



ANNUAL
REPORT
2022

Success isn't a destination, it's a process

INTRODUCTION

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.

In other words, Natik is a home with a garden where hope can live and flourish. You are part of an eclectic clan of idealists, visionaries, and leaders that has banded together with our charm of hummingbirds. We all know that collaboration makes our structures stronger and our gardens more productive.

Natik's mission focuses on Education, Health, and Sustainable Livelihoods because we believe everyone has a right to live informed, healthy, and dignified lives. Our partners are eager to expand on their basic organizational skills so they can continue developing their own culturally sustainable strategies and structures.

Your investment in the creation of locally-based infrastructures means that our charm of hummingbirds can confront the Goliath of exclusion and violence that has dominated these regions for many generations. Natik is small, but we are agile and maximize our potential for regional impact by pollinating collective knowledge construction. Knowledge is power, even when it can't be easily measured or quantified.





A MESSAGE FROM THE BOARD

If you are reading this it's because you operate from a place of love, trust, and courage. Whether you are a donor who has supported Natick or a partner for decades or you are new to Natick, you are part of our growing family. You are at the center of everything we do.

All of us thank you for your loyal generosity. Your support enables us to collaborate with an increasing number of remarkable people and organizations in México and Guatemala. Together we are making a difference in hundreds of lives, and that impact is already echoing into the future.

2022 was a landmark year. We completed and evaluated the previous five-year Strategic Plan and then collaborated with the team and our partners to envision and strategize the next five years. We're excited to share our three areas of strategic focus for 2023-2027.

Our primary strategic goal is Social Impact. With our partners, we are improving options for children's learning, family health, and sustainable livelihood through strengthening community based programs and facilitating regional collaboration and mutual capacity building among our partners.

The second strategic goal involves our Global Connections. We are positioning ourselves to contribute to the formation of a public that is better prepared to serve globally and locally.

Our goal of Institutional Strengthening holds it all together. To continue increasing our capacity for community and regional impact we must be sustainable and resilient while staying aligned with our principles and mission. We salute the continuing hard work of Natick's team to maximize your contributions.

With gratitude and excitement,
Devin Graves, Libby O'Kane, Addison Nace, David Feuerbach, Heidi McAnnally-Linz.



A MESSAGE FROM THE EXECUTIVE DIRECTOR

This report was created by our team with love and appreciation for the central role that you play in everything we do. Your trust allows us to commit to a steep experiential learning curve based on implement-learn-evaluate-adjust for every strategy, structure, and process. Your loyal generosity increased regional impact through education, health, and sustainable livelihoods for children, women, and families.

The past year was spent evaluating and visualizing our strategies for the next phase of our organizational planning. We completed one Strategic Plan and set up the next. We realized that collective knowledge construction is crucial for breaking through generational patterns of exclusion, poverty, illiteracy, and violence. Together, we can understand the root causes and develop effective solutions. We are committed to leveraging this potential and refining our strategies to make a meaningful impact in the communities we serve.

The traditional indigenous culture inclines toward collective benefit, or win-win. However, that diminishes as students progress through the more competitive win-lose paradigm of formal education. Higher levels of education often results in going somewhere else to live and work.

By contrast, the leadership of our partner organizations invests their education into building alternative infrastructures that benefit their communities. Their willingness to share their privilege with others means they are always eager to learn whatever is needed to operate more effectively and increase impact. As each person strengthens their capacity to serve their communities, their potential benefit to other leaders increases.

In solidarity,
Anita Smart and the Natick Team



Knowing you were there gave our charm of hummingbirds the courage to keep flying despite the health, economic, social, political, and environmental storms of recent years. We all benefited from our growing network of donors, advisors, and professional volunteers.

We strengthened our partner relationships and our partners reinforced their community impact. Local impact continued during the recent challenges because each partner is rooted in its own community history and social norms. Their cultural sustainability is intrinsic from vision to implementation, so the adaptations were practical and brilliant.

Over the past five years, we added 'health' to our mission statement, integrated three team members, and assimilated two new partners in Santiago (ANADESA and Pueblo a Pueblo). We are now considering another partner in Chiapas through our Seed Grant initiative.

Natik's partner organizations are led by millennials and younger. Their determination to be agents of change in their communities motivates us to help them find ways to share their work directly with the world. In 2021 we began pairing partners with volunteers who help identify stories and edit texts for the monthly bulletins. In 2022, we were invited to join DonorSee, a fundraising platform created by and for millennials (and younger), who are also determined to be agents of change in the world. The donations are small but numerous, giving our partners opportunities to tell their stories and establish name recognition with new audiences.

The economic challenges of the past few years motivated Natik and our partners to double down on our pursuit of mission-based incomes from products and services. We learned that long-term financial sustainability for all must not depend entirely on donations and grants. Stronger partners means less dependency on Natik.



LOOKING BACK AT THE LAST 5 YEARS

OUR VISION OF SUCCESS

Long-term impact requires relationships based on trust.

At Natick, we firmly believe that by establishing direct, long-term partnerships with organizations focused on improving education, health, and sustainable livelihoods in their communities, we can significantly contribute to the success of local solutions and sustainable improvements in these key areas.

We recognize that grassroots organizations already possess visionary leadership and ideas about what can work locally to confront the challenges of poverty and marginalization in their communities.

Smaller organizations often lack access to funding sources for general operating costs or the support that allows them to develop their visions and grow stronger. In many cases, the organizations we partner with are learning to establish formal structures that both challenge and respect local culture in ways that make sense to them. They need platforms that give voice to their successes and lessons learned.

As the general public develops a deeper understanding of community challenges, they are better prepared to collaborate in meaningful ways.

Through close collaboration with our partners, Natick creates spaces for reciprocal learning and substantive change.

Solutions are not one-size-fits-all, so our partnerships are personalized to provide the support each organization has prioritized. Support can take various forms, including:

Operational and program grants.

Access to fundraising platforms, donor management, and communications training.

Organizational support in areas such as grant writing, planning and project development, and financial planning.

Access to volunteers and professional development opportunities.

Strategies to promote knowledge sharing with other community initiatives.

Actions to increase our partners' agency and voice: within Natick, in their communities, and through global alliances.

Integration of insights from evaluations into partner strategies.





INSIGHTS 2022

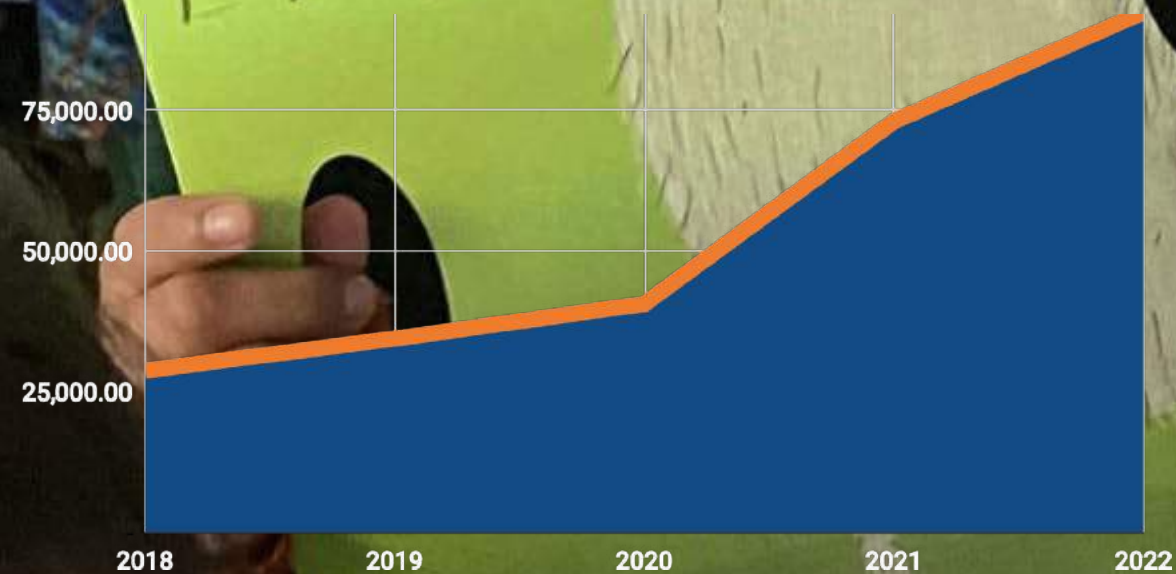
Yearly growth



Genuine collaboration is slow, steady, and powerful. Winning only matters when everyone is included and everyone wins.

OUR ANNUAL REVENUE INCREASED BY 194% FROM 2018 TO 2022

OUR GRANT DISBURSEMENTS INCREASED BY 221% FROM 2018 TO 2022



2018: \$110,179

2019: \$100,704

2022: \$190,813

2020: \$112,429

2021: \$161,405

Leveraging Resources



On a global scale Natik is miniscule, but small is beautiful. Our grant-making encourages culturally sustainable alternatives to challenges identified by the community.

2022 GRANTS BY REGION

México
\$20,306

Guatemala
\$72,197

2022 GRANTS BY MISSION GOALS

Education
\$65,378

Health
\$8,000

Sustainable
Livelihoods
\$19,125

Building trust and capacity with our partners



We're growing a network of visionary leaders committed to wellbeing in their communities. Natick gives support so that our partners can maximize regional impact.

- 1000 Hours communication support
- 800 Hours economic development and fundraising support
- 450 Hours coaching in strategic planning and program development
- 300 Hours budget development and realignment support
- 200 Hours grant writing support
- 5 External partner grants received
- 3 Organizations updated legal registration in their countries

By the numbers



Local initiatives maximize resources and are responsive to people and the planet. With entrepreneurial ingenuity, they can also generate profit.

- 76 Artisans supported
- 75 Children and youth in afterschool programs
- 64 Scholarship students supported
- 30 Teachers participated in the library program
- 25 Children received medical services
- 16 Participants in pre and post natal wellness workshops
- 14 Computers purchased
- 9 Youth entrepreneurial projects launched
- 7 Beekeeping hives in production
- 3 Programs improved their facilities
- 2 Industrial sewing machines purchased
- 1 Plot of land purchased for a community kitchen and garden
- 1 Artisan website launched
- 1 Artisan trademark obtained

Global connections



If you want to go fast, go alone. If you want to go far, go with others. We practice reciprocity and shared power.

79 Corporate volunteers

11 External advisors

7 Individual volunteers

5 Collaborative alliances



OUR PARTNERS' STORIES

Natik helps grassroots organizations to transform the future of their communities through education, health, and sustainable livelihoods.



ANADESA – Partner Grant \$16,596

ANADESA works in Santiago Atitlán, where more than 96% of the indigenous population speaks Maya Tz'utujil. Men and women generate local incomes via handicrafts, fishing, agriculture, and commerce. Children help their parents earn enough money to survive. Some have the possibility of studying, but most do not.

ANADESA's programs target sustainable community development through education, leadership, and economic development programs for children, youth, and women in Santiago Atitlán, Sololá, Guatemala. As part of their economic training, ANADESA subsidizes their programs through volunteer and tourist services and artisan sales.

"If I didn't receive support from ANADESA, my parents and I would have to work more than we do now to be able to make money to buy my school supplies." Pedro, Second Grade.

"The previous years were more difficult, but we did not give up. We fought until we got to where we are now. Everything we have achieved has been thanks to the people who support us and encourage us whether they are near or far away". María Cristal, Vice President.





Pueblo a Pueblo – Partner Grant \$39,411

Pueblo a Pueblo contributes to the eradication of poverty in rural communities in and around Santiago Atitlán, Sololá, Guatemala. They provide scholarships, operate a youth entrepreneurial leadership program, and support and educate women on nutrition and wellbeing during pregnancy. The agricultural and beekeeping projects teach skills that provide nutrition and locally-based income for families.

“I do whatever I can to help my husband earn income since I dread the idea of him having to migrate, leaving me and our two children alone. I love the Mother-Infant Health sessions since my mother died of emphysema from cooking over open fires her whole life. I recently started my own backyard garden so my family will have fresh organic greens to complement our beans and tortillas.” Mariela, participant in the Mother-Infant Health Program.”

“I am 20 years old and I only completed third grade. The good thing is that every day we learn new techniques on how to work and carry out projects. This year I learned how to organize a group. The leadership training helps me be involved in the projects and has helped me to collaborate with my companions.”

Gervert, Youth Leadership Participant.



Puerta Abierta Traveling Library – Partner Grant \$4,031

The Traveling Library Program of the Puerta Abierta School in Santiago Atitlán, Sololá, Guatemala reaches children, youth, grandparents, and families. Through books they connect with communities while exploring diverse themes that foster leadership, critical thinking, empathy, inclusion, and literacy.

Their Open Books program accompanied more than 30 teachers from different schools, organizations, and libraries working with groups of children throughout Guatemala. They worked with teachers to practice storytelling techniques, with guidance for the storytime program, including the importance of book selection, preparing questions, and connecting activities that can be done as part of interactive literacy sessions.

“Children enjoy reading in nature and I know how meaningful it is for everyone to have access to books and stories to share under a tree. There I feel free to imagine, speak, and create. Reading in nature is a gift!”
-Febe, Teacher.

*“Everyone loves Book Celebration Week. We created books out of recycled materials, had a concert of songs and music based on the book *The Monster of the Lagoon*, shared tongue twisters, read stories, and broadcast a puppet show via Facebook.”* Isaías, Traveling Librarian.





Ruk'ux – Partner Grant \$12,158

In 2007 Ruk'ux began as a scholarship and tutoring program in Santiago Atitlán, Sololá, Guatemala. Since then it has added leadership and entrepreneurial training. Every year, ten exceptional students are challenged socially and academically as they improve reading and writing skills and contribute to the community through volunteer service. Older students tutor the younger students, creating a community of mutual support. They are the first in their families to attain higher levels of education, which comes with a very particular set of social challenges.

“According to the story my relatives told about education in the past, women were the ones who did the housework, while men were sent to school. But even the boys often had to leave school at an early age to contribute to the families’ financial survival. That’s why the scholarship program is so important, and why most of our scholarship students are women!” Dolores, Coordinator Ruk'ux Scholarship Program

“Fortunately, the treatment of women in the community is no longer as it used to be. There are still cases where women are mistreated, but now there are laws that protect women’s rights. Today we see women occupying important positions.” Dayana, Ruk'ux High School Scholarship Student.



Mujeres Sembrando la Vida – Partner Grant \$5,618

Mujeres Sembrando la Vida Artisan Cooperative in Zinacantán, Chiapas, Mexico has been innovating new designs since 2000. They are inspired by ancestral traditions and influenced by modern culture. MSV values the quality of each product. Everyone contributes ideas to develop the themes provided by their clients. One artisan is selected to test the product design on her backstrap loom and trains other artisans to replicate it. She is then responsible for assuring the quality of that product.

When a cooperative member has corn or beans for sale, the members buy them or promote their sale locally and support each other as individuals, as a group, and as a community. Out of their profits as a collective, the artisans set aside 5% for their emergency fund and donate 5% to the Yo'nik Learning Center.

“We will always continue to work with the intention of providing livelihoods so our members can support their families.” Yoli, MSV Coordinator and Designer

“We plant and take care of fruit trees in the communities for our own benefit. We also build wood-saving stoves so we do not have to breathe smoke. Our name is Women Sowing Life because we take care of our cooperative and our communities by sowing life.” Collective statement of the MSV Artisan Cooperative.





Yo'ónik Learning Center – Partner Grant \$10,500

The Yo'ónik scholarship and tutoring program helps improve students' grades at school and develops important social and leadership skills in Zinacantán, Chiapas, Mexico. They cultivate vegetable gardens, learn about recycling, and participate in reforestation efforts. Yo'ónik integrates the local traditional culture into their educational program and motivates children and adolescents to continue their studies. The participants do well in school and when they grow up they'll harvest the fruit and lumber from the trees they planted in their youth and pass along the wisdom of respecting the land and taking care of the environment to their children.

“Grandmother Maria did not have the opportunity to study and she went every day to the mountains to shepherd her sheep and cultivate the land. One day she said, “If you have that dream and the desire to work, I will give you my cornfield to construct the Yo'ónik house to gather the children.’ Her heart opened to donate her land, despite knowing that it generated an income for her.” Xunka, Co-Coordinator of the Yo'ónik Learning Center.

“Starting my university studies was really hard. I didn't believe I would get such good grades, but I feel so happy now!” Vicky, University Scholarship Student.




At'el Antsetik – Seed Fund Grant \$2,500

At'el Antsetik is operated by and for domestic workers, most of whom were originally from indigenous Mayan communities in and around San Cristóbal de Las Casas, Chiapas, Mexico. This collective of women gather on Sundays for classes in literacy and legal rights. The members participate in workshops on community health, healthy cooking, and home gardening.

Natik's Seed Grant in 2022 allowed them to buy a small plot of land, cultivate a vegetable and herb garden, and construct a community kitchen where they learned new recipes and prepared products for local markets. These skills benefit the women and their families, add value to their services as domestic workers, and help subsidize their initiative through sales.

“In April we gathered for seasonal planting. That day we reflected about our knowledge as women and the connection with the earth, as well as the importance of reconnecting with it, through planting and care of the corn, beans, squash and broad beans that were planted that day. First we asked permission from the four pillars of life to guide us and have an abundant harvest. We organized to mix the soil and make furrows to plant our milpa”. Extracted from the At'el Antsetik funding report.





As we work toward the future, Natic will contribute to social impact through improved options for children's learning, family health, and sustainable livelihoods. How that plays out is key to our partners' ability to sustain themselves.

We've seen how sharing their skills and experience have benefited both Natic and our partners. That's our motivation to strengthen the voice and vision of our partners within Natic and among local organizations and communities. We're excited to collaborate on reciprocal capacity building among community based initiatives.

Our collective goal is mutual benefit and increased regional impact. We're committed to establishing clear procedures for selecting and accompanying partners since our administrative structure can now support additional grantees.

From every perspective imaginable, Natic operates in a global context. We belong to an expanding international network of philosophically aligned organizations that value shared power.

Through being the change we hope to see in the world, we believe it's possible to shift from top-down hierarchies toward a recognition of the wisdom of championing local solutions to universal issues. With "Small is Beautiful" as our inspiration, we'll strengthen our ties to the global community, academic institutions, and our donors, through diverse forms of communication.

We'll be intensifying our efforts to motivate support for the unique brilliance of local initiatives, which we believe will contribute to a public better prepared to respond to the needs of poverty, illiteracy, and social exclusion everywhere.

Natic's success is founded in being a sustainable, resilient organization that is consistent with our principles and vision. We continue with our dedication to strengthening our financial sustainability and increasing the professionalization of our team, board of directors, advisors, and volunteers. Additionally, we'll be reinforcing our monitoring and evaluation since both are fundamental to the evolution of our policies and actions.

Looking towards



the future



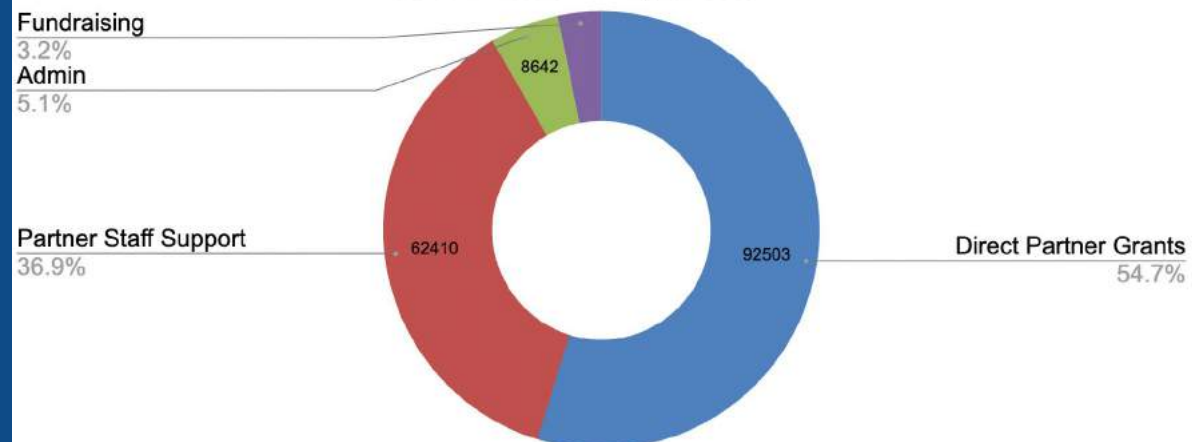
Financials

Our goal is to help our partners increase their sustainability within their communities.

Natik Esperanza Revenue and Expenditures 2022	
	Total
Revenue	
Donations - Designated	\$103,763.97
Donations - Non-designated	\$86,269.50
Sales of Products/Services Partners	\$779.15
Total Revenue	\$190,812.62
Expenditures	
Admin	
Bank Fees	\$902.18
Information Technology	\$1,409.24
Insurance	\$4,858.81
Professional Congress Fees	\$230.00
Professional and Legal Service Fees	\$1,741.71
Fundraising	
Fundraising Platforms	\$3,891.00
Communications	\$1,559.54
Program Services	
Direct Partner Grants	\$92,503.26
Partner Staff Support	\$62,409.63
Total Expenditures	\$169,505.37
Net Revenue	\$21,307.25

Natik Esperanza Statement of Financial Position As of December 31, 2022	
	Total
ASSETS	
With Donor Restrictions	\$ 11,260.71
Without Donor Restrictions	\$ 74,144.21
Total Current Assets	\$ 85,404.92
TOTAL ASSETS	\$ 85,404.92
LIABILITIES AND EQUITY	
Liabilities	0.00
Total Liabilities	0.00
Equity	
Retained Earnings	64,097.67
Net Revenue	21,307.25
Total Equity	\$ 85,404.92
TOTAL LIABILITIES AND EQUITY	\$ 85,404.92

Core Mission Expenses



INDIVIDUAL SUPPORT

Anoop A
James and Barbara Adriance
Arushi Agrawal
Ruchi Agarwal
Jay Allen
Michael Amezcua
Navien Amirtharaj
Vinoth Babu
Sonia Bae
Parul Bajpai
Vidya Bansal
Syrus Behbehani
Vipin Berwa
Abhishek Boken
Linda Boles
Noelle Borda
Mallikarjun Bhuyyar
Margarita Buenrostro
Chandler Bush
Megan Brubaker
Anoop C
Katherine Calderon
Horacio Castillo Del Rio
Denisa Cazan
Hardik Chadha
Shivani Chakraborty
Stephanie Chang
Shagun Chaudhary
Manisha Chauhan
Priyanka Chauhan
Himanshu Chaurasia
Swarnalatha Chikkathimmaiah
Virginia Christensen
Sebastian Gheorghe Cobirjoiu
Joanna Cohen
Ritesh Dalvi
Saurabh Dange
Madhuchhanda Das
Marie Delage
James Delorey
Eva Deryckere
Siva Desetti
Fnu Devika
Sonal Dhir
Cis Diet
DonorSee
John Dougherty
Garth and Jean Duffy-Giddeon
Nicole Edwards
Puneet Loomba

Omar Escamilla
Julie Feuerbach
Erasmus Flores Mclean
Yuto Fukushima
Lorena Gaibor
Rebecca Galemba
Nikita Garg
Sagar Gaur
Vikram Gaur
Montserrat Gil Ramos
Carson Gleberman
Devin and Caitlin Graves
Nidhi Grover
Juan Luis Gonzalez Bello
Martha Guadarrama Sánchez
Luis Guerra
Ashish Gupta
Nikhil Gupta
Sourabh Gupta
Parul Gupta
Robert Haining
Saoalii Hannemann
Carolyn Hardy
Daniel Hassouni
Jonathon Heinen
Dale & Allen Hermann
Carlos Hernandez Vilchis
Ysa Hernandez
Joanna Herrera
Karen Herrera Matus
Adam Hollenberg
Sunny Hossin
Trevor Howell
Wendy Hwong
Christopher Jacob
Khadyajah Jenkins
Nancy Johns
Puneet Kalra
Nikhil Kedia
Marjorie King
Vamshi Krishna G
Prakash Kumar
Vinod Kumar Komiri
Patrick Kynaston
Wim Laureys
Suzanne Levy
Carol Lewis
Mingrui Li
Irma Lima Beltran

Ilyas M Aslam
Manish Marken
Juan Magana
Shreya Mahapatra
Mehran Makarian
Harsh Malhotra
Ambily Mareena
Cheriyen
Deepak Mathur
Karthik Mavuram
John and Alice Meiners
Hsien-Yu Meng
Michael and Barbara B. Meyers
Sanjay Mishra
Apoorva N
Archana N
Addison Nace
Cheryl Nace
Julia Nace
Suman Nayak
Johanna Neumaier
David Nguon
Aleena Niklaus
Hiroshege Noguchi
Joe Oca
Libby O'Kane
Ganesh Palwe
Payal Patel
Bronwen Peel
Beatriz Helena Perdomo
Scott Petersen
Celyna Peterson
Patrick Picklesimer
Brooke Pike
Erik Pinho
Mihai Pogonaru
Yogitha Polavarapu
Jaxon Powell
Venkata Phani Prasad
Adurty
Ashish Pratap Singh
Alejandro Quiroz

Gaurav Raheja
Kirtiman Rai
Charan Raj
Dheeraj Rajpal
Shreya Anantha Raman
Christine Ramsey
Ravi Ranjan
Anvesh Rao Vijjini
Venkata Manoj Reddy Dwarsala
Vicki Reitenauer
Ryan Roberts
Carol Robledo
Constance Rumer
Sanjay Saji
Shrut Kirti Saksena
Dhruv Sapra
Swapnadeep Sarkar
John and Mary Sather
Bhemarasetty Satyavani
John Scannell
Elliott Schwartz
Kevin Seigler
Seema Semwal
Madhuri Shah
Sagar Shah
Manisha Sharm
Anupam Sharma
Nikhil Sharma
Sonal Sharma
Kyle Sherwood
Aditya Singh
Jagpreet Singh
Vaibhavi Singh
Janvi Singla
Katherine Smith
Vipul Sood
Darlon De Souza Silva
Evelyn Stewart
William Strein

George Thomas
Kedron Thomas
Jack and Rena Thompson
Paul and Leigh Tischler
Dharmendra Tiwari
Sara Townsend
Rodolfo Troncoso
Karla Trujillo de la Fuente
Omar Truco Kallonen
Vishal Upadhayay
Saronan Uthayanathan
Natasha Verma
Elizabeth Vautour
Abhinav Varma
Deepak Verma
Hiya Wadhawan
Ya-Ting Wang
Walter Williams
Nicole Walsworth
Lars Wehnel
SaraH Witzig
Pamela Zoni

INSTITUTIONAL SUPPORT

Adobe
Bonterra
Church By the Sea
Salesforce
United Way Sacramento

ANADESA

DonorSee
James and Christine Kell
John Lenihan
Mortenson Family Foundation
Sara Nerken
John and Kay Schmidt

MUJERES SEMBRANDO LA VIDA

Charlotte Bloebaum
DonorSee
Dale & Allen Hermann
The New Place Fund

PUEBLO A PUEBLO

Sally Adam
Terri Anderson
Julie Aluotto
Maryland Austin
Ray Baldelli
MaryMargaret Briggs
Valentina Cedernil
Richard and Cheryl Foley
Coffeelands Foundation
David and Kristine A. Collins.
Linda Conard
Jeffrey Davis
DonorSee
Raul Garza
Gary Grill
Brock Grubb
Denise Hofmann
Cheryl Hyde
Judith Janowiak
Mariposa Kercheval
Tina Kim
Steve Kirk
Jeoffrey Krieg
Veronica Leonard
Jalisa Lopez
Azuni Ltd
Karolyn Mangeot
Ryan and Heidi McAnnally-Linz
Mortenson Family Foundation
Cynthia Miller
Cheryl Nace
Guy and Tilly Ottewell and Lavenas
Michael Parker
Carol Rizzardi
Katherine Saunders
David Schmid
Jeanne Sims
Jane Silver
Gina Stewart
William Strein
Sam Van Nuffel

YO'ONIK

Burners Without Borders
Church By the Sea
DonorSee
Jon Gibbons
Chris Kane
Marcia Short
United Way Sacramento

VICKY'S SCHOLARSHIP FUND

DonorSee
Jon Gibbons
Carol Hartigan
Lyn Pentecost
Silvia Smart
Anita Smart
Patricia Velasco

PUERTA ABIERTA

Amy Alpine
DonorSee
Robert and Helen Gair
Alice Lepore

RUK'UX

Pete and Kristen
AveryGuest
Jan and Judy Berman
Brittany Burton Cowan
Ellyce DiPaola
Ippolita Di Paola
Patricia Donahue
DonorSee
Eleanor Dunkleman
Dale Garson
James and Christine Kell
JP Rondeau
Thomas and Nancy Sherman



Donors 2022

Alison Abbott
William and Dani Acconcia
Jordyn Acconcia
Kathleen Acosta Ekins
John and Brenda Adair
Sally Adam
Antonio Adams
James Adriance
Jay Allen
Lola Reid Allin
Amy Alpine
Julie Aluotto
Richard Andrews
Maria Aparicio
Alfred W. Arrivee
Maryland Austin
Pete and Kristen AveryGuest
Kenneth Bachenberg
Ken & Karen Bachenberg
Kelly Barnes
Mikel Barton
Carmen Bayley
Jennifer Beach
Tacora Beasley
Doug Benner
Jan and Judy Berman
Brenda Betz-Stoltz
John Bianco
Kevin Bjork
Kelsi Black
Lisa Blomberg
Linda Boles
Bruce Bovee
Carito Bown
MaryMargaret Briggs
Karren Brito
Ana Cabrera
Kelli Cahoone
Tom and Eileen Caito
Wes Callender
Araceli Camara
Raquel Martin Castilla
Joanne Castronovo
Valentina Cedernil
Virginia Christensen
Leslie Chung
Community Church of Douglaston
Patricia Clayton
Robert Cole
James Cole
L. Benard Colvin
Deborah Colvin
Linda Conard
Nicholas Conover
Ann Conway
Steven Core
Andrianna Cortez
David Coulson
Brittany Burton Cowan
Wilson Cusack

Sarah Anne Daggett
Jeffrey Davis
Susan Dawson
Dino DeConcini
Susan DeFord
Cecile Dent
Ippolita Di Paola
Meagan Diamond
Cisco Dietz
Ellyce diPaola
Alyssa Dodds
Robert Dolian
Patricia Donahue
Eric Donnelly
Cheryl Doss
John Dougherty
Jean and Garth Duffy-Gideon
Roisin Duffy-Gideon
Eleanor Dunkleman
Henry Durham
Kitty Emery
Julia Falamas
Bornholdt Family
Pablo and Patricia Farias
Julie Feuerbach
Alec Feuerbach
David Feuerbach
Nancy Fisher
Mike and Elizabeth Fletcher
Deborah Flynn
Kathleen Foglia
Julie Fraenkel
Lorena Gaibor
Robert and Helen Gair
Rebecca Galemba
Joan Galles
Gabriele Ganswindt
Julia García
Jeff and Dale Garson
Jean Smith Gerich
Jon Gibbons
Ciara Gideon
David Gilvarg
Carson Gleberman
Joseph Gleberman
Claudia Goff
Leslie Grabel
Devin Graves
Caitlin Graves
Fabiola Greenawalt
Gary Grill
John Grinnell
David Grossman
Constance L. Guist
Cory Gunderson
Callie Hagemeister
Roy and Ann Hansen
Francis Harrigan
Joanna Hartell
Carol Hartigan

Daniel Hassouni
Maria Heberling
Susanna Hedenstrom
LeeAnn Heinbaugh
Paul Helgeson Pete & Jean
Henderson
Justin Hendrick
Janece Henes
Davis & Suzanne Henry
Allen & Dale Hermann
Rowland Hill
Carol Hodges
Eric Hoffman and Joanne FischerLynn
Holland
Douglas F. and Elizabeth L. Holland
Lewis Holmes
Dennis Howard
Enirahtak Htims
Julie Hull
Cheryl Hyde
Tali Jankie
Denise Jennex
Trevor Jensen
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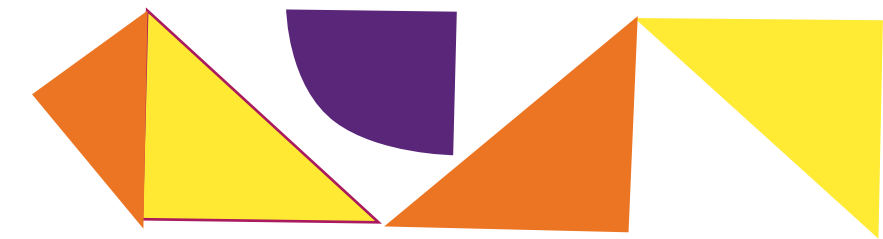
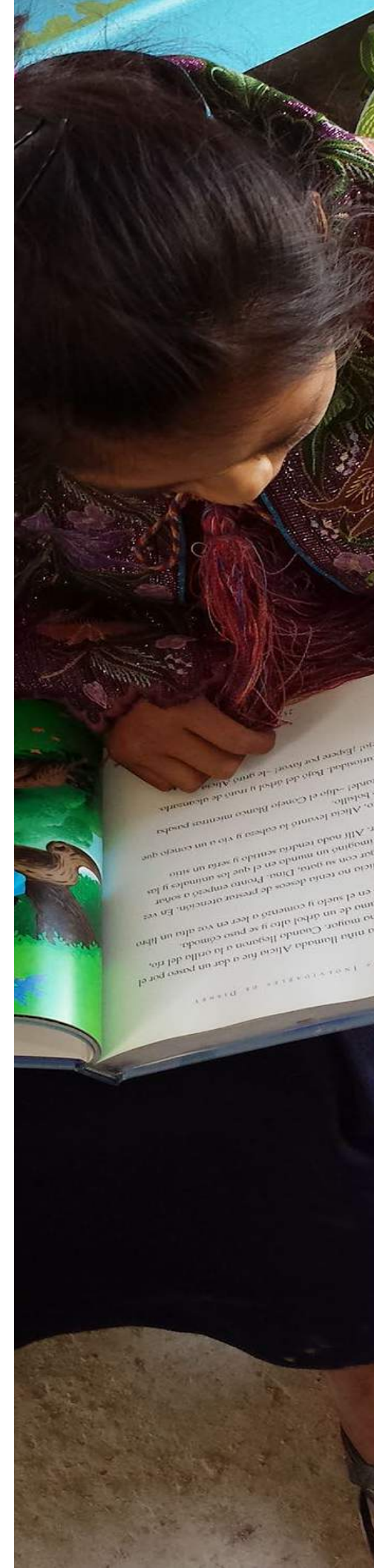
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Natik Esperanza
2700 Mayan Drive
Fort Lauderdale, FL 33316

General information:
contact@natik.org

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