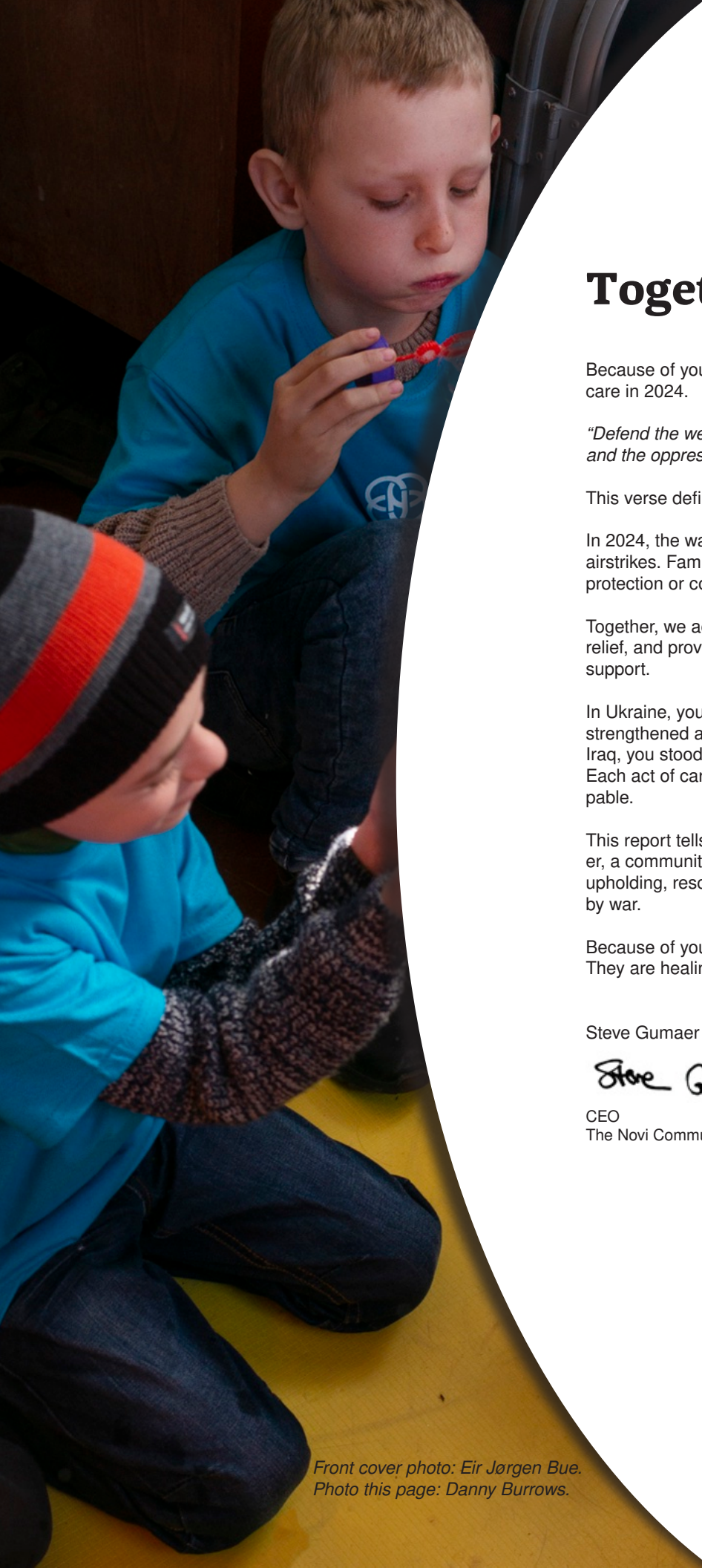




NOVI

# ANNUAL REPORT 2024





# Together, we acted

Because of you, children caught in war found safety, belonging, and care in 2024.

*"Defend the weak and the fatherless; uphold the cause of the poor and the oppressed." Psalm 82:3–4*

This verse defines our work. And yours.

In 2024, the war in Myanmar deepened. Villages were emptied by airstrikes. Families fled with nothing. Children were left without protection or comfort.

Together, we acted. You helped train counselors, deliver emergency relief, and provide thousands of children with professional trauma support.

In Ukraine, your generosity brought nutritious food to children and strengthened a growing network of youth peacebuilding clubs. In Iraq, you stood with families still living in the long shadow of war. Each act of care mattered. Each response said that love is unstoppable.

This report tells the story of what we are building together together, a community that lives the words of Psalm 82 by defending, upholding, rescuing, and restoring. We restore childhoods disrupted by war.

Because of you, children in war zones are not only surviving. They are healing.

Steve Gumaer

*Steve Gumaer*

CEO  
The Novi Community



Front cover photo: Eir Jørgen Bue.  
Photo this page: Danny Burrows.

# Somewhere, right now, a child is running for her life instead of running to school.

I used to think the world's big problems needed big people with big speeches and big budgets. I was wrong. Take a peek into history books, and what do you find? Time after time, it's the small, quiet people. The ones nobody interviewed on TV. The ones who didn't even know they had it in them. They're the ones who tipped the scales.

Which is maybe why I think Novi has a shot. We are small. Minuscule. We couldn't rent a fancy office if our lives depended on it. Our marketing department? That would be me and a cup of coffee. But we have heart. We have grit. We have this almost ridiculous belief that when people truly care, things start to shift. And we have friends who cheer us on. Being cheered on, by the way, is more powerful than anyone admits.

## The Right Side of History

We want to be on the right side of history. The side that shows up for the oppressed, the terrified, the people running for their lives with whatever they can carry. (Spoiler: it's usually not much.) Right now, millions are fleeing. Not because they want to. Because they were born on the wrong piece of dirt.

I can't stop thinking about the kids. The ones who might have cured cancer or invented some gadget that brings clean water to every village—if only they'd gotten to grow up in peace. If only they'd gone to school instead of hiding from bombs. That's why we exist. To give a few of them a shot at the life bottled up inside them.

And by the way, the magazine you're holding? It's full of stories of these unlikely world-changers. Not just our team, but the supporters, the people we've met, the ones

who've worked alongside us. The ordinary folks who keep saying yes.

## The Yes People

Here's something wild: after World War II, researchers learned that the people who hid Jews in their homes, risking everything, weren't the bravest, richest, the ones with the biggest houses, or the most heroic. They were the ones who got asked. That's it. Someone knocked on their door, and they said yes.

It makes me think maybe the world doesn't need superheroes. Maybe it just needs more people willing to ask. And willing to say yes. Not yes to saving the whole world by Tuesday. Just yes to caring. Yes to one small thing. Yes to starting somewhere.

## Becoming

Because it's not really about who you are right now. It's about who you turn into when you keep saying yes. You don't do good things because you're already a good person. You become a good person because you do good things.

And honestly, today seems as good a day as any to begin.

*Oddnyburnaer*

Founder, Novi





# The world is our workspace

**The world is our workspace.** Unfortunately, it's also a world where far too many children are growing up surrounded by the sound of gunfire instead of laughter. Right now, the number of children whose lives are shaped by war and conflict is staggering.

We can't just watch and do nothing. When the world's leaders put power and politics before the safety, well-being, and future of their own children, and the children of other nations, we have a choice. We can shake our heads and scroll on. Or we can act.

At Novi, we choose to act.

We know we cannot change the entire world. We know we cannot help everyone. But we do know this: doing nothing is not an option.

Last year, a team of just eight people, yes, eight, worked with partners on the ground to deliver what we can only describe as a miracle. Together, we impacted 76,156 people with love. With hope. With the message that their lives matter.

That's the power of refusing to give in to despair. It's the power of believing that small things done with great love can ripple outward in ways we may never fully see.

Never underestimate what can happen when ordinary people give everything they have for love, for justice, for what is right.

This is what we mean when we say: **WE LIVE LOVE.**

# NOVI EVERY WHERE



Most of Novi's projects are in **Ukraine**. Here we help support food distribution, build playgrounds, do resilience training, work with youth, send children to summer camps, work with mentally challenged children, support centers where children can go to do school work in areas where their schools have been bombed or closed for other reasons.



On the border between **Mexico** and the USA, Novi joined First Prespetarian Church, Midland and worked with migrants who were trying to get entry to the US. We heard heart-breaking stories of poverty, oppression and very dangerous journeys to what they hoped would be a better life. Among other activities, our team did a Helping Hands training with the children and their parents.



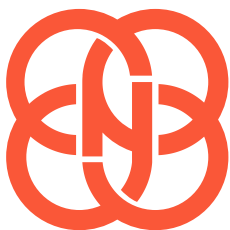
In **Northern Iraq** (Kurdistan), Novi works with a local charity to provide help and support for Yazidi families who were victims of the Yazidi genocide perpetrated by ISIS.



We were asked to help some of our Rohingya friends build a water well in one of the crowded refugee camps in **Bangladesh**. We also help the same group with school supplies and clothes for the children.



Wh gave trauma and mental health training for children in **Myanmar**. We also gave emergency relief for earthquake victims, and for villagers who experienced a famine due to the army's attacks and failed crops.



20  
24

here  
is how  
you  
made  
your  
mark

FOOD  
WATER  
SHELTER



41,600

1,015



NOVI  
SETS

HELPING  
HANDS



623

480



YOUNG  
PEACE  
BUILDERS

SUMMER  
CAMPS



480

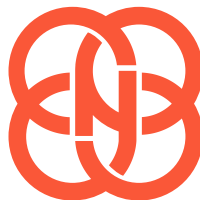
For children living on the frontlines of war in Ukraine, every day is a fight for survival. The burden of this stress on young hearts and minds is impossible to quantify. That is why we host summer camps. For one week, children experience: uninterrupted sleep, laughter and play, lots of food, the chance to form new friendships. It is a week of peace amid chaos—an opportunity to simply be children again.

Young Peacebuilders (YPC) gives young people in war-affected areas the opportunity to be positive agents of change in their communities. What makes YPC unique is that the young people themselves lead the program, with support from adult mentors. This gives them the chance to make important decisions, learn leadership, and develop key skills. Novi supports YPC clubs in ten cities in Ukraine.



Helping Hands is a play-based group activity designed to support children in war-affected areas by building emotional awareness and learning healthier ways to manage their feelings.

In all the places Novi works, the biggest needs we face are food, water, and shelter. In 2024, we helped distribute food in remote areas of Ukraine and to poor villages in Myanmar. Novi also supported the survivors of the terrible earthquake in Myanmar. We also helped build solar-powered water pumps in Mae La refugee camp.



The NoviSet program was developed to give children living under extreme stress, such as in situations of war and violence, tools and skills to regulate stress through play and exercises. The program consists of a backpack with toys and an instruction manual that guides the child through over 400 trauma-informed activities.





# From Seeds to Impact

## *Novi's Journey*

Beginning in May 2022, after nearly three decades of work serving children and families in war zones through Partners Relief & Development, Novi was formed with a compelling vision to restore childhoods disrupted by war. Because children are the most important thing in the world, their protection and well-being became our measure of success. What Novi lacked in resources, it carried in fortitude and a growing community. In a world unraveling with conflict, Novi set out to build something that could endure, grounded in care and conviction.

Because of your generosity, more children in war zones received the care they needed to heal, survive, and to begin coping with their trauma.

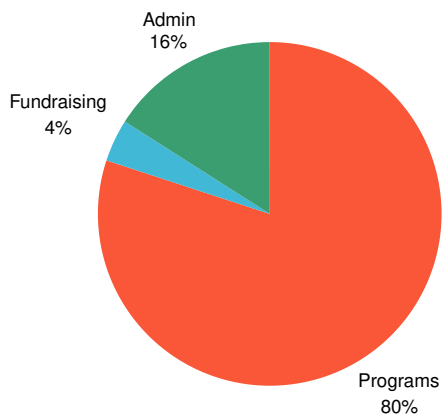
In 2024, your compassion reached 76,156 lives, including 40,000 children and their families, through \$787,488 in gifts that turned generosity into provision, nourishment, and healing for those surviving war.

This growth has been nothing short of extraordinary, born of sleepless nights, relentless dedication, and a small team carrying an enormous mission. Yet the real strength of our story is you, our faithful community of supporters, encouragers, and volunteers whose belief that love is stronger than war makes every act of care possible.

You are the reason children are healing.  
You are the reason families are rebuilding.  
You are the reason hope still rises from the ruins.

The financial statements of The Novi Community were audited by Darin Guthrie, CPA. Based on the audit, Novi's financials present fairly, in all material respects, the organization's financial position, results of operations, and cash flows for the fiscal year ended December 31, 2024, in accordance with U.S. Generally Accepted Accounting Principles (GAAP).

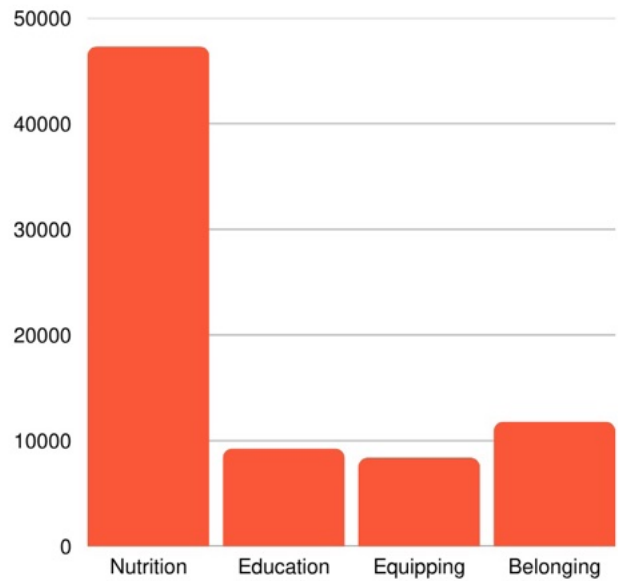
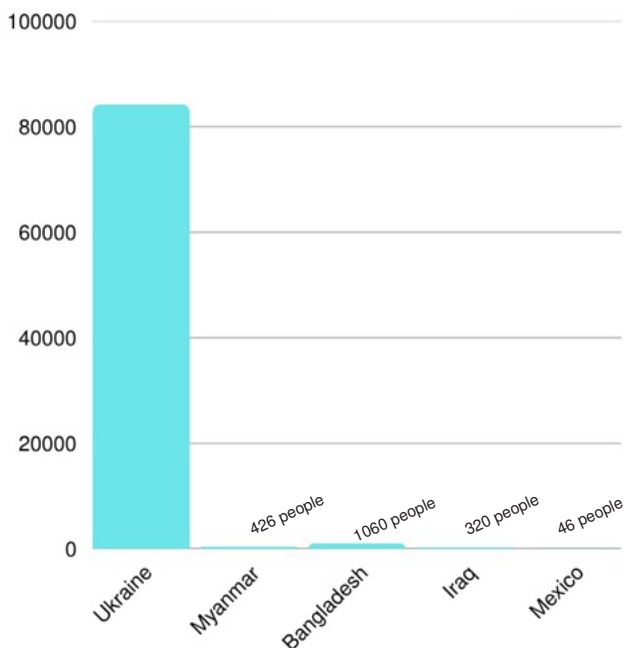
# This is how we helped



In 2024, we took some big steps forward. For the first time since starting Novi, we were able to work inside Myanmar, reaching 426 people whose lives were deeply affected by conflict. In Iraq, our faithful partners continued walking alongside 320 Yazidi families, some of the most vulnerable people we know.

We were also grateful to support 1,060 Rohingya refugees in Bangladesh, living in some of the world's most difficult conditions. And on the border between Mexico and the U.S., 46 people fleeing violence and poverty received care and hope through our work.

Most of our efforts focused on providing food and water, because in times of crisis, those are the needs that matter most. But we're equally proud of the ways we helped build community, offered education, and equipped adults who care for children. Each of these efforts is part of living out what we believe: love in action changes lives.

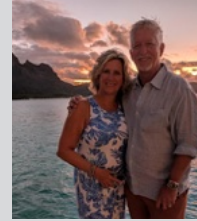


# Novi Board of Directors

## Tammy Lowry

*Board Chairperson (Independent and Voting), May 2022 – Present*

After a distinguished career in human resource management and organizational development, Tammy brings deep expertise in leadership, team culture, and strategic growth. Her guidance helps Novi's team navigate challenges and seize opportunities with clarity, wisdom, and timely support.



## Julie Edwards

*Board Member (Independent and Voting), May 2022 – Present*

With three decades of family business leadership, Julie contributes practical insight into sustainability and operational systems. Her experience helps Novi balance growth with grounded, long-term stability.



## Link Grimes

*Board Secretary (Independent and Voting), May 2022 – Present*

A seasoned attorney and firm leader, Link offers a blend of legal precision, strategic perspective, and optimism. His thoughtful approach reinforces Novi's integrity and good governance.



## Mary Beth Anton

*Board Treasurer (Independent and Voting), 2023 – Present*

Drawing on decades in pastoral leadership and chaplaincy, Mary Beth brings depth of care and spiritual insight to Novi's financial and ethical stewardship. Her wisdom strengthens the organization's commitment to compassion and accountability.



## Spencer Kerrigan

*Board Member (Independent and Voting), 2025 – Present*

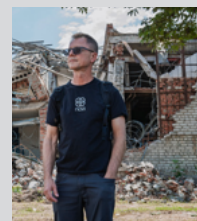
An education-technology executive and former teacher, Spencer combines strategic vision with a servant-leader heart. His experience bridges innovation and empathy, helping Novi expand its reach in education and humanitarian work.



## Steve Gumaer

*Board Member (Voting), Chief Executive Officer*

With a background in transformational development and extensive field experience across Asia, the Middle East, and Eastern Europe, he leads Novi with vision, humility, and dedication to justice and compassion.

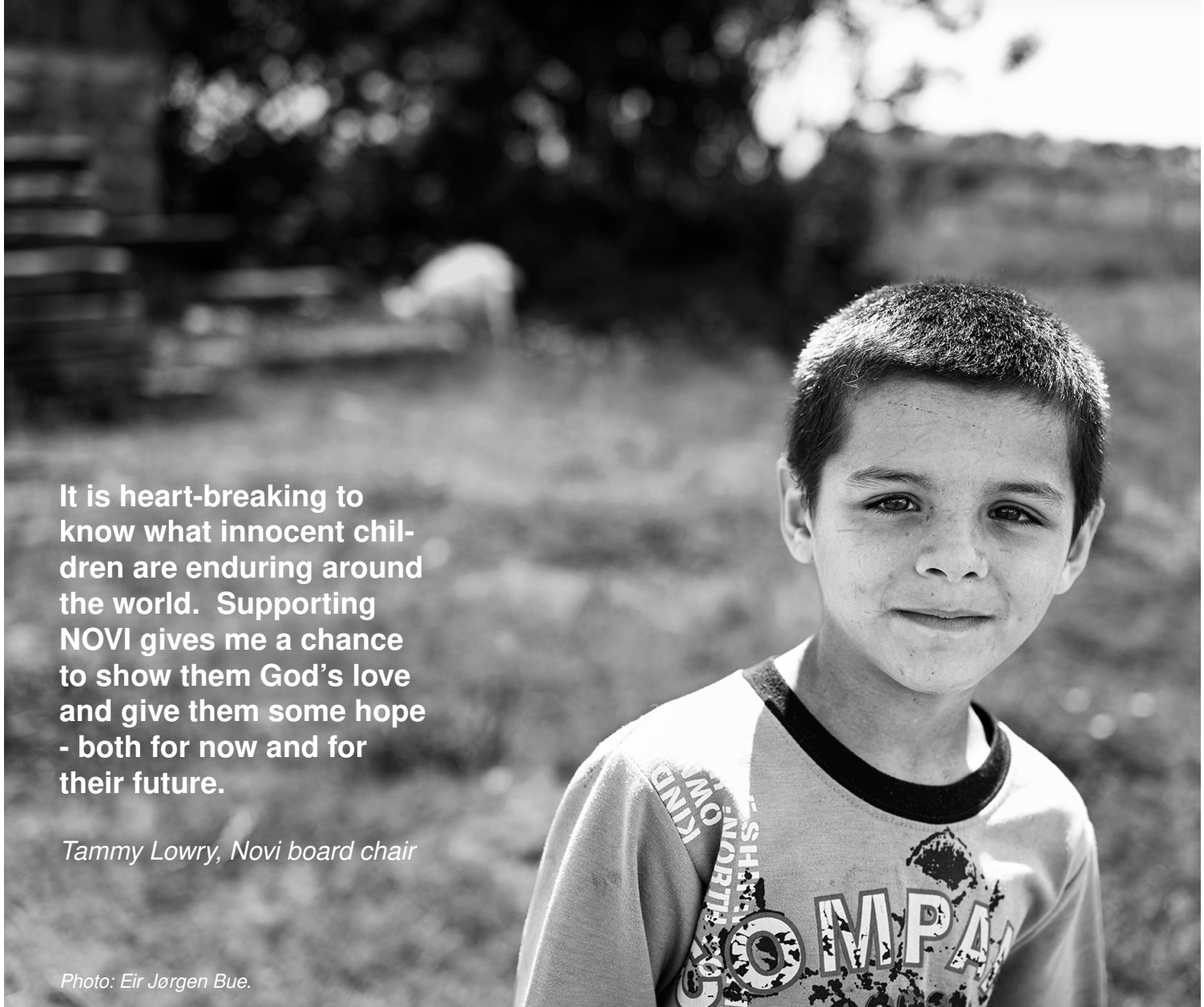


## Oddny Gumaer

*Ex Officio Board Member, Chief Communications Officer*

An accomplished writer and communicator with over 30 years of humanitarian experience, Oddny brings heart and clarity to Novi's mission. Her work in storytelling, advocacy, and transformational development continues to inspire global compassion for children affected by war.





It is heart-breaking to know what innocent children are enduring around the world. Supporting NOVI gives me a chance to show them God's love and give them some hope - both for now and for their future.

*Tammy Lowry, Novi board chair*

*Photo: Eir Jørgen Bue.*

The Novi Community is a registered  
501(c)(3) non-profit organization.

You can reach us at:  
[info@novi.ngo](mailto:info@novi.ngo)  
The Novi Community  
PO Box 3673  
Midland, TX 79702  
[novi.ngo](http://novi.ngo)

