seven very different organizations was the catalyst for us to consolidate how we share information with each other. 2021 was a year of templates, evaluations, feedback, and new reporting strategies.

The story of our annual fundraiser illustrates how relationships are forged by communicating and collaborating on a common goal. The 2020 fundraiser evaluations helped define the structure and flow for 2021.

Natik crafted an instructional template that guided each partner through the steps of creating a budget and justification for their fundraising goal, writing social media texts, and producing mini videos.

All partners contacted loyal supporters before the campaign to request sharing the campaign posts on personal pages as an alternative to paying for wider dissemination. After the campaign, they sent personalized donor thank you notes.



Behind the scenes, Natik contacted major donors requesting donations that could be designated throughout the campaign with the goal of inspiring additional donations. The campaign ran for 10 days. Afterward, the finance team shared the donation reports with each partner, and everyone responded to the campaign evaluation, confident that their observations will be incorporated into the 2022 campaign. You'll be pleased to know that all our partners and the new Seed Fund met or exceeded their fundraising goals.

Accomplishing the preparation-to-evaluation sequence mentioned above required hundreds of WhatsApp texts, dozens of emails, and several real-time meetings among the almost 20 people involved. Throughout that process, Natik and our partners learned the importance of interactive definition and clarification of our game plan, which solidified our solidarity.

The communication and collaboration lessons from this flurry of intense, multi-directional interchanges were immediately integrated into our relationships with our partners and their relationship with the outside world.



TRUST AND TRANSPARENCY

The relationship between trust and transparency is complex and they are often reduced to the idea that transparency automatically creates trust. We have a slightly different perspective on this subject.

We believe in the principle of transparency and understand the need for generating structured information that can be verified and tracked through time. Financial and process transparency were prioritized in our current Strategic Plan, which resulted in increased sharing of vital financial information with our partners and donors. However, our long-term, multi-directional relationships are based on the more fragile, human aspect of trust.

We know that without trust, no degree of documented transparency will be enough. We also know that when our relationships are based on trust, honest human errors become lessons for the future instead of causing a 'crisis of betrayal'. When errors are identified, the cause is explored with our team, partners, board, advisors, volunteers, and donors, and the lessons are applied.

One reward for our continued focus on relationship-building is reflected in the increase in donors and volunteers wishing to be part of the Natic family. Donors offer to be advisors, board members cultivate life-long friendships with partner leadership, partners learn from each other, and every team member has individual relationships with each of the partners. Personal commitment to the whole is stronger and problems are solved faster when we appreciate our different perspectives and take the time to listen to, and interact with each other.



Our primary motivation comes from seeing our partners make a difference in their communities through health, education, and economic opportunities.

Sometimes the evidence is fleeting: the nods of mothers who understand for the first time how sanitation affects their families' health; the laughter of children loving to learn; the sighs of relief from the artisans when they sell a product...
and sometimes it's numbers!



Natik Grows Stronger

- 1 New partnership consolidated
 - 1 New Seed Fund project initiated
 - 1 New Spanish mirror website in construction
 - 1 Improved financial transparency reporting system for partners
 - 1 New program tracking and evaluation process initiated
- 44% Increase in donations
80% Increase in disbursement to our partners
\$162K Total funds raised

Natik Supports Partnerships Beyond The Grant

- 1 Virtual partnership support program consolidated
 - 1 New partner reporting system implemented
 - 2 External partner grants received
- 100 Hours grant writing support
200 Hours budget development and realignment support
250 Hours coaching in strategic planning and program development
600 Hours communication, economic development and fundraising support

Natik Builds Cultural Bridges For Better Understanding

- 2 Collaborations in an international grant making organization
- 1 High School transformed their fundraising events into the first Seed Fund
- 1 Corporate volunteer program donated time and actions to support Natik partners
- 1 Leadership role in an international congress on academic immersions in Latin America and the Caribbean
- 4 International Volunteers supporting partners for writing and Social Media
- 5 Alliances strengthened: University of Denver, Church By the Sea, Elm City Vineyard Church, Adobe Volunteer and Giving Program, and AAPLAC



Platinum level of
Guidestar maintained



OUR PARTNERS TRANSFORM OUR SUPPORT INTO RESULTS

- 1 New trademark and state recognition of products achieved by MSV artisans
- 1 New virtual program launched with new equipment by the TRAVELING LIBRARY
- 1 New website launched by MSV artisans to promote their work
- 3 New community service projects begun by RUK'UX and YO'ONIK scholars
- 6 Partners co-managed their own fundraising campaigns on our platform
- 7 Organizations supported their emerging staffing needs with funds from Natik
- 10 Computers purchased for new Digital Skills lab by ANADESA
- 16 Scholars in Guatemala and Mexico received scholarships to continue their studies
- 16% Increase in MSV artisan collective membership
- 44 Workshops given by partners to their beneficiaries
- 56 Youth now supported by ANADESA in developing their digital skills
- 60 MSV artisans invested in their first website and staff
- 95 Artisans in ANADESA and MSV supported with sales of their products
- 98% Of students supported by RUK'UX and YO'ONIK continued their school studies
- 200+ Books and educational equipment purchased by the TRAVELING LIBRARY and YO'ONIK
- 240 Students participated in the Yo'onik Learning Center program
- 450 Students participated in the TRAVELING LIBRARY program





MEETING THE CHALLENGES

ANADESA—Guatemala

ANADESA's name, The Association of the New Dawn of Santiago Atitlán comes from the morning after the Hurricane Stan mudslide. That dawn was a new beginning for the survivors, who banded together to rebuild their lives. Soon the families had new homes and were beginning to develop the educational and micro-economic programs that are now part of ANADESA's Community Center.

The Natick summer fundraiser was for ten computers so the dozens of students who need tools and internet to stay in school during the pandemic have access to dedicated computers instead of sharing the staff work stations.

"We are increasing our impact through promoting the use of new technology by our students and artisans. Our challenge in 2022 will be to bring on new volunteers and paid staff to support our community in understanding and using these skills."





MEETING THE CHALLENGES

Puerta Abierta's Traveling Library

The Traveling Library shares books and creative learning techniques with rural schools. Their most recent partnership is with the Centro de Investigación Científica y Cultural de San Pedro La Laguna for a program called Open Education in Santiago Atitlán. It includes free sessions on Functional Math and Reading Comprehension. The library produces the videos and they are available on cable and the municipal TV system. The librarians' favorite program is Word Saturdays, which can be viewed on their Facebook page.

"This year we learned how to consolidate virtual programming and try new funding strategies after local school shutdowns caused a 50% loss of income for our Traveling Library. Our dreams are to strengthen paid staff, diversify funding, promote more family engagement, and eventually buy a vehicle so that the Library can travel to the communities we serve."





MEETING THE CHALLENGES

Pueblo a Pueblo–Guatemala

Pueblo a Pueblo is Natic's most recent partner. Working with such a mature organization adds exciting opportunities for mutual learning. PaP was established in 2001 to improve the health, education, and food security in rural areas through programs based on school health and nutrition, child education, women's right to health, and sustainable livelihoods.

PaP works mostly with smallholder coffee farming families in 12 communities in Sololá, Guatemala. Their beneficiaries are indigenous Tz'utujil and Kaqchikel Maya.

"Our organization had two major challenges to address in 2021: reactivating our programs within the changing context of shutdowns, and integrating better internal structures as part of our new partnership with Natic. We were able to integrate a more collaborative team process into our decision-making procedures and make choices that can really serve our community today.

In 2022 we will need to strengthen our staffing organization and diversify our funding. As full partners of Natic, we are committed to improving communication with our donors this year."



MEETING THE CHALLENGES

Ruk'ux–Guatemala

Ruk'ux is a long-term investment in future leaders of Santiago. Each year, a few new students join the scholarship family as shy seventh graders, often still struggling to express themselves in Spanish. Competition is intense since each year there are more applicants.

During her fourteen years as the coordinator, Dolores has developed a unique expression of mother-mentor tough love. The students in the program consistently maintain academic excellence and shine as leaders at school and in the community.



"This year we decided to restructure Ruk'ux as an independent organization with a new Mission and Vision. We incorporated the families of our scholars into a rotating advisory board and the students participated in the creation of our organization's objectives. Our goals for 2022 include consolidating our organization and increasing the number of scholarship students we support. We would like to have our own office space for our students."





MEETING THE CHALLENGES

Mujeres Sembrando la Vida—Mexico

MSV began in 2000 when Magdalena received support to unite artisans in different villages near Zinacantán. During her university years, her daughter, Yoli, helped facilitate workshops she'd attended since childhood. She began her participation with a decade of experience in artisan textiles under her belt. MSV now has industrial finishing machines, a website, and Fairtrade Certification.

"This has been a year of growth for our artisan collective. We are now able to support more women with the sales of their textiles and protect the quality of our designs with our own trademark. We are teaching new embroidery techniques to our members and creating new products.

Our challenges for next year will be to reorganize our Board to include more local experts and elaborate a new collection. Our dream is to create a local textile museum to show the diversity of styles and techniques from our community."





MEETING THE CHALLENGES

Yo'onik Community Learning Center–Mexico

Yo'onik began in 2011 when parents requested sisters Xunka and Yoli to help their children academically in Maya Tsotsil. Inspired by a visit with the Traveling Librarians in Santiago Atitlán, their family donated a cornfield for a building.

This year the pandemic continues and Yo'onik has intensified their tutoring program to include support for the "do-at-home" learning packages handed out by the schools. Local businesses sponsored an excursion to an orchid preserve and seedbeds for native tree reforestation.

"With the return to in-person classes, we saw a huge increase in the number of students wanting to participate in our after-school program this year. We were able to invest in improvements in our facilities and increase the family contributions to the program costs. Our financial planning is now clearer and that has allowed us to outline a strategy to provide more training for our tutors next year. We would like to increase the number of scholarship students that we support and strengthen our paid staff structure."





NATIK SEED FUND

At'el Antsetik–Mexico

Centro Comunitario At'el Antsetik in San Cristóbal is our first Seed Fund Recipient. The Seed Fund has been a long-time dream of Natic. It is a one-time \$2,500 grant for community initiatives. At'el began as support for domestic workers' labor and educational needs. The grant will support expanding their health and agro ecology program for women. The majority of the participants are indigenous Maya; Tsotsil and Tseltal.

"The Seed Fund Grant came at a crucial moment for our organization. It is allowing us to continue the construction of our spaces, give much needed stipends, and give more workshops in alternative economies to the women who are in our program."





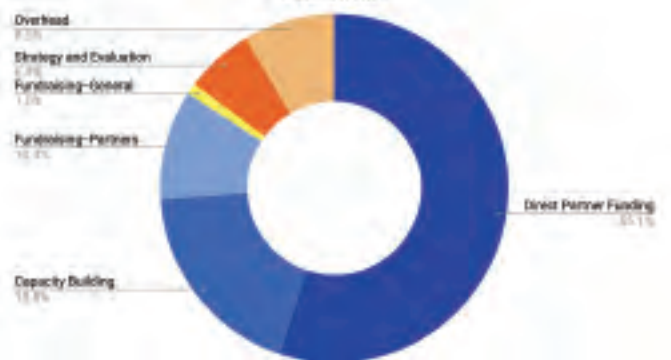
 **FINANCIALS**

We are so grateful that you helped make it possible to incorporate a new partner and the Seed Fund grant into the Natic family. Through your generosity, individual and corporate donations increased by 44% from last year. We also boosted our disbursements by 80%, honoring our commitment to the organizations we support so they can continue working in their communities.

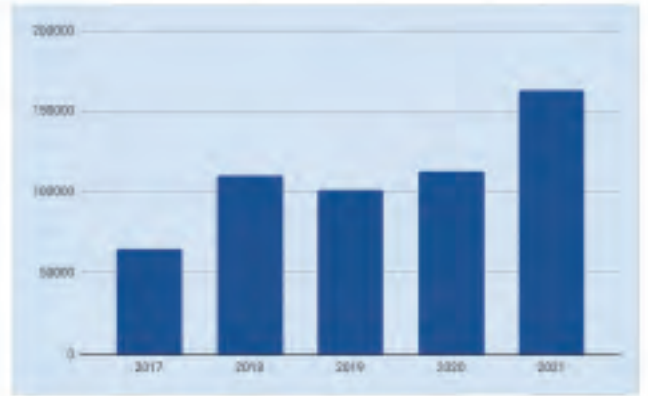
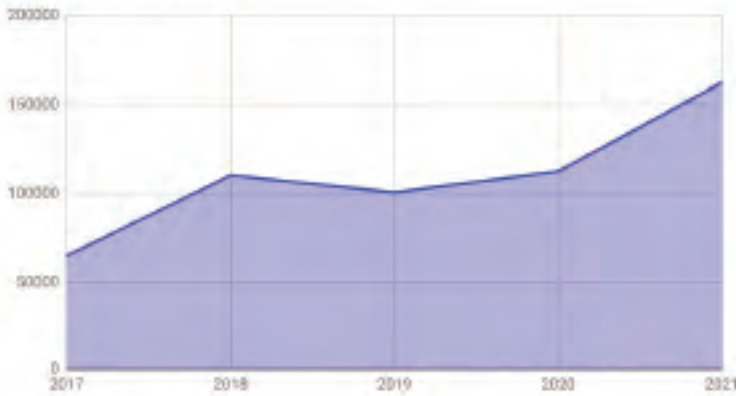
Revenues 2021



Expenses 2021



5 year revenue trend



Our new internal evaluation provided us with clear strategies to follow for improvement and we have prioritized staff and advisor time to make sure that those recommendations are translated to improved services. We finished the year strong with assets of more than \$63K, giving us a solid funding base for our partners in 2022.





Together we are transforming the narrative of hundreds of lives, and there are many ways to help!

1. Forward the annual report to friends and family with a personal note
2. Sign up for our newsletters if you haven't already
3. Like, share, and comment on Facebook, Instagram, and Twitter
4. Volunteer, Advise, Join our board
5. Participate in online fundraisers or coordinate in-person fundraisers
6. Promote our Global Citizen Cultural Immersions
7. Introduce us to your contacts at high schools, universities, and graduate programs

Financial contributions can be accomplished in the following ways:

1. Write a check and mail it to: 2700 Mayan Drive, Fort Lauderdale, FL 33316
2. Donate online:
3. Contact Anita Smart about stock donations or your legacy plan for Natik: anita.smart@natik.org

This year, we are expressing our gratitude by demonstrating the complex and central role your donations play in supporting the work of our partners . Some benefactors have loyally sustained Natick while we honed our niche. Others have embraced a single partner for many years. Some have sponsored a single child’s education and some have encouraged multiple partner organizations. We also have the great fortune of many new champions who have contributed to our increased strength and collective impact. All donors received a summary in January of their 2021 total giving.

To recognize the importance of how your commitment can build over time, below are names of all 2021 donors, listed by the designations of your donations. The color of your name corresponds to the Humdinger, Hero, and Helper giving levels of your lifetime cumulative investments in Natick and our partners.



Helper	Hero	Humdinger
\$10- \$99	\$100 - \$999	\$1000 and up!

ANADESA

Bruce Bovee
 David & Suzanne Henry
 Dennis Howard
 James and Christine Kell
 Micaela Pries Klassen
 Meara Kwee
 Rosemary Duffy Larson Trust
 Maria Martin
 Nancy Mauro
 Travis Ning
 One New Education Foundation
 Katherine Penner
 Monika Pries
 Marcella S Brady
 Kay and John Schmidt
 Silvia Smart
 Patsy Smith
 Janet Troyer
 Elisa Troyer
 Elizabeth Vautour

Ruk'ux

Gleberman Carson
 Virginia Christensen
 Community Church of Douglaston
 Brittany Burton Cowan
 Ellyce diPaola
 Julie Feuerbach
 Carol Hartigan
 Ippolita Di Paola
 James and Christine Kell
 Marjorie King
 Nancy Mauro
 Ryan and Heidi McAnnally-Linz
 Mary Ann McClure
 David Pack
 Pieme M. Landau and Katherine K. Peterson
 JP Rondeau
 Rosemary Duffy Larson Trust
 Patricia Rumer
 Silvia Smart
 Jenica Wozniak

Yo'onik

John and Brenda Adair
 Joanne Castronovo
 Church By the Sea
 Carol Hartigan
 Katherine Smith
 Jesuit High School, Sacramento CA
 Chris Kane
 Marjorie King
 Rosemary Duffy Larson Trust
 Nancy Mauro
 John Meiners
 Katherine Molinet
 Cheryl Nace
 David Pack
 Ian Ramsey-North
 Silvia Smart
 United Way Sacramento

Puerta Abierta's Traveling Library

Amy Alpine
Maria Aparicio
Kelsi Black
Sarah Anne Daggett
Kitty Emery
David Feuerbach
Carol Hartigan
LeeAnn Heinbaugh
Carol Hodges
Paula Jordan
Marjorie King
Rosemary Duffy Larson Trust
John Lenihan
Alice Lepore
Suzanne Levy
Steve Lewis
Nancy Mauro
Jenn McCormack
Kelli McLaughlin
Mohit Mehta
Marjorie Miodzik
Lauren Padron
Silvia Smart

MVS

Kelli Cahoone
Carol Hartigan
Jesuit High School, Sacramento CA
Marjorie King
Rosemary Duffy Larson Trust
Nancy Mauro
Cheryl Nace
Keifer Nace
Rosalie Rogers
Silvia Smart
Claudia Tovilla-Borraz

Seed Fund

Ann Conway
Cis Diet
Jesuit High School, Sacramento CA
Rosemary Duffy Larson Trust
Nancy Mauro
Ryan and Heidi McAnnally-Linz
Paul and Leigh Tischler

Pueblo a Pueblo

Kathleen Acosta Ekins
Sally Adam
Julie and Jeff Aluotto
Maryland Austin
Kenneth Bachenberg
Ken & Karen Bachenberg
MaryMargaret Briggs
Ana Cabrera
Wes Callender
Valentina Cedemil
Leslie Chung
Patricia Clayton
Robert Cole
James Cole
Linda Conard
Jeffrey Davis
Susan DeFord
John Dougherty
Elizabeth and Mike Fletcher
Kathleen Foglia
Claudia Goff
Fabiola Greenawalt
Gary Grill
John Grinnell
Carol Hartigan
LeeAnn Heinbaugh
Rowland Hill
Cheryl Hyde
Denise Jennex
Marjorie King
Steve Kirk
Bruce Kohout
Carly Kosa
Rosemary Duffy Larson Trust
Tilly Lavenas
Carol Lewis
Anna Maribona
Ryan and Heidi McAnnally-Linz
Kimberly McDermott
James F. McGowan III
Cynthia Miller
Karol Moorman
Mindy Otis
Michael Parker
Carol Rizzardi
Rosalie Rogers
Katherine Saunders
Daniel & Karen Schecter
David Schmid
Jeanne Sims
Silvia Smart
Gina Stewart
William Strein
Joni Tuck
Nancy Weiss

General Fund

Antonio Adams
ADOBE - BENEVITY
Jay Allen
Pete and Kristen AveryGuest
Carmen Bayley
Jennifer Beach
Jan and Judy Berman
Kevin Bjork
Linda Boles
Wes Callender
Church By the Sea
L. Benard Colvin
Ann Conway
Sarah Anne Daggett
Susan Dawson
Patricia Donahue
Eric Donnelly
Jean and Garth Duffy-Gideon
Eleanor Dunkleman
Elm City Vineyard Church
Bornholdt Family
Pablo Farias
Julie Feuerbach
Davis Fischer
Julie Fraenkel
Lorena Gaibor
Rebecca and Dan Galemba
Jeff and Dale Garson
Carson Gleberman
Constance L. Guist
Francis Harrigan
Daniel Hassouni
Susanna Hedenstrom
Allen & Dale Hermann
Eric and Joanne Hoffman and Fischer
Jesuit High School, Sacramento CA
Nancy Johns
Martha and Steven Johnson
Samantha Karpinski
James and Christine Kell
Marjorie King
Suzanne Levy
Nancy Mauro
Ryan and Heidi McAnnally-Linz
Nancy Meister
Michael and Barbara B. Meyers
Addison Nace
Sara Nerken
Libby O'Kane
Turner Odell
Brenda Oliphant
David and Nancy Orr
Tina M. Lucas and Thomas A. Ostrom
Christine Ramsey
Vicki Reitenauer
Carole Robledo
Rosemary Duffy Larson Trust
Constance Rumer
John and Mary Sather
Elliott Schwartz
Thomas and Nancy, Sherman and Middlebrook
Susan Stark
Evelyn Stewart
Kedron Thomas
Paul and Leigh Tischler
Frederick Varricchio
Antonio Welty
Bruce Wiley





Board of Directors

- Devin Graves: President
- Libby O’Kane: Treasurer
- Addison Nace: Secretary
- David Feurerbach: Member
- Heidi Linz: Member
- Bill Harvey: President Emeritus

Natik Field Team 2021

- Anita Smart: Executive Director
- Deborah Colvin: Deputy Director
- Berenice Zebadúa: Communication Director
- Élida Anaya: Accounting

Natik Advisors 2021

- Carolina Bown: Nonprofit Consultant
- Ann Conway: Project Development
- Sarah Daggett: Public Relations
- Pablo Farias: Strategic Development
- Bill Harvey: Strategic Entrepreneurial
- Senai Mesfin: Website Support
- David Orr: Strategic Planning
- Lyn Pentecost: Capacity Building
- Mallory Plaks: Sustainable Development
- Paul and Leigh Tischler: Marketing Support





WITH GRATITUDE AND AFFECTION, A VERY SPECIAL RECOGNITION

Bill Harvey came to Natik by way of Church by the Sea in Fort Lauderdale. Anita asked the congregation for volunteer entrepreneurial advisors and he immediately offered to help. He joined the board after a short time as a Strategic Entrepreneurial Advisor. During his five years on the board, he participated in the creation of the current strategic plan and eventually became the President. He retired from the board and agreed to continue as a Strategic Entrepreneurial Advisor, which brings us full circle. As a retired Marine Fighter Pilot, Bill might have been considered an unlikely candidate for such a long-standing relationship with Natik. As he explains it, his experience with community capacity-building during his tour of duty in Afghanistan convinced him of the importance of intentionally cultivating local leadership. His masters degree and professional experience in Business Strategy also helped!



Points of Contact:

Mailing address: 2700 Mayan
Drive Fort Lauderdale, FL 33318
natic.org <https://www.natic.org>
Facebook www.facebook.com/natikesperanza/
Instagram www.instagram.com/natikesperanza/
Twitter <https://twitter.com/NatikEsperanza>
General information: contact@natic.org

