



**Global Grassroots**  
CONSCIOUS SOCIAL CHANGE FOR WOMEN



Global Grassroots 2021 Year-End Update

# Gratitude for the Journey

In 2004, only ten years after Apartheid had finally transitioned to a majority-rule democracy, I traveled to South Africa to learn about the battle against the HIV/AIDS pandemic. I found myself sitting with two women in a tiny corrugated metal house on the outskirts of Cape Town, dimly lit by a single light bulb. One woman, introduced simply as "Ana", sat quietly listening. She was suffering from full blown AIDS and was visibly unwell. The other, Zolecka Ntuli, spoke vividly of the complexity and linkages between sexual violence, women's economic vulnerability, ignorant myths, violence-provoking stigma, and gender inequality that fueled the spread of HIV among vulnerable women. Shocked by the gang rape of a 12 year-old girl by other 12 year-old boys, Zolecka made a commitment to action. Despite having little formal education or even regular earnings, Zolecka positioned herself courageously in the middle of a war of myth and disadvantage to convene and educate her community. Within six months she was seeing real transformation – men willing to become front-line workers to educate other men and boys, women participating in a new leadership circle to address local issues. I was impressed and inspired. It was in that moment, in Zolecka's tiny living room, that I shifted my focus away from the conventional, Western "top-down" orientation to creating social impact and instead dedicated myself to supporting the ideas of local African women. Global Grassroots was born in service to emerging change leaders like Zolecka.

In 2006, after a visit to Rwanda during the April memorial period to understand the long-term impact of genocide, Global Grassroots initiated our very first Academy for Conscious Change in Kigali with an association of more than 60 genocide widows who had contracted HIV from sexual violence during the war.

This year marks 15 years since that first program in Rwanda and 17 years since my journey to South Africa. Today we are battling a new global pandemic. And Global Grassroots is also celebrating our own full transition to African leadership in advancing the wellbeing and rights of women and girls. At this milestone, we also honor more than a decade of wisdom integrating mindfulness in the way we cultivate leaders and help them initiate their local solutions. I feel deeply honored to have been part of this journey of transformation. There has been so much I have learned since that first day in Zolecka's home.

## Most importantly is that we must lead from within.

Leading from within means that we go deep within ourselves in understanding change from the inside out. Using mindfulness, we remain curious. We learn what it takes to go through real transformation – the difficult, messy, vulnerable places we rarely want to go, but need to, so as to overcome fear, judgment, or blind spots. Then we build on the personal changes we make. With greater self-understanding, more happiness, and more regulated emotions - which science shows that mindfulness enables - we deepen our sense of compassion for others around us who go through similar journeys. With that deeper understanding and compassion comes greater connection and less bias. From this place, we lead differently: We listen more. We are more humble. We are open to learning. We take care of ourselves better and advocate for others. We find meaning. We inspire. We create change from a place of openness and love.

To our extraordinary board from the US Eastern Seaboard to South Africa, Tanzania, and Rwanda, I thank you for your vision and countless volunteer hours guiding and governing this critical phase in our evolution. To our entire Global Grassroots family, I extend my deepest gratitude for your unwavering commitment to our mission, approach and culture.

# Gratitude for the Journey

Finally, leading from within necessitates a natural rhythm of going outward into the world to create impact and back inward again to learn. It is now time for me to go within to embrace more space for wellbeing, to deepen my own personal transformation, and to spend time with family who need more of me. In the coming year, I will also be shifting my outer attention to helping catalyze and grow the broader movement of actors integrating inner work into social transformation globally, and exploring ways to bring Conscious Social Change to a wider range of organizations, change agents, and communities. After a six-month sabbatical, I will return to the board of Global Grassroots and do what I can to support our thought leadership and influence in the broader sector, serving as an ally to our East Africa team.

So, as we near this time of transition and emergence, I feel grateful and satisfied. I am honored to have journeyed now with nearly 1000 Conscious Social Change practitioners, staff, partners, board members, and emerging change agents across East Africa and the US. I am encouraged by their reach – serving more than 212,000 people with mindful ventures built with a common commitment to leading from within. And I am inspired by what we will continue to learn as this work evolves under the leadership of our amazing East African community.

Looking back, I am grateful for the divine spark that my time with Zolecka Ntuli was. I thank our extended community of funders and collaborators for the partnership that has made this work possible. And I am grateful for the courage of every woman that endeavors to transform herself and her community. May we all be inspired to do the same.

Blessings and be well,



Gretchen Ki Steidle  
Founder and President





## A Note from Vincent

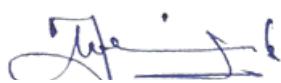
The spark for discovery of my passion came to light in 2006 when I was introduced to the world's largest youth-run organization called AIESEC, whose mission is peace and fulfilment of humankind's potential. Before then, I really did not know what the purpose of my life was. Like most university students, my goal and wish was to perform well, get a job related to my graduate training – Food Science and Technology, and live a happy life afterwards. Little did I know that you serve the best when you do what you love the most. My involvement in AIESEC coupled with my personal background gave rise to a belief that everyone has potential given the opportunity, and this triggered my passion for community development, particularly for the most vulnerable populations. As a result, over the last 18+ years, the roles I have chosen and the positions I have held in my career hinge on social entrepreneurship, human capacity growth, and sustainable economic development.

**When a career and a passion come together you immediately feel it.** It did not take me long to decide whether I wanted to pursue the opportunity to become East Africa Director at Global Grassroots after digging deeper into what the organization stands for. I was interested in why and how they do what they do, and I immediately realized how much the organization's mission resonates deeply with my passion, and decided to apply right away. There was a statement of commitment in my application that even if I would not be selected for the position, "I would appreciate the opportunity to make a small contribution to the vision of the organization". Throughout the interview process, because of a direct connection I already had, I was intentionally learning from every member of the GG Family, which heightened my level of commitment to contribute. I was thrilled to be chosen as the East Africa Director for Global Grassroots, and I feel grateful for the opportunity to be part of the GG Family as I join the team along the journey of transformation.

**Whether a career or a calling, it's conviction for the mission** – All together as the GG extended family, I believe that there is one thing that brings us together. The conviction that our theory of change really brings about transformation and has ripple effects, that mindfulness is not a practice but rather a way of life, that when we lead from within, communities are transformed from the inside out. I have confidence in this GG Family, from staff members who work so hard to implement the strategic plan, the board who ensures alignment of our goals with the vision of the organization, to our donors, sponsors, ambassadors, partners, and most importantly the communities that we work with, whom with their support, we are able to make such a difference as a result of inner transformation among our community members.

**Nobody does it alone** – The journey of transformation continues, and it is a collective endeavor that requires all of us to join hands to wave the flag higher, through documenting and sharing our wisdom, as we attempt to replicate the well-tested and trusted model of Conscious Social Change.

Graciously,



Vincent Kalimba

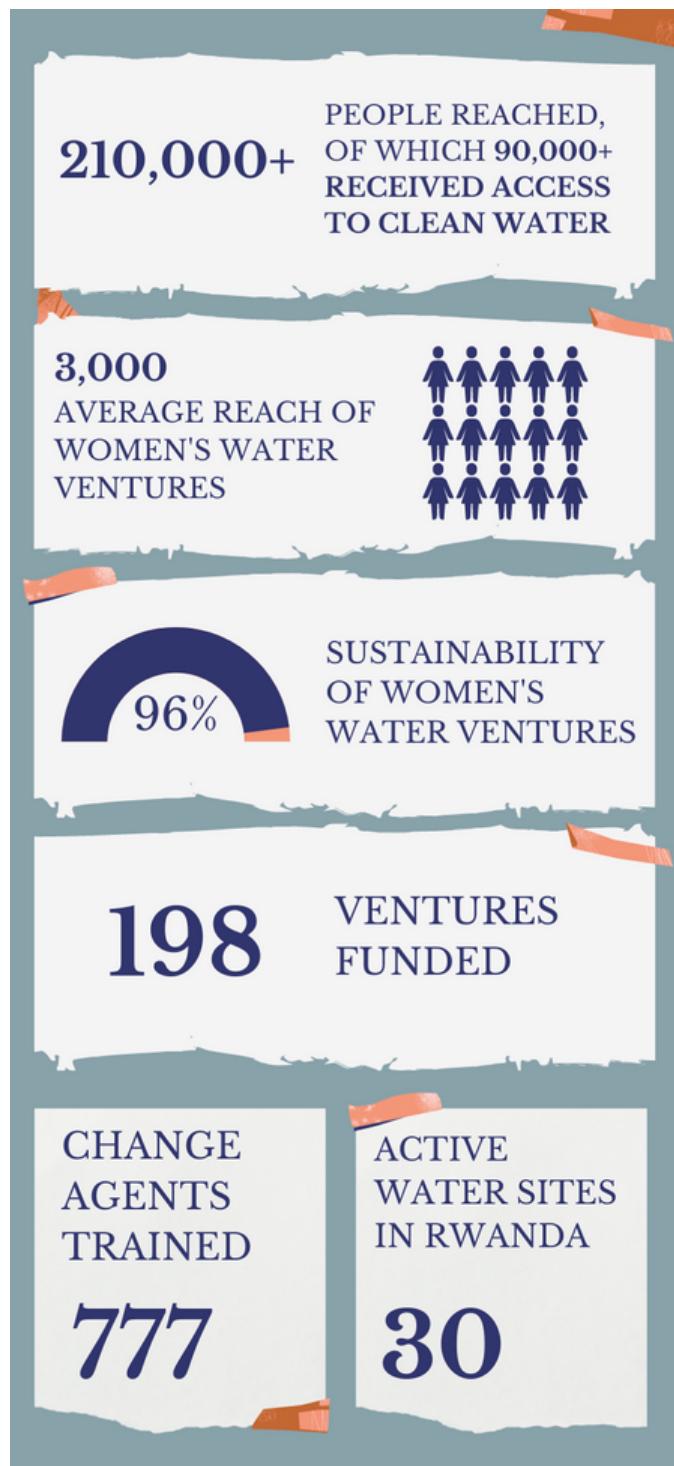
*"Look closely at the present you are constructing. It should look like the future you are dreaming." -Alice Walker*



# 15 Years of Conscious Social Change

This year marks Global Grassroots' 15th Anniversary of working with inspirational change agents throughout East Africa. We celebrate the deep impact that our Conscious Social Change model has had over these many years while also sharing our gratitude for the journey we have taken together with amazing staff, partners, supporters, friends and allies.

And while we celebrate this milestone, we also recognize the challenges of the last two years - from the COVID-19 pandemic, to the critical ongoing racial reckoning, and the effects of climate change across the world. We have all experienced the ground moving shakily under our feet in one way or another and we're all changed by it. The philosopher Alan Watts noted that, "the only way to make sense out of change is to plunge into it, move with it, and join the dance." We've indeed joined the dance with curiosity, deep reflection, humor, friendship, and respect. And we are overjoyed to share where we've been and where we're headed.



# Proximate Leadership

Throughout 2021 we have been building the foundation for Global Grassroots' transition from an American-founded and US NGO to an Africa-led organization. We have nearly completed this endeavor, with the following strategic steps:

- **We shifted all our major functions except fundraising to Africa**, more than doubling our staff in Rwanda and scaling back our U.S.-based staff.
- By the end of November, we will have a **majority representation of African women on our Board of Directors**, hailing from Rwanda, Uganda, Tanzania, and South Africa.
- **We are establishing a new Rwandan NGO and have hired Vincent Kalimba as our East Africa Director**, who will lead all programmatic, strategic, budgetary, and operational decision-making from our new, official headquarters in Kigali, Rwanda.
- We are completing the 12-month certification of all our program staff in Africa as Conscious Social Change facilitators of our curriculum, so that **we no longer rely on foreign trainers**.
- We have **overhauled our monitoring, evaluation, and learning plan and invested in an ethical digital storytelling training for all our staff** to ensure we approach impact assessment, learning, and storytelling as an empowering partnership with our local change agents.



# Water Venture Implementation



**Our Women's Water Leadership Initiative helps local women design, construct, and implement social-purpose water enterprises to improve safety, health, education, and economic opportunities for women and girls.** Our model is driven by female change leaders who design, build, and lead their own water ventures from the ground up. Water sales not only sustain the venture's operations, but go on to fund microloans, school fees, health insurance, family planning workshops, hygiene classes, nutrition workshops, gender equity training, and water subsidies for the most vulnerable members of their community.

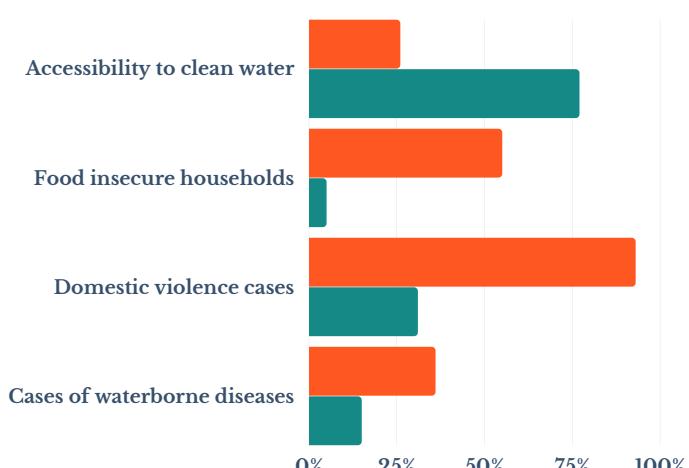
Due to emerging needs and changes this year, we pivoted from an incubator program to an accelerator, allowing us to explore what impact deeper investments into specific regions could have with teams who have already gone through Global Grassroots Academy of Conscious Change training in years past. Each of the five expansion teams implementing their water venture in 2021 had completed the full Academy of Conscious Change curriculum and training, with successful and fully-functioning water enterprises underway. Shifting towards investing in refresher training for each team, seed funding for new water site expansions, and ongoing business mentorship and support has allowed them to continue expanding water access and social programs, even during the pandemic. We're excited to share the incredible impact our grassroots change agents have had in their communities.

# Isuku n' Umuco

## (Hygiene and Culture)



Our team Isuku N'umuco launched their first water venture in 2016 with a mission of providing a new, clean water source that would lead to improved hygiene. They focused their social impact venture on hygiene, family planning, and gender equity training for the community. As of March, 2021, they are fully operational and independent, managing two water sources and they have been recognized by a regional governing body as a key social change agent group contributing to priority community needs.





# Climate Resiliency and Community Change Agents

*"People don't like mixing climate and, for example, race or climate and gender. But it's evident that women and girls are disproportionately affected by the climate crisis in communities like mine. In many communities across the global south, where women and girls have the responsibility of providing food for their families or collecting water for their families or firewood for their families. So many times women are at the frontlines when these disasters happen. It is their hard work that is put to nothing when the farms are destroyed or when their crops are destroyed."*

*"It is women who have to walk very long distances to look for water for their families in case of extreme water scarcity."*

- Ugandan climate activist, Vanessa Nakate, on the COP26 UN Climate Summit in Glasgow  
November 2021

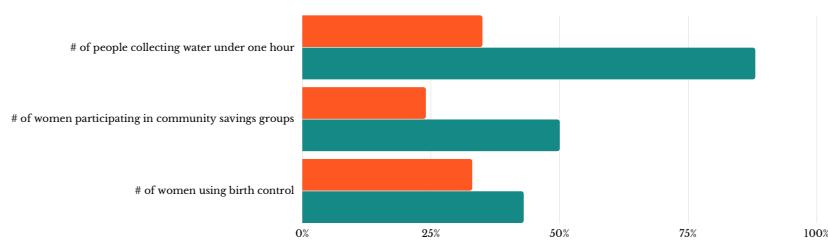
Women are disproportionately impacted by the climate crisis. They are also the ones who are best equipped to play critical roles in adaptation and mitigation, with the knowledge and awareness of what's needed to respond to changing conditions. Yet, due to many gender-related factors like lack of access to education, training, and political influence, women's critical voices and ideas, particularly in the Global South, are not able to be fully realized.

As Global Grassroots reflects on the last year with an eye towards the future, we hold these truths and concerns at the heart of our work. Teams like Isuku n' Umuco, highlighted previously, are truly at the frontlines of adaptation and response as they begin to see more flooding, food insecurity, displacement and myriad other climate-related issues in their communities. Through our Academy for Conscious Change and Young Women's Academy, we will continue to share our tools and resources to lift up women's voices enabling them to drive climate crisis conversations and action in their communities and regions. Through water access, women's leadership, food security, and community-driven innovations, our ventures are well positioned to lead their communities through the immense climate challenges facing us all in the coming decades.

# Icyerekezo

## (Vision)

Team Icyerekezo, launched in 2017, works to improve the wellbeing and health of families by helping women with water-related income generating opportunities. They now operate three active water sites and are excited to look ahead as an independent venture, continuing to build on their successes by mastering soapmaking to train single mothers on this income-generating skill and to reach more youth. The team is particularly proud to share that six team members were selected to join COVID-19 prevention and awareness efforts in neighboring communities over the last year.

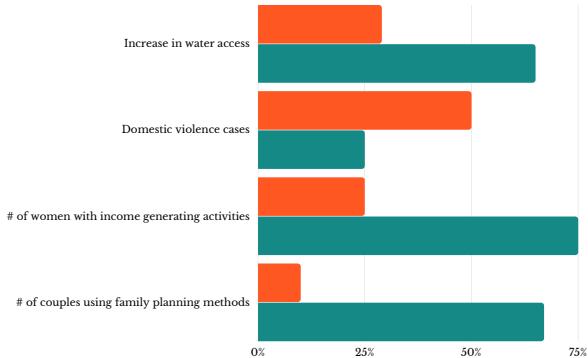
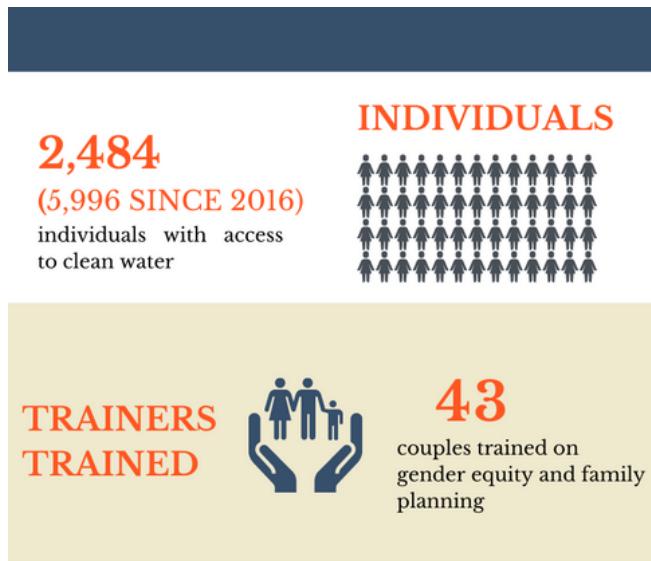


# Abunzubumwe

## (Unite)



Team Abunzubumwe launched in 2016 with the mission of improving the lives of women and girls in their community. They are now an independent venture, and in the coming year they plan to continue water sales, gender equity training, and family planning sessions with a more youth-focused approach.





## Annualita Mukamerika

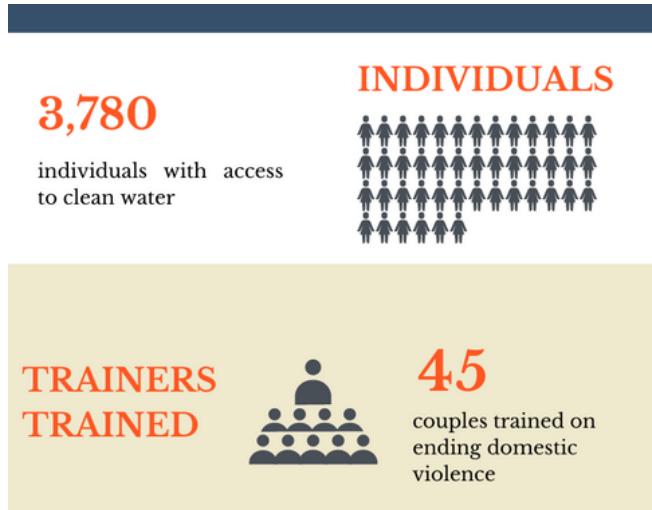
### Abunzubumwe Member

"Before joining team Abunzubumwe I was just a community member, we had no water. We could go to fetch water in Nyakibizi, which was usually a two hour trip in the hills.

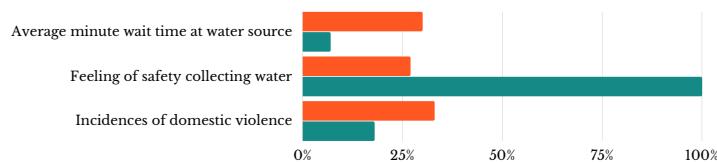
Now, since joining the team and constructing a water access point, I know where my happiness comes from. It takes me only 10 minutes to get water! We can wash, farmers can have water for their crops and kitchen gardens, and we don't get sick as often. For me, the thing I give more value to now is time. Imagine having a water collection trip taking 10 minutes, whereas it could take you two hours before the water site construction. Our health is stronger, as everything we do at home depends on water, even our peace as a family. As women, we understand the value of water since we are the ones to cook, clean, wash, and prepare for our children and family's daily meals. Now I can start farming and joining other mothers to start savings groups. And there is less fear of domestic violence in the community. Our children are attending schools on-time and are able to do their homework."

# Indangamirwa

## (Eternal Beauty)



Launched in 2019, team Indangamirwa's mission has been to reduce malnutrition associated with water scarcity in the Bumbogo Sector, Rwanda. Their next-phase expansion accelerator program started in August, with implementation running through 2022.



# Abanyamurava

## (Hard Workers)



Team Abanyamurava, founded in 2007, has had three expansions since their original site. Their mission is to eliminate disease, violence, and poor hygiene resulting from unclean water. In the coming year, they plan to make and sell more soap while also raising awareness about the ongoing pandemic.

**11,736 +**

individuals with access to clean water

**INDIVIDUALS**



**FREE  
SOAP  
AND WATER**



**80**

households provided with free soap and water

**805**

households trained on safe water treatment



**SAFE WATER  
TREATMENT**





## Florentine Mukarulinda

### Abanyamurava Team Member

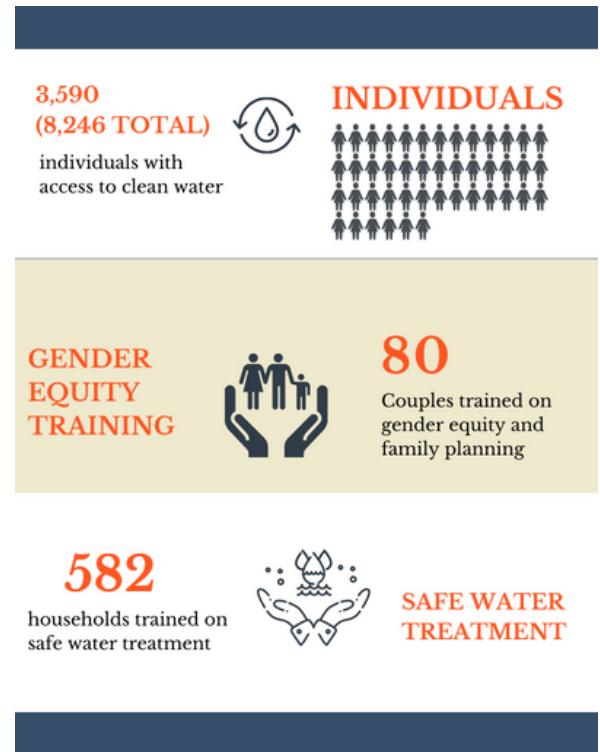
*"I'm a member of Team Abanyamurava and I received training from Global Grassroots in 2007. Before being trained, I was a lonely and depressed person. Joining the team was a way of moving out of my loneliness and depression, as I could have people to interact with and share what is going on in my life. Before, I could not pay for my health insurance, we could fetch water in the Nyabarongo river or swampy water, which would take us 2-3 hours. I could not get any of my basic needs such as lotion, clothes, and healthy foods. For now, I can afford some basic needs; I wear kitenge which I bought for myself through income I generate from participation in our project and join others at church on Sunday. There is an improvement in hygiene in our community. We can wash and bathe every day. Honestly, I see a big difference in my life."*

*"On the side of this water project, I have now started selling charcoal in our village, which helps me cater to my family's basic needs. From that, I was able to construct the other house that I am renting. It helps me to get school fees for my children. All the things that I have now are because of the knowledge I used to generate more income in addition to the stipend I receive from working on the Team Abanyamurava water site. I am a conscious social change agent. I am pleased to see a problem within my community and be part of the solution. As a team in general, everyone has an income-generating activity that they do, and again we have also trained some of our community members on income-generating activities. One of our team members now has her own water tank that she connected to from our site, and she sells water in her community. I can say that Global Grassroots lit our candles, and as team members we share the light in our communities."*

# Tuzamurane

## (Hold Each Other)

Team Tuzamurane launched in 2016 and was provided with a second grant from Global Grassroots in 2020 to expand their venture, adding a second water site. Their mission is to address the issue of gender-based violence resulting from water collection, including children being abused at water access points, missing school, dropping out of school, and domestic violence triggered by long water collection times. As it has been for all of the teams, pandemic lockdowns have been a significant challenge, but the team has accomplished the following and continues to work towards gathering more community members together for training:





## Tuzamurane Impact

### Lydie Uwamahoro

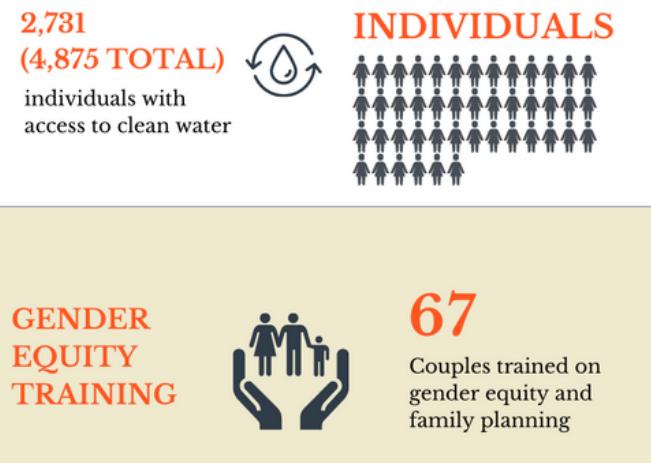
*"Before I joined Tuzamurane it took me two hours to get water. Taking more than two hours to fetch one jerrycan of water made hygiene in our home very hard. Sometimes, even that one jerrycan I fetched caused conflicts since we all needed more water at home. I used to quarrel with my partner, as he wanted his clothes washed, food on time, and water to bathe. I could only carry one jerrycan while going to fetch water, and most of the time, my daughter didn't go to school because she was helping me get water. This has affected her education a lot.*

*But now that I've joined the team, I am a happy woman. I can save some money from my harvest, we access clean water, and our children are excelling at school. I am currently constructing a house using these bricks. Making these bricks required water, and the cost of those before was so high, it limited people to do any construction activity or any income-generating activity. Access to clean water has helped us to construct houses with the land we have. Moreover, my teammates are doing other income-generating activities, such as saving, some do rearing at their homes, and their domestic animals get water. This is something we are proud of as women, and we no longer ask money from our partners for everything, we are also part of the wellbeing of the family."*

# Ejo Heza

## (Bright Future)

Ejo Heza, launched in 2017, focuses on family planning, reducing domestic violence related to water scarcity issues, and unemployment. Their second water source has reduced water collection time from three hours to 45 minutes, improving school attendance tremendously and decreasing domestic violence cases. The team will be completing their final report for Global Grassroots in December, graduating from our Academy as a fully self-sustaining venture.



# 2021 Venture Implementation

In addition to the teams currently being coached and getting close to becoming self-sustaining, we are excited to be implementing five accelerator ventures this year. **We expect these teams will collectively bring 12,000-15,000 more people access to clean water.**

These teams include (water site expansion number and English translation in parenthesis):

- Abadahigwa (2, Invincible)
- Abizeranye (3, Trust Each Other)
- Tuzamurane (3, Hold Each Other)
- Indangamirwa (2, Eternal Beauty)
- Tuzamurane (2, Hold Each Other)

Each of them has been working with Global Grassroots since June to complete the initial Accelerator process. This process is different from our brand-new incubator programs in that these are teams who have already gone through our full Academy of Conscious Change program in the past and, therefore, only require refresher training to continue. They will all be in the construction phase of the program as of November.



# Highlight: Team Abizeranye



It's difficult to imagine that anyone would need to spend part of their day worrying about a crocodile attack just to collect some water for their family. That's exactly the reality for a community near the Nyabarongo river in Rwanda, and Global Grassroots' team Abizeranye wants to address this. A team of 27 passionate and committed community change agents, Trust Each Other started their first water project in 2015 to reduce violence against women and girls that is caused as a result of water scarcity issues. Due to their investment of time and resources into this first water site, they have been sustainably supplying 90% of the community with clean, fresh water, and nearly 1,000 individuals completed their social impact programming that included gender equity training, nutrition workshops, and income generating activities and savings.

When the team leader, Phoibe Mukarugina, reached out to Global Grassroots to inquire about the team joining our Accelerator program, we felt confident that they were well equipped to be successful. The team has strong relationships throughout the district and is highly organized. They are hoping to expand to Nyarugenge District, Butamwa Sector, where there is a neighborhood of widowed and single-mother families. This neighborhood is close to the Nyabarongo river where many people have been attacked by crocodiles while collecting water from the river. The team is confident that if they can get a pipeline and water tap flowing, they will be able to expand their training on reproductive health and family planning, as well as sanitation and hygiene among this vulnerable neighborhood. Construction starts in December and the water site will be launched in January, 2022. Join us in wishing them success with this next venture as they courageously expand their reach and impact.

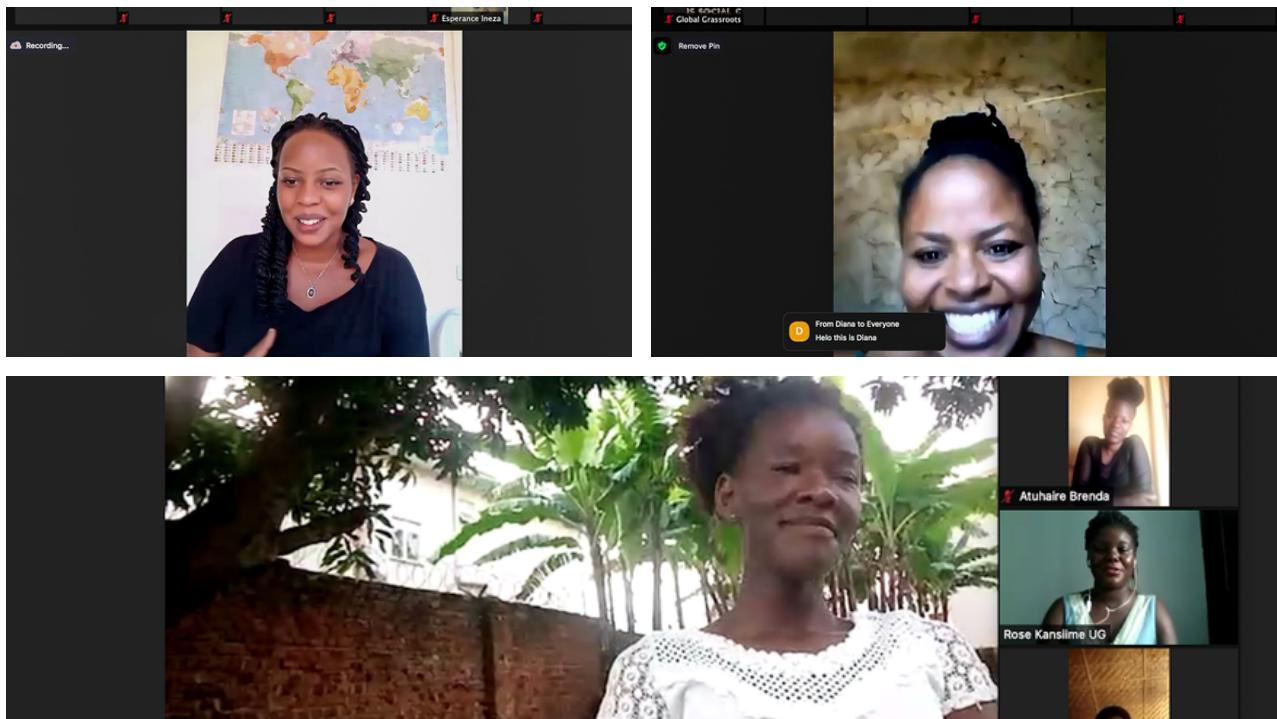
# Young Women's Academy

*"Following my experience with Global Grassroots' Young Women's Academy, I became more passionate about solving the issues that are affecting women and girls in my community, and I started looking for opportunities to be part of bringing about change. I learned that supporting those who are suffering brings me joy and fulfilment. And working with alumni has been particularly fulfilling to me. It's been a great experience to coordinate our Young Women's Alumni Engagement Program, joyfully helping this community to grow. This experience has also increased my passion to work hard in support of young women's visions to effect the change they want to see in their communities."*

- Rose Kansiime, YWA alumna 2014, Global Grassroots Uganda Program Associate

TOPIC: EARLY MARRIAGE			ACM	
GROUP	NO	TOPIC	Grp	No
GIRLS	30	<ul style="list-style-type: none"> <li>- what causes early marriage</li> <li>- what steps should be taken to stop early marriage</li> </ul>	Women	10
WOMEN	10	<ul style="list-style-type: none"> <li>- how do we understand early marriage</li> <li>- How should we help the young girls out of this issue</li> </ul>	Men	10
TEACHERS	2	<ul style="list-style-type: none"> <li>- What is gender-based violence</li> <li>- What causes such?</li> <li>- what are the causes of early marriage</li> <li>- which steps have you taken to stop such in school</li> </ul>	Men & Women	22
EDUCATION DIRECT	1	<ul style="list-style-type: none"> <li>- How do you understand early marriage</li> <li>- What brings such issue in schools and community</li> <li>- How would you stop the issue in schools</li> </ul>	Men & Women	20
GOVERNOR	2	<ul style="list-style-type: none"> <li>- causes of early marriage</li> </ul>	Total no. of beneficiaries	

# Young Women's Alumni Engagement Program



Our Young Women's Academy has, since 2012, been a place for young women to join together during the risky gap year between high school graduation and university enrollment to connect, learn, and receive resources to initiate community service projects within their home villages. Through this program we have offered an intensive, experiential social venture incubator where young women can create individual community-based organizations that address social issues such as domestic violence, child marriage, girls' education, child abuse, and sex work. Plus, this training program also invests deeply in their social-emotional learning. Participants undergo intense personal transformation and confidently step into their role as change agents who recognize their potential to contribute. This year, due to the ongoing pandemic, our team pivoted to support these young leaders, who have been, more than ever, confined to their homes in rural areas, unable to move forward with their lives, meet in groups safely, or attend school consistently.

Our new Young Women's Alumni Engagement Program (YWAEP) was born from this search for meaningful connection. The first YWAEP meeting was held March 27, 2021 with the purpose of building support and fellowship among our 200+ YWA graduates by building an online community during this pandemic period as well as providing an opportunity for select participants to receive funding for continuance of their social ventures.

Since March, our team has gathered with Global Grassroots alumnae living throughout East Africa and as far away as Turkey, Japan, and Poland, providing refresher training that covers many of the topics from our Young Women's Academy curriculum including personal transformation, entrepreneurship, developing business plans, and financial literacy. Currently, alumnae are developing proposals for second-phase grants, and we're excited to see the impact of their ideas, passion, and fortitude. In a country where youth under the age of 15 represent nearly 50% of the overall population, youth engagement and investment in their future and ideas is vital to overcoming local and global challenges like future pandemics, climate resiliency, and economic downturns.

# Young Women's Academy Impact

**Sharon Awachango**, Ugandan alumna from 2017, has taken part in the YWAEP, attending almost every session since March, joining even the same week she gave birth. Sharon is working to create change in her community through cleaning and fencing a local water collection point (borehole), planting trees for shade, volunteering at the community health center, training primary school girls on menstrual hygiene, and teaching youth about how to make reusable sanitary pads. **Sharon says, “Global Grassroots and the YWAEP answered my passion of giving back to the community through tracing and digging deeply into the roots of social issues that affect my community and deriving their solutions to create change.”**

**Atto Shiella Sharing**, 2017 Uganda alumna, is currently working with young mothers who are HIV+, helping them work through their trauma, and providing them with medications in their rural communities when they’re unable to take the long journey to the hospital. Every Sunday she hosts a show on local radio program Radio Pacis Gulu to talk about the harmful effects of HIV/AIDS stigma on communities. **“I love community service, I feel alive helping. And I’m so glad I have the Saturday YWAEP trainings to keep me connected, allowing me to acquire more knowledge to help me work within these communities.”**

**“My mission is to lift-up a girl child in my community with confidence to determine the future by providing training on the effects of early pregnancy.”** Asifwe Loving is a Rwanda alumna from 2019 currently working on her own organization called Go Get Her which teaches girls and young women about how to avoid early pregnancy and continue their education. She is a fierce advocate for youth and has found the YWAEP to be a critical connecting space from which to build her skillset, particularly the refresher training on mindfulness and breath work.

**Jeniffer Anyango**, a Kenyan alumna from 2017, is studying investment and volunteering with a children’s home when she has time. She has attended every YWAEP and has found the community with other alumni to be vital during the pandemic lockdown. **She says, “I would like to use my degree to enter the investment industry and come up with ways that I can reduce poverty through mindset change empowerment, helping people manage their finances better while channeling some into wise investments and businesses.** I am also passionate about women’s empowerment. I would like to start a social business that empowers women financially. I envision this to be a training program that gives women technical skills then employs them and connects them to other employers or gives them a platform to start their own businesses and become confident to have their own financial freedom.”



## Wisdom Lab

Over 15 years of research, experience, and community-driven impact, Global Grassroots is excited to initiate our Wisdom Lab in 2022. The Wisdom Lab will allow us to study our whole, holistic Conscious Social Change model and its individual components to understand the impact of our work and the mechanisms behind how inner work (and the personal transformation it enables) influences social change. The key purpose is to understand the relationship between inner work and social change. The Wisdom Lab will allow us to evaluate and improve our work, understand our impact, validate our model, consider which components are essential, which can be scaled, and draw out insights related to the inner work that can be of value to the larger sector.

Additionally, our dedicated [Conscious Change Study](#) microsite has just gone live. It provides an avenue for practitioners, funders, academic researchers and others interested in understanding the linkages between personal transformation and social change to access the key tools that will help provide them with the evidence and resources to further their work.

# Board of Directors

Global Grassroots' Board of Directors is a force of wisdom and action. They are the keepers of our vision, ensuring that we remain a participatory, effective, and community-led organization. We thank them for their committed leadership.

Sharmila Bhatt, Vice Chair  
Director, Soft Tech Consultants, **Tanzania**

Phylisiah Mnene-Mcheni  
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# Partners

Our work is also made possible by incredible supporters, partners, and friends who give so generously of their time, resources, and heart. We share our gratitude for these specific partners below:

PECO Foundation  
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Carol Wood  
Carter Woodworth Siegel  
Lee Scheuer  
Elizabeth Cooper Family and Friends  
And many individual champions



# Looking Ahead

The year ahead is bright. We move towards 2022 with confidence in the foundation we've built over 15 years of partnership with our local East African communities, with trust in the unexpected gifts of transition and change, and with gratitude for everyone who remains laser-focused on mindful, sustainable, community-driven impact.

Global Grassroots is powered by these collective hearts and minds. And we prepare joyfully for what's to come including the ongoing Women's Water Accelerator/Incubator Program, growing momentum for the Young Women's Alumni Engagement Program and recruitment for future Young Women's Academy cohorts, investment into our brilliant team in GG's Kigali-based headquarters, and the development of Global Grassroots' Wisdom Lab to help us study our long-term impact in partnership with our women leaders. We invite you to stay tuned and join us as we navigate 2022 together.



# Thank you!

We're grateful for your support and look forward to sharing our progress over the coming year.



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