



2022 IMPACT REPORT

WHO WE ARE

President's Letter

Dear Donor,

As we reflect on the KeHE Cares® Foundation's past year of impact, I first must thank you for your support. We could not have evolved our care and touched as many lives as we have without your partnership.

KeHE Cares is built on a legacy of giving and multiple decades of hands-on, in-person service. Relationships with donors and care partners truly lead the way as we come alongside others through Serving & Giving (pages 4-7). Last year alone you participated in **32 serving events** and **17 multi-day trips** and supported the giving of more than **\$4.2 million in grants**.

In 2021 our scope of care grew even more when we added a focus on Impact Investing (pages 8-9). We offer people a hand up rather than a handout by investing in sustainable job creation. One investment with our partner Talanton created **16,000 new jobs** and our loan to Pureflow supported **1,000 new business owners**.

Most recently we added a third pillar: the KeHE Leadership Academy (pages 10-11). The Academy is our leadership training and consulting arm that seeks to transform the way organizations get results. Culture is as leaders do, and we believe that investing in service and whole person leadership will bring cultural renewal and human flourishing not only at KeHE but in organizations around the world.

You are part of the stories and statistics that fill this report. Each donation or hour spent serving is making a difference around the globe, one life at a time. Thank you!



Rusty Bland
President of the KeHE Cares® Foundation

VISION

For people suffering from poverty and abuse and those marginalized and forgotten to experience dignity, grace, justice, and restoration.



Serving & Giving

*Relationships lead the way
Coming alongside others in good work*

KeHE Cares Impact Fund

Hand up not a handout

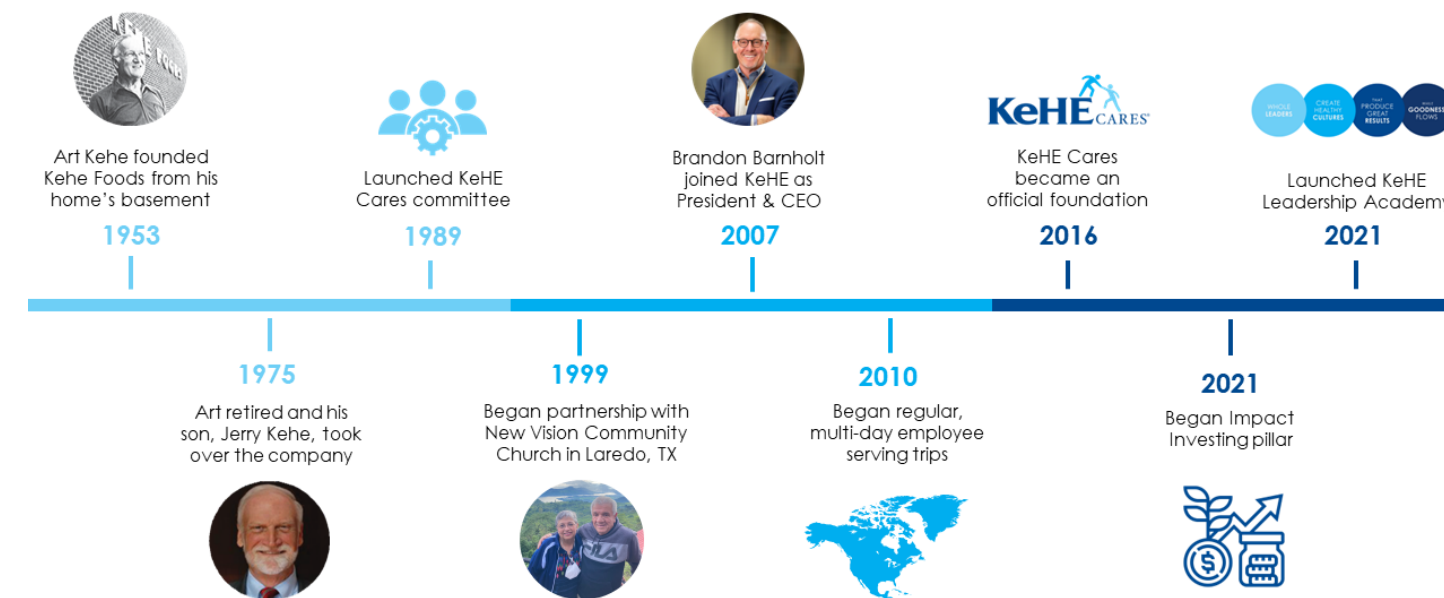
KeHE Leadership Academy

Culture is as leaders do

Evolution of Impact

The KeHE Cares® Foundation encompasses three pillars of care: Serving & Giving, Impact Investing, and the KeHE Leadership Academy. All three pillars are built on a single mission: **to transform one life at a time by walking alongside those on their journey to dignity and wholeness.**

Milestones



Relationships are at the center of everything KeHE Cares does. We partner with organizations that our employees have a connection with, coming alongside people who are already putting in the hard work to better themselves and alleviate suffering. As we develop authentic relationships, our aid can progress through the pillars of care to create dignity rather than dependence and bring hope to hopeless situations.



A PODCAST

S3 E2 – Growing the KeHE Cares Foundation

SERVING

Relationships Lead the Way

For many employees, a trip to Laredo, TX is their first taste of hands-on serving. From the moment they step off the plane, they are taken out of their comfort zone. Laredo is a border town where English is the second language. Employees are in a team of people they've never met, sharing bunks in the mission house, eating meals together, and serving alongside one another from sunup to sundown. The three days are filled with meal packing, gardening, visiting the elderly, distributing food, and working in the warehouse.

But this is more than just an exhausting work trip. It is a transformative journey that not only brings hope to people who are suffering but forms relationships that are built on a deep sense of purpose, humility, and authenticity. During nightly debriefs employees develop even closer bonds through personal reflection and sharing all they've experienced. Hosts Lucy and Luis DeLeon model sacrificial love by pouring their hearts into the community.

In Laredo, people arrive as strangers, but serving together transforms lives and launches them into lasting relationships.



S3 E1 – Serving in Laredo

A PODCAST

Numbers Poised for Future Impact



After stepping back from in-person serving during COVID, in 2022 employees jumped back into trips and events in full force. This past year teams served in Honduras, Guatemala, Ecuador, Nepal, Texas, Florida, Colorado, and Illinois.

1,000+
employees involved
in 49 serving events
and trips

150
leper colony families
served in Nepal

5,500
bags of food packed
at DC serving event

24
stoves and
filters installed in
Guatemala

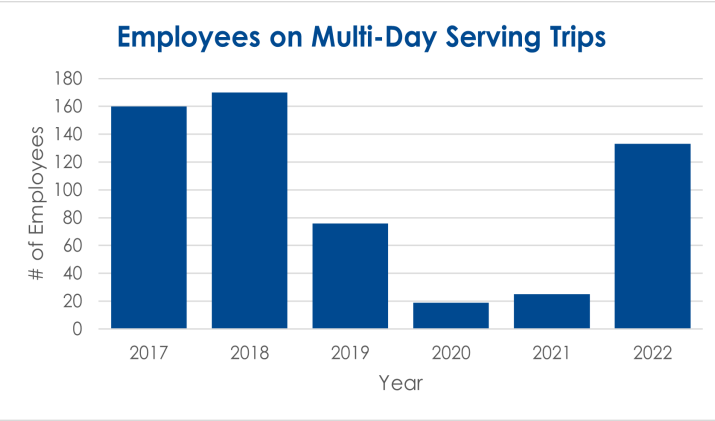
1,124
total hours served

23
latrines built in
Honduras

S3 E7 – Guatemala Serving Trips

S3 E8 – Serving Goodness for the Holidays

A PODCAST



These numbers are great, but we are preparing for even more employee involvement in serving. Our goal is to take more than 500 employees on multi-day serving trips in the next two years!

GIVING

Coming Alongside Others in Good Work

Every year, 50,000 women and girls are trafficked out of Nepal into brothels in India. KeHE Cares has partnered with Restoring Hope Nepal for twelve years in the good work they do to fight human trafficking by rescuing girls from these horrors and providing safety, healing, hope, and a future.

Restoring Hope's current rental home can only house 15-20 girls. KeHE Cares has come alongside them to buy land and begin construction on a new, permanent home that will care for more than **120 women** at a time. The new facility will also serve as a holistic care and vocational training center for the women.

The home is scheduled to open in the spring of 2023!



Artist Rendering



Safe House Under Construction

Gift funded expansion of new high school building in South Africa including auditorium, gymnasium, classrooms, and cafeteria.

UBUNTU
PATHWAYS



MISSION
LAZARUS™

Medical care funding in Honduras supported the employment of two doctors and one dentists for the next three years

Changing One Life at a Time

The KeHE Cares Foundation partners with external organizations domestically and abroad. For an organization to be supported by KeHE Cares, it must meet four key criteria.



We give to people serving people.



We give where our employees are involved.

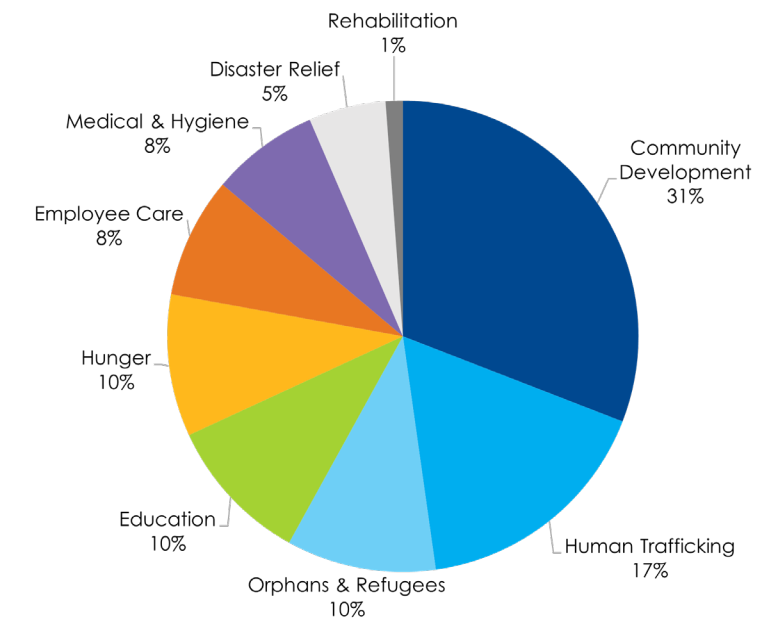


We give to meet a specific need, not overhead expenses.



We give to smaller, grassroots or entrepreneurial organizations

Grants by Project Type



213
grants given

80
total partners

22
new partner organizations

In Santa Rosita, Guatemala not only do we serve in-person installing cleaner-burning Chispa cookstoves, but we partner with New Vision Community Church to help put teens through trade school.



A PODCAST

S2 E8 – Changing Lives Through Child Sponsorship



KeHE Cares supports four Child Development Centers in Honduras through Compassion International. Employees sponsor **200 children**, providing them nutrition, education, health support, and relationship through writing letters and sharing photos.

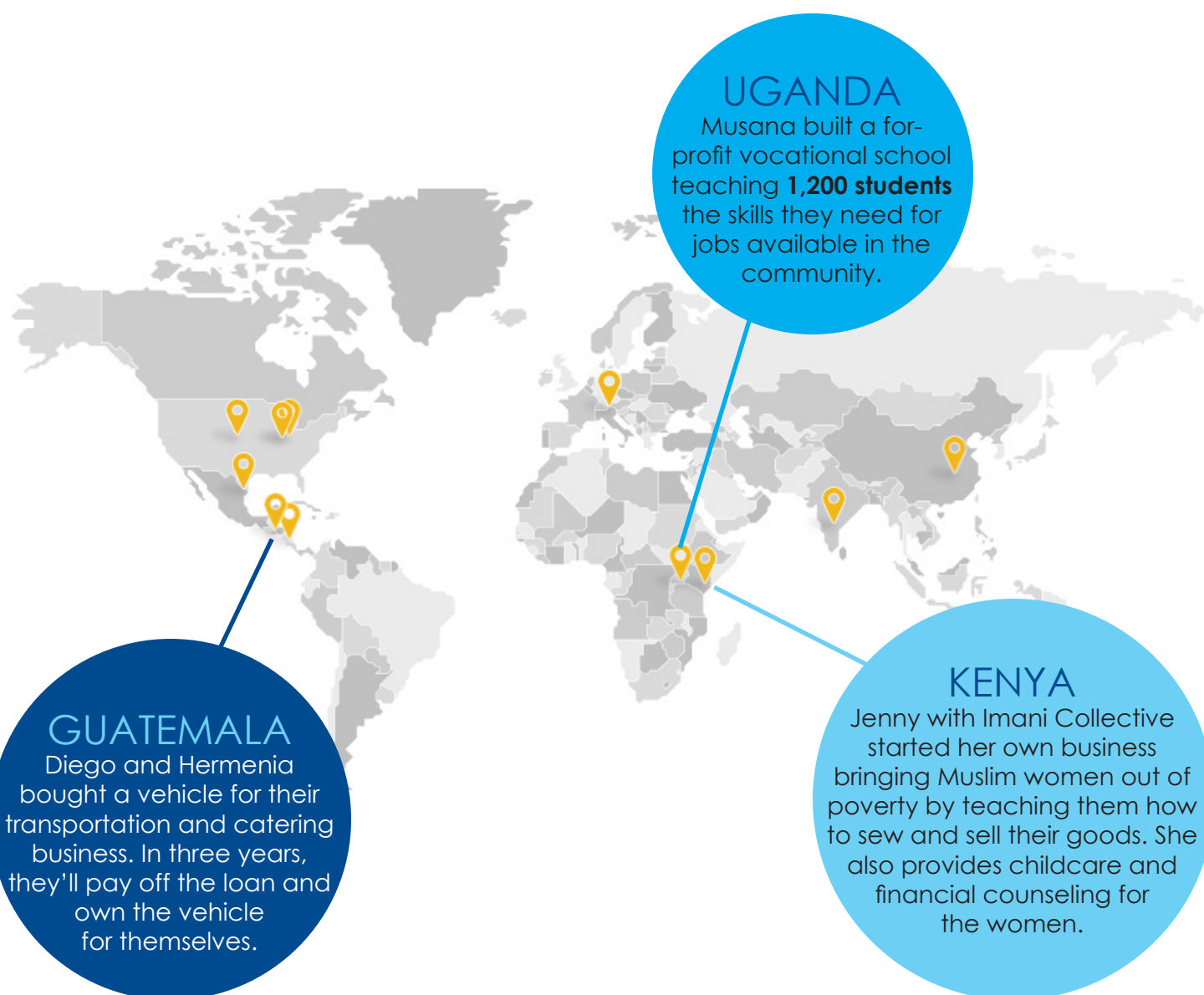
IMPACT INVESTING

Providing a Hand Up Not a Handout

Through our Impact Investing pillar, KeHE Cares seeks to eliminate poverty through sustainable job creation. We provide affordable capital in the form of microloans to entrepreneurs and business owners who are unbanked or underbanked. The loans are paid back overtime with interest so we can reinvest the funds in another organization, creating a sustainable economic engine.

By fostering independence and pouring into relationships, we can help give people a hand up as they build a life of flourishing for themselves.

So far, we have made **12 investments across the globe**, and this is just the beginning!



Investing for the Future

In East Africa, hundreds of thousands of boda boda drivers provide taxi services on bikes and motorcycles. Though an exceptionally popular occupation, motorcycles are expensive to buy, and few drivers can make a livable wage with a rented bike.

KeHE Cares partners with Pureflow to provide an affordable path to ownership for drivers. After applying for the program, drivers receive their own motorcycle with a payment plan for one to two years. Together, we've funded **1,000 new business owners!**

But Pureflow offers more than financial assistance. When drivers return every week to make their payments, they gather for a nutritious meal, fellowship, counseling, devotions, occupational training, and motorcycle maintenance. The system provides a wholistic investment, caring for their mind, body, and spirit.



LEADERSHIP ACADEMY

Culture is as Leaders Do

At KeHE, we've seen our business grow when we radically commit to human flourishing. We see our team members filled with purpose and meaning at work, going home more energized at the end of the day than they were at the beginning. We aspire to see this kind of change across the world of business. We call it the **Good Path to Great Results**.

The key to transforming culture for good is investing in the whole person development of leaders. As leaders grow in their emotional maturity, they can create joy-filled, high-performing cultures that spread goodness to others.

THE GOODNESS MODEL



In 2018 we began implementing Jim Wilder's R.A.R.E. Leadership model across the organization. This year alone...

170
managers trained
in our new R.A.R.E.
Conversations program

135
managers completed
the Intro to R.A.R.E.
program

67
employees participated
in Aspiring Leaders and
Rising Star cohorts

16
executive leaders
participated in multi-day
development workshops

Transforming Leaders Around the World

We are passionate about sharing our leadership and culture insights with people in all types of organizations. This year we partnered with Talanton as a first step in taking our training abroad.

Talanton's mission is to transform lives and bring hope to people in poverty by creating jobs. They provide leadership development, relational training, and capital investment to value-driven, growth-stage businesses in developing countries so that these companies can provide opportunities for people in the community.

Twenty leaders from Talanton and their associated CEOs participated in our leadership training cohort. This investment in their whole person growth led to strengthened businesses, revived culture, and the **creation of 16,000 new jobs!**



Leadership cohorts participate in multi-day serving trips and development experiences domestically, internationally, and remotely!



APPENDIX

Foundation Oversight

KeHE Foundation Board

- Brandon Barnholt - Chair
- Rusty Bland - President & Director
- Brad Helmer - Director
- Tim Wiggins - Director
- Jim Hallene - Director
- Justin Mallot - Secretary
- Bryan Aldridge - Treasurer

KeHE Cares Team

- Randy Shaw - Serving & Giving
- Eric Fields - Impact Investing
- Paul Reichert - Leadership Academy
- Laura McCord - Operations

Statement of Activities - General Fund		YTD September 2022		
		Actual	Budget	Variance
<i>Inflows</i>				
Contributions	\$	4,362,274	\$ 4,877,501	\$ (515,226)
Interest & Investment Income	\$	103,174	\$ 300,000	\$ (196,826)
TOTAL INFLOWS	\$	4,465,449	\$ 5,177,500	\$ (712,052)
<i>Outflows</i>				
Scholarship Support	\$	100,000	\$ 75,000	\$ 25,000
Hardship Support	\$	156,189	\$ 187,500	\$ (31,311)
Whole Company Support	\$	86,157	\$ 90,000	\$ (3,843)
Sr. Team Support	\$	54,500	\$ 131,250	\$ (76,750)
In-Reach Total	\$	396,846	\$ 483,750	\$ (86,904)
Out-Reach Grants	\$	1,596,506	\$ 1,875,000	\$ (278,494)
Trips & Events	\$	160,897	\$ 150,000	\$ 10,897
Out-Reach Total	\$	1,757,403	\$ 2,025,000	\$ (267,597)
CAREtrade	\$	9,000	\$ 45,000	\$ (36,000)
Admin Expenses	\$	119,136	\$ 48,750	\$ 70,386
TOTAL OUTFLOWS	\$	2,282,386	\$ 2,602,500	\$ (320,114)
NET CHANGE IN POSITION	\$	2,183,063	\$ 2,575,001	\$ (391,938)

Serving



KeHE serving teams have had the privilege of traveling all over the world with the Foundation. In 2022, we served with the following organizations:

Serving Partner	Type	Location	Month
New Vision Community Church	Employee	Laredo, TX	Mar-22
New Vision Community Church	Employee (Leadership Program Associates)	Laredo, TX	Apr-22
Restoring Hope Nepal	Employee	Nepal	Apr-22
New Vision Community Church	Employee	Laredo, TX	May-22
Hunger's End	Employee (Aspiring Leaders)	Bradenton, FL	May-22
New Vision Guatemala	Employee	Guatemala	Jul-22
New Vision Community Church	Employee	Laredo, TX	Sep-22
Mission Lazarus	Cohort	Honduras	Sep-22
Bridgehouse	Cohort	Boulder, CO	Sep-22
New Vision Community Church	Employee	Laredo, TX	Sep-22
New Vision Community Church	Employee	Laredo, TX	Oct-22
New Vision Guatemala	Cohort	Guatemala	Oct-22
Education = Hope	Vision Trip	Ecuador	Oct-22
Eight Days of Hope	Employee	Ft. Myers, FL	Nov-22
Mission Lazarus	Cohort	Honduras	Nov-22
New Vision Community Church	Employee	Laredo, TX	Nov-22
New Vision Community Church	Employee	Laredo, TX	Dec-22

Giving

Top Grant Recipients

- Mission Lazarus
- Restoring Hope Nepal
- Provision Bridge
- World Relief
- Compassion International
- Eight Days of Hope
- The Ark
- Ubuntu Pathways
- By the Hand
- 3 Grains of Rice



Impact Investing

Our impact investing efforts are funding businesses all over the world in various industries.

Recipient	Tier	Debt/Equity	Location
La Bonita Vaca	1	Debt	Honduras
New Vision Community	1	Debt	Laredo
New Vision Community	1	Debt	Guatemala
Talanton	2	Equity	East Africa
India Credit Fund I	3	Equity	India
India Credit Fund II	3	Equity	India
Pureflow	2	Debt	Uganda
Legacy Fund - Musana	1	Equity	Uganda
11 Tribes	3	Equity	USA
Imani Collective	2	Debt	Kenya
Legacy Fund I	1	Equity	Asia/Europe
Creation Investments Fund V	3	Equity	India



THANK YOU & NEXT STEPS

Thank you for your continued support of the KeHE Cares Foundation! Every employee and donor directly impacts the lives of the people we serve. Explore more stories or learn more about KeHE Cares through the links below.



Learn More & Donate
kehecares.org



Contact Us
outreach@kehecares.org



A PODCAST

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