20-23

First Things Foundation | Annual Report

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ANNUAL REPORT 2023

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First Things Foundation

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Welcome.

There is something afoot.

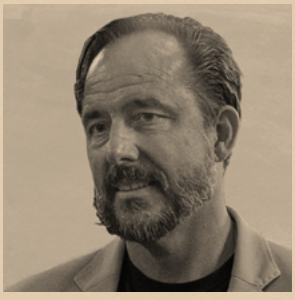
In 2023 our work in the field as "poverty alleviation" specialists, well, that work donned an entirely new garment. Poverty alleviation as a concept is still at the core of our work, especially in the Creationship, the step after immersion. In the Creationship our field workers move resources of all types toward good people and their beautiful projects. As a team we continued to provide momentum for folks trapped in poverty. We continued the hard work of living simply alongside those we aim to help, learning culture and consulting on great projects.

And yet 2023 also invited us to something like the art of hospitality. Our work grew into itself and past the notion of traditional aid. It became something like the provision of a place. We started to realize that our work is much more than giving our time to serve others, it is about providing a location where the soul communes, where people have a chance to be heard and more importantly, a place to listen. That is what our work in the field is. We create an opportunity by creating a place, a table, where success begins. And we saw this in our restaurant too. Keipi, a non-profit restaurant, emerged as a meeting place for Americans in need. It became an icon of what we are. And what did Americans need? We found they needed one another. We offered tables filled with wine and food and the words of Tamada, the toastmaster in the Supra tradition (from the Georgian Republic). Our tables collected people from all walks of life, and then in a mystical way, weaved them together into a tapestry unlike we'd ever imagined. Men and women thanked us for giving them a sense of community, a sense that invisible things could be visible. That love wasn't just an emotion, but an act of being. And this weird 2023 for First Things ended with our work at the restaurant informing our work around the world. It was all true. All the things we intuited as good and real, are in fact, good and real. We knew that a table, an altar of sorts, could give life, produce reality, bear prosperity into the world. We saw that it was true that all human endeavors start around the table, the altar, the bread and the wine. After all, a mother's sacrifice at birth is an act of creation in the most obvious sense. She stands at the altar in this way, offering life into the world, feeding the world with hope in the form of a tiny little soul. That's what an FTF project is when done correctly, a tiny little soul of an idea. It's a little thing that grows large and strong when those who give it birth are willing to sacrifice on behalf of the idea itself.

Put simply, it's just true what we've been saying. It's not bullshit, it's real. Stuff, things, creatures, all of creation begins with sacrifice. Good things rise up from relationships. It's not made up. We were on to something when we started this First Things thing. It's an invisible science. Time + my vulnerable soul + my neighbor = Creation. All things are possible when we live our lives like this. Fear is abolished. Joy abounds. Isolation fades. Patience abides.

Our humble projects overseas are not unlike our humble project here: Give time to others, listen, share in their vulnerability, and from all of this will grow goodness. Local projects that bear fruit. And so it goes. And so we go, trying to repeat this in many forms: In the field as an impresario project, as an education project, as a restaurant, as a media company, as a new business promoting the art of Tamada, as a conference, as a book, as a way to live. We are trying to be true to our mission. And you have allowed us to do it all. And we shall keep going.

Thank you!



John Heers | Director

01



HISTORY

2014

John sets out with his daughter to establish the Guatemala site in 2014 with enough funding to rent a dilapidated house on the shores of Lake Atitlán. By 2017 we have raised 75K, there are over 4 field workers, an additional site established in Sierra Leone, and 5 projects being cultivated towards success.

2019

By 2019 we've managed to open a third site in Appalachia, raise an additional 140K, and expand our team. At this point we've delivered over 10K hours of consultation, taken 36 sojourners overseas via 3 different Keipi Journeys, and most importantly added an additional 6 impresario projects. With the onset of COVID-19 things are uncertain, yet some field workers remain at site and an emergency relief program is initiated in Appalachia.

2020

With an additional round of funding successful, we hire a full time, salaried director in addition to field, media, and financial managers. Projects around the world start seeing success, including a massive middle school reconstruction project estimated at over 50K. We also receives an invitation to start work in Mozambique and a site assessment is completed. The Guatemala site expands to include a second location and we open our third site in Georgia. The offshoot podcast "Why Are We Talking About Rabbits?" is launched.

2023

Keipi Restaurant is successfully launched and begins hosting communal Keipi dinners. Near the end of the year the first ever Art of the Tamada take place in the Florida Keys. Work also starts in Mozambique with the addition of 2 vaguard field workers. Additional field workers are added to our Georgia, Sierra Leone, and Guatemala sites. We now facilitate over 15 active and successful projects around the world and have graduated more than 7 field workers. The beginnings of our for-profit offshoot based on the Keipi takes root.

2024

After invitation to South Africa, energy company Red Rocket accepts our grant proposal to start work in several villages outside of Capetown. Hiring remains apace with a goal to close in on having 4 field workers at each of our established sites. Project count is expected to pass 25 as Mozambique begins to bear fruit and more field workers move into the Creationship.

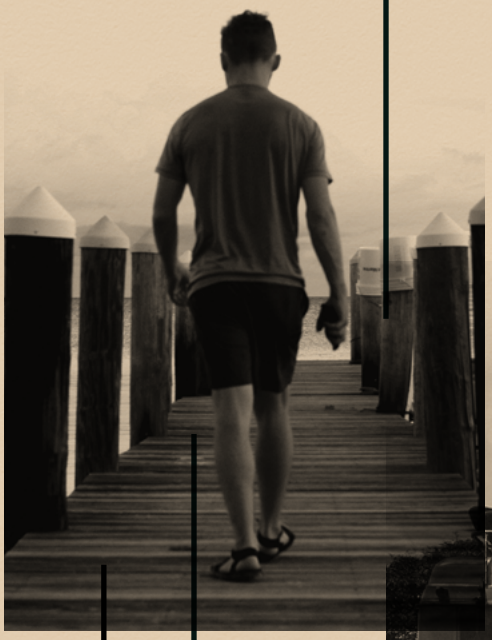




Art of the Tamada 2023



we fuel beautiful projects



on the road in Sierra Leone



PHILOSOPHY

A Beautiful Paradox

David Rhodes | Board Vice President

What does the word 'globalism' mean, to you? For some, it connotes prosperity. For others, a tyrannical conspiracy. As for me, since I've come to know First Things, I prefer a secret third definition. This definition is both humble and aspirational, at the same time. The good definition is this: every human being, all over the world, is part of one family; and yet each of us expresses humanity in our own unique way, according to place, blood, faith, and the freedom of our hearts. And we all need each other to be exactly the unique people we are.

This good sort of globalism is what makes me, a marketer and farmer in America's Pacific Northwest, care about Tamar's dentistry project in the mountains of the Republic of Georgia. I know that Narcisa and Marlon and Angelica need sewing equipment, in Guatemala. I know Madany's dream that Sierra Leone will someday be an exporter of chickens. These names are a gift, for my heart. And they're a bridle for my brain. You see, I have this habit, which you probably have too, of asking for the numbers. What's the return on investment? How many chickens, how many eggs, how many teeth? ...I find in myself a reign of quantity.

And First Things reminds me, over and over and over again, to subsume my inner bean counter into a broader and deeper tapestry: it's not that quantity doesn't matter, it's that quality is more important. There is no number for the love in Narcisa's heart, when she gets the sewing part that she needs. And that numberless love can't be contained, within her; that love shines back at the people who helped it come to life. That's you. That's me. That's a First Things field worker. That's somebody making a toast to motherhood in South Carolina. That's some future saint who's just a twinkle in a young mother's eye.

An evil globalism wants to make every human the same, in the image of some heartless machine. And the way to fight such evil globalism is not to retreat into isolationism. Our weapon is a different global mindset, in which we pour ourselves out, to help one other person become his or her own unique thread in the vast portrait of humanity. And the paradox is that the more we pour, the more we overflow. We only live as well as we give.

So, to the First Things field workers, who give us the gift of giving; and who, in their struggles, failures, and victories, gradually become their whole selves — cheers. Or as they say in Georgia, *Gagimarjos*. Onward!



Deep Immersion

The first phase of a field worker's two years is what we call the Immersionship. We learn the local language, lend a hand to a few local businesses and get lost in the culture. The Immersionship is our way of establishing that we are in the community, not apart from it, or over it.

The main focus of the Immersionship is learning the local language. When we start speaking the language, putting on the words, intonations and gestures of the local community, it's a sign that we are beginning to see things from the community's perspective. It means we are slowing down.

Acts of Creation

We take a bet that every community has impresarios. The Creationship is about identifying them and collaborating with them on what they need, using the sacrifices made in the Immersionship to fuel the creativity and collaboration.

We sit down with these local change makers and facilitate their projects through white boarding, authentic conversations, and extreme listening.

Our job is not to run or manage projects. We simply collaborate and fill gaps. Our impresarios are active agents of their own projects, not useful project implementers of ours. We are a conduit for local ideas to come alive.

the Keipi Effect

We often say that our work is the Keipi, that the Keipi is a living icon that embodies the mission of what we do — or perhaps the other way around. It is the dross of an overflowing bounty and an intimate expression of the joy found in love and sacrifice.

The Keipi table (that ancient toasting feast our restaurant in Greenville is based on) is the place field worker and impresario meet and are made whole. All things united in common purpose.

The Keipi table is the final creation of our work. But, of course, it all begins with sacrifice.



the fifth toast

Remembering Shesnarda

As you likely know, our beloved friend and Guatemala field worker Shesnarda Hornyak died in childbirth in March of 2023. Her daughter, Camila survived. Shes' husband Tom, also an FTF field worker, is now a new father and a widower.

Tom and Shes are a First Things Foundation family. They met in the field, and Tom proposed to Shesnarda at our all team summit in France. They were married a year later. They worked together for more than two years, doing what we do, but doing it better than all of us. Shesnarda, a Guatemalan with superhero relational skills, was leading our up-and-coming project to bring student entrepreneurs to visit our sites around the world – a type of exchange program. She was damn good at that. She was so good at seeing what needed to be done, and
doing it.

But beyond work with FTF, Shes taught us all how to offer warm hospitality to everybody. She loved welcoming people into her home, brewing up some coffee and chatting about anything under the sun. Shesnarda's death has shaken FTF, and Tom is still suffering, as you might imagine. He gave a beautiful presentation to the team at the summit in November, with photos and videos and plenty of stories about Shes and the time they had together. The poetry of it all, the highs and the lows of losing a spouse in this way, are excruciating. But he is a strong man.

Memory Eternal to Shesnarda!













memory eternal

04

Are You A Missionary?

Maximos Magyar | field worker | 2023

"Are you a missionary?" It's a question I get asked whenever I speak with Christians about what I am doing in Sierra Leone. The answers I give usually come across as dodgy and non-committal. "No, but it's complicated. Sort of, in a way."

Before I left the States I told people I was going to be a "pseudo-missionary." Clear as red African mud. Let me try to answer the question in a roundabout way that will hopefully provide some clarity.

Daniel came to visit me and Seth here in Sierra Leone for a little over a week. We both came down with malaria. For me it was the third time. He's probably lost count. He is the ex-field worker that I have the most experience with by far and he's the person I think about if I want to contemplate how being a field worker can transform someone.

Being a field worker is quite ascetic. You give up many comforts and take on a lot of discomfort. It turns you on your head. You go through periods of confusion and loneliness. Much of this is caused by the disorientation that results from moving from one's native culture to one that is thoroughly foreign. It's easy to underestimate the effect that can have on the soul. Through all of this God seems to grant humility to some field workers. Here I want to quote from Beginning to Pray by Metropolitan Anthony Bloom:

> *The word 'humility' comes from the Latin word 'humus' which means fertile ground. To me, humility is not what we often make of it: the sheepish way of trying to imagine that we are the worst of all and trying to convince others that our artificial ways of behaving show that we are aware of that. Humility is the situation of the earth. The earth is always there, always taken for granted, never remembered, always trodden on by everyone, somewhere we cast and pour out all the refuse, all we don't need. It's there, silent and accepting everything and in a miraculous way making out of all the refuse new richness in spite of corruption, transforming corruption itself into a power of life and a new possibility of creativeness, open to the sunshine, open to the rain, ready to receive any seed we sow and capable of bringing thirtyfold, sixtyfold, a hundredfold out of every seed.*

That's what you're supposed to do as a field worker. You're supposed to sink into the muck and die to yourself to become fertilizer to help bring forth new creation. I believe I see this humility in ex-field workers though they wouldn't like me to say it. Regardless, I think it's fair to say that that's what First Things Foundation wants for its field workers. When I'm in a brave mood I can say that that's what I want for myself.

Sierra Leone is really ugly, both spiritually and physically. There's no way around that. The locals don't quite see it because they were raised in it but surely it affects them. Field workers, on the other hand, see it with fresh eyes and it hurts badly. Something about these fresh eyes allow you to see the brokenness of the world and the brokenness of yourself. The situation also makes you cast those eyes around desperately to find beauty and slowly, slowly you learn to see that too. I think there is joyful sorrow in learning to mourn the ugliness around you while simultaneously seeing God in the beauty you learn to see.

Asceticism, humility, and joyful sorrow. If field workers are missionaries, I think it is because of these three things, because maybe with these three things they can acquire a spirit of peace. St. Seraphim of Sarov said, "Acquire a spirit of peace and a thousand souls around you will be saved." I think this is the mysterious missionary spirit of field work.

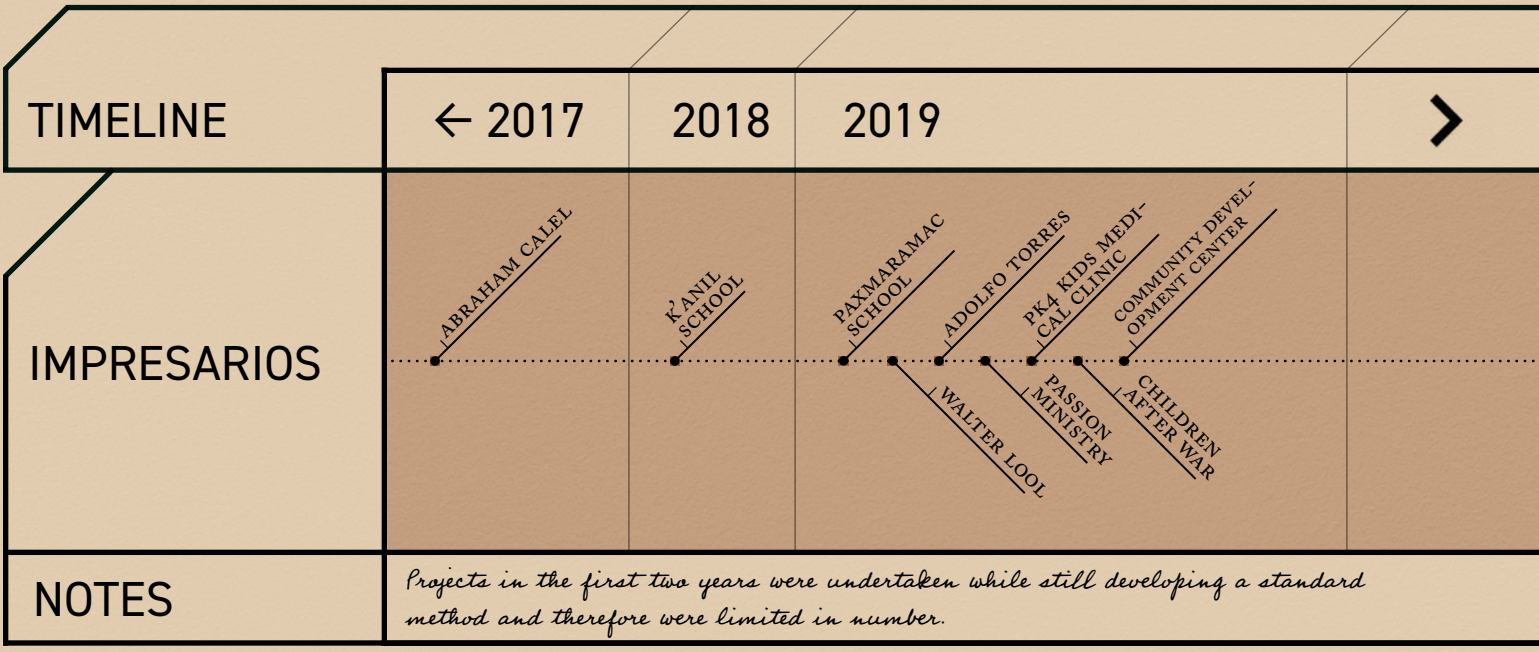


Asceticism, humility, and joyful sorrow. If field workers are missionaries, I think it is because of these three things, because maybe with these three things they can acquire a spirit of peace.

PROJECTS OVERVIEW

Since 2017 First Things Foundation has maintained an ongoing portfolio of impresario projects across 3 sites: Guatemala, Sierra Leone, and Georgia. In 2024 we also expect to add our first impresario projects from our Mozambique site.

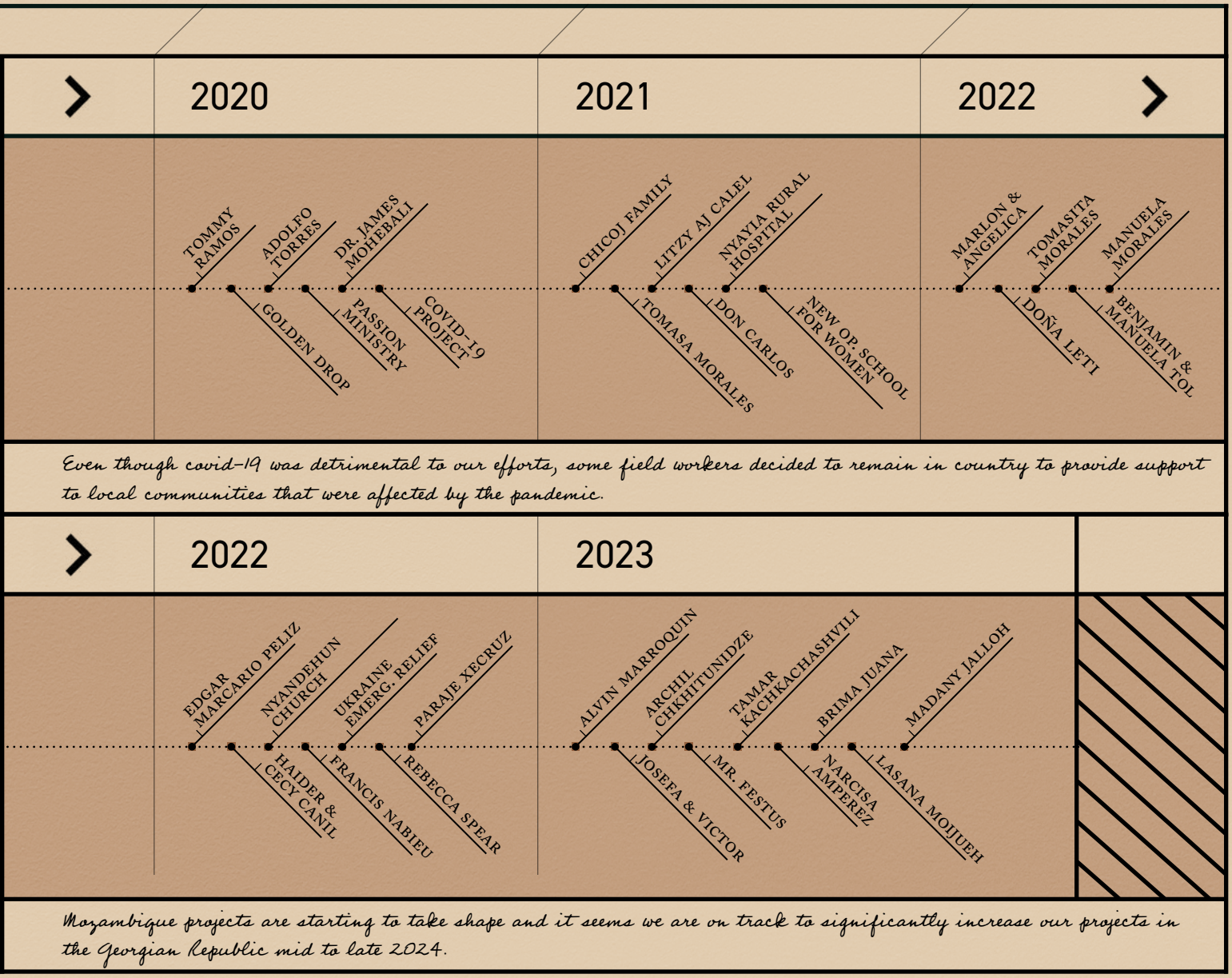
Projects range in type, scale, and impact, but for any project to be considered it must work towards the betterment of the local community. This is in keeping with our ethos, that the "first things" are relationships. Projects should be able to demonstrate the same principle in the context of the wider community as well. This also means that a lot of our impresarios are groups of people who have come together for a cause.



FIGURES.01 2017-2023	CUMULATIVE DIRECT PROJECT AID OVERVIEW
# of projects that received direct donor to impresario aid*	23
total estimated value of direct aid (not including approx. 2,300 hours of freely given project consultation)	$149,725
# of individuals who contributed aid	>27
ultrasound machines delivered	2
class rooms built	5
# of computers / laptops provided	62
# of opportunities provided	∞

* money raised by the field worker as per their own initiative, and aid given directly to impresarios as per donor direction





Projects are facilitated by field workers who enter into two year terms of service. Impresarios are people with brilliant ideas whom we assist. Projects are not dictated to the impresarios, nor are they the ownership of the facilitating field worker. All projects remain in the sole guardianship and care of each impresario. First Things Foundation will continue, as long as we are able, to take that bet that in every place we are invited there are people like those listed here, willing to take a chance to improve their lives and those of their community.

PROJECT SPOTLIGHTS

07

Francis - Sierra Leone

In the world of big money and world-changing non-governmental organizations, certain criteria are employed to judge whether implementing this or that project is worth it. Some communities and projects receive tremendous funding and implementation (not always for the benefit of the community, but that's another conversation), while others are left out.

Francis is one of those brilliant impresarios that would have been overlooked if it had not been for our field workers' mud hut being right next to Francis'. In Sierra Leone you get to know your neighbors really well. Francis would teach us about local customs and he'd ask us about Spanish verb conjugations and how to solve physics problems. It became clear he wasn't an ordinary fellow. Francis had big dreams.

After some time, Francis mentioned to Jacob that the people in his nearby home village of Loma were experiencing lots of illnesses, like typhoid fever. The only drinking water available to the Loma villagers was murky water collected in uncovered holes. Jacob took a trip out to Loma, and soon enough, an impresario project was underway. Jacob fundraised the money to dig and build a well in Loma, but Francis didn't stop there. In 2023, Francis asked Maximos if he'd like to consider another well project in a very similar community called Bobengu. The villagers in Bobengu are completing the well construction this week, and another village is on the radar for the next well project.

The reason these well projects work is because of our longstanding relationship with Francis. He's a trustworthy friend. And he's known in these communities as a leader. Each community has formed a maintenance committee, and villagers contribute small amounts of money periodically to maintain the pumps and keep the water clean.

On behalf of Francis and these villages, we can thank Randall Mark Trainer for his generous donations to build these wells. The wells have provided clean drinking water and renewed health. The chief of Bobengu told Maximos that he is saving lives in his village, and he didn't know how to express his gratitude.

Marlon & Angelica - Guatemala

Angelica has a biting sense of humor. She won't hesitate to call out your bad Spanish, or even poke fun at your weight. Her husband, Marlon, is sweet and sincere, a good counterweight. Our field workers in Momostenango had been friends with Marlon and Angelica long before they became project partners.

Since partnering with these impresarios, our field workers have helped them try different entrepreneurial ideas, from opening a little convenience store to selling tortillas. Not all the ideas have panned out, with the exception of the backpack manufacturing business. In the common room of their tiny house, the couple uses all the necessary raw materials, from fabric to zippers, to construct high quality backpacks that are distributed all around Guatemala.

Marlon and Angelica have never expected First Things to give them this or that, but field workers have been excellent at identifying different ways to add value to the business. In 2023, Adrian helped fundraise money for a printer and serigraphy machine that transfers printed images to the backpacks. Thanks to these machines, profits have increased and they were able to reinvest and buy a computer to source the images to print. The business is growing.

We can thank several donors for helping Marlon and Angelica: Lori Kaiser, Juana Bordas, Martin/Martin Company, and Juno Padilla on his most recent visit back to Guatemala. These impresarios, like many families in small-town Guatemala, are just doing what they can to employ their creativity and hard work to support their children. It's a simple business, but they're proud owners and entrepreneurs and we're blessed to have met them.

Tamar - Republic of Georgia

Oswald met Tamar during his immersionship in Akhaltsikhe. Tamar's father is the local butcher and her mother owns a second hand clothing shop in town. When they got to know Oswald and what he's doing, they thought First Things could greatly help their daughter, Tamar, who runs a dental clinic.

The clinic is in a tiny village called Arali, which is surrounded by other economically disadvantaged villages that don't have easy access to dental care. The nearest clinic, in Akhaltsikhe, has a long wait list, so traveling 200 kilometers to Tbilisi is the only option for lots of these residents. Over 8,000 Georgians reside in the area that Tamar has opened her services to, but she's been constrained by the number of patients she can treat because her clinic and equipment are outdated. Sterilizing equipment is time and labor intensive.

Over the course of a few months (and many Supras), Oswald, Tamar and her husband Giorgi drew up some solutions to the clinic's challenges. Oswald helped fundraise money for new lights and tiling for the clinic, and got his hands dirty with the remodeling of the space, making it more sanitary and professional. Installing insulation around the windows kept the clinic warm in the freezing winter months, which allowed Tamar to receive more patients during these otherwise sparse months.

Thank you to Randall Mark Trainer for kindly donating to improve Tamar's clinic, and thank you to anyone interested in helping Tamar get some sanitation equipment, which will help her save time and receive more patients. You can get involved by visiting this link: https://first-things.org/impresarios/tamar.

If you would like to donate to a project you can find them all by following this QR code or visiting:

first-things.org/all-projects



Tamar in her clinic

SUMMIT 2023





Daniel Padrnos | Executive Field Director

Since FTF's conception, John Heers has insisted that the Keipi feast is the symbol, or metaphor of First Things Foundation. Guests sitting around a table, making toasts led by a host called a Tamada.

If you know John, you know he's probably never given an exact explanation of how a dinner party relates to people volunteering far away. But the metaphor became clearer to me after our combined FTF summit and Art of the Tamada event in Islamorada, Florida.

During the first half of the week, field workers gathered from the ends of the earth to relax on the beach and commune with co-strugglers. Conversation at these summits pretty much always points to the profound act of showing up as a stranger in a faraway community. There's an art to "guesting", if you will. How to listen and become familiar with that which is foreign, and examine how you, as an outsider, can add to the beauty you've encountered inside.

The Art of the Tamada event took place during the second half of the week in Florida. The point of the event was really to teach the art of hosting: Not just how to entertain guests, but how to invite them into a tradition that demands their attention, while giving them a chance to contribute their idiosyncratic experience to the tradition, without capsizing the tradition. Like I said, an art.

The roles of host and guest are fundamental to human existence: insider and outsider, master and apprentice, parent and child, ruler and subject.

What I'm trying to say is that the Keipi is a symbol of a proper relationship between guest and host (if it's done right). First Things is teaching the art of hospitality: how to be hosts in America, and guests outside of the country.

If we can learn the art of hosting and guesting, we get closer to the art of being human. And if we can become human, we can at least start the journey towards divinity. Theanthropology!



DISCUSSIONS

001. Creating Field Worker Accountability Partnerships
002. A Recap of 5 Years with FTF - Tom Hornyak
003. Lessons Learned in the Field
004. The State of the Mozambique Site
005. Developing an On-site Field Worker Training Program
006. Language Learning Resources
007. New Field Worker Introductions
008. State of First Things Foundation Media
009. State of Keipi Restaurant
010. Speaker: Fr. Hans - The Spiritual Journey of a Field Worker

000. Location and amenities provided with generous discount by Pines & Palms Resort, Islamorada, FL

Art of the Tamada

John Heers | Director

The Keipi (and its more formal cousin the Supra), is simply a toasting table. A way to be at a table. It includes a Tamada, a toastmaster, and at a Supra it includes a fool, the person who presents the wine, the Melekipe. At the Keipi people toast to eternal themes. Hearts open up, vulnerable souls gain confidence, tradition abides and yet it all comes with a sense of freedom. The Georgians have perfected the art of being together at a table. We've borrowed from them and offered it to our starving souls here in the West. We are thankful for the Georgians, they've given us an icon and a way to be that we call First Things Foundation.

And if all of that sounds kind of mushy, well, it kind of is. But, at our first ever Art of the Tamada weekend, we made it all less mushy by offering a training in how to throw the Supra dinner. And boy did we ever throw a dinner. Two in fact! We also went fishing and smoked hookah and riffed good music and laid out in the sun and generally imbibed something like a thoughtful rest.

We did it together, all of the FTF crew alongside 30 guests from around the country. Nicholas Kotar spoke on the nature of being a guest, and the nature of being a host. It was an amazing conversation. Neil Degraide sat together with Fr. Silouan Justiniano and delved into the story of wine and its significance beyond being a grape drink. We all left as better hosts and better guests. It gave us a sense that we must keep going. A great hope ensued. Somehow the inside of all that we are at First Things became intertwined with the outside of all that you are, people who support First Things. There was a proper coming together. What a joy! (I know this all sounds hyperbolic and cheesy, but I'm telling you, it was wonderful).

And so we are planning two more events in 2024. One in Washington state, in Leavenworth at the Sleeping Lady Resort (July 7-10). One back in Islamorada, Florida, in the Keys (November 7-10). We hope to see all of you there. We've also resolved to teach more people the art of the Tamada, and in fact we will be on a type of tour all year, weaving people together at home and abroad, uniting people at the table which is, of course, an image and an invitation to a higher thing, an altar where all of us can find purpose in this postmodern life. We are committed this year to creating a business that offers the art of hospitality to people all around the world. Stay close to us, and please find others like yourself to jump on board, support, follow, holler at, and pray for us.

Let's throw a Supra together! Forever.

Use the QR code or follow the link below to discover more about AoT and how to join one near you:

first-things.org/aot





beachside lecture on the Supra





the second night's Keipi dinner



KEIPI RESTAURANT

Jacob Marsnik | General Manager

As we are in the business of toasting, in the traditional sense, I would like to propose a toast to start out this State of the Restaurant Report. It's a toast to that moment when things start to heat up. Not quite the top of the hill, but almost. Not quite the momentum shift but *almost*.

At Keipi, we pride ourselves on our hospitality. Our food is great, don't get me wrong. Our wine is really great, I mean, Georgia literally invented wine. But what we're really here to do is make people feel that feeling of togetherness, of being around the family dinner table. It's a feeling that many of us have forgotten, another casualty of the project of the modern individual.

About a year ago, I was speaking with my friend Ryan. He was remarking on the notion of hospitality and how desperately necessary it is, especially when one is starting a business like a restaurant. Because, and especially for us, with our limited experience with restaurants, one doesn't know anything about what needs to be done. In the beginning stages, there are so many mistakes made that it becomes the norm. And mind you, I'm only able to speak on the last year. Daniel and John and the others could tell you much much more, I'm sure.

But here's the thing: if you double down on hospitality in those initial months and years, this beautiful thing happens. People forgive some of those mistakes. If you triple down, they may just forgive *all* of them. And while you're making mistakes, and being forgiven, you get time to learn and fix. And then eventually, the food, the service, the ambiance, and everything else starts to catch up.

That's where we are now. The restaurant is catching up to the spirit of hospitality we began with. And things are really starting to happen.



head chef Iryna Tarasenko



general manager Jacob Marsnik





volunteer tamada Evan leads a community Keipi



2024 ROADMAP

The main goal of Keipi in this new year is to be able to pay our own bills, without any additional support from FTF donations. This means ratcheting up our marketing, and keeping our warm, welcoming, hospitable environment top notch.

In addition, we are going to either participate in, or create one extra event per month. For January, we participated in Greenville's "Restaurant Week," which brought in tons of new faces. February, we are putting on a Valentine's Day Singles Keipi. March, we are partnering with SoFar sounds, hosting a small concert. April, we have a very special Keipi in the works, stay tuned, and May we will be partnering with the Farmer's Market in Traveler's Rest to bring a Keipi table to them!

And much more, stay tuned!

FIGURES.02	KEIPI RESTAURANT	2023-2024
Signature:	Jacob Marsnik	
Observations		AMT
Keipis thrown since opening		250+
Tamada training events		2
Active volunteer tamadas		6
Melikepes available		10+
Bottles of wine popped last year		1,200+
Vakhtanguris given out		a lot
NOTES	In addition to our private and community Keipi events, we have also participated in over 5 local events this past year alone. Gaumarjos!	

FINANCIAL REVIEW

FIGURES.03*	EXPENSES 2022
ALLOCATION	AMT
Operations	206,902.00
Site Operations	150,582.00
Administrative	693.00
Insurance	12,495.00
Communications	26,402.00
Total	397,074.00

FIGURES.04	INCOME 2022
SOURCE	AMT
Grants/Foundations	180,000.00
Fundraising	15,986.51
Donations	193,808.23
Total	389,794.74

FIGURES.05*	EXPENSES 2023
ALLOCATION	AMT
Operations	196,280.79
Site Operations	168,320.01
Administrative	8,179.43
Insurance	7,526.18
Communications	64,204.21
Keipi Restaurant	654,733.49
Total	1,099,244.11

FIGURES.06	INCOME 2023
SOURCE	AMT
Grants/Foundations	75,000.00
Fundraising	62,783.94
Donations	370,189.10
Keipi Restaurant	644,504.43
Total	1,152,477.47

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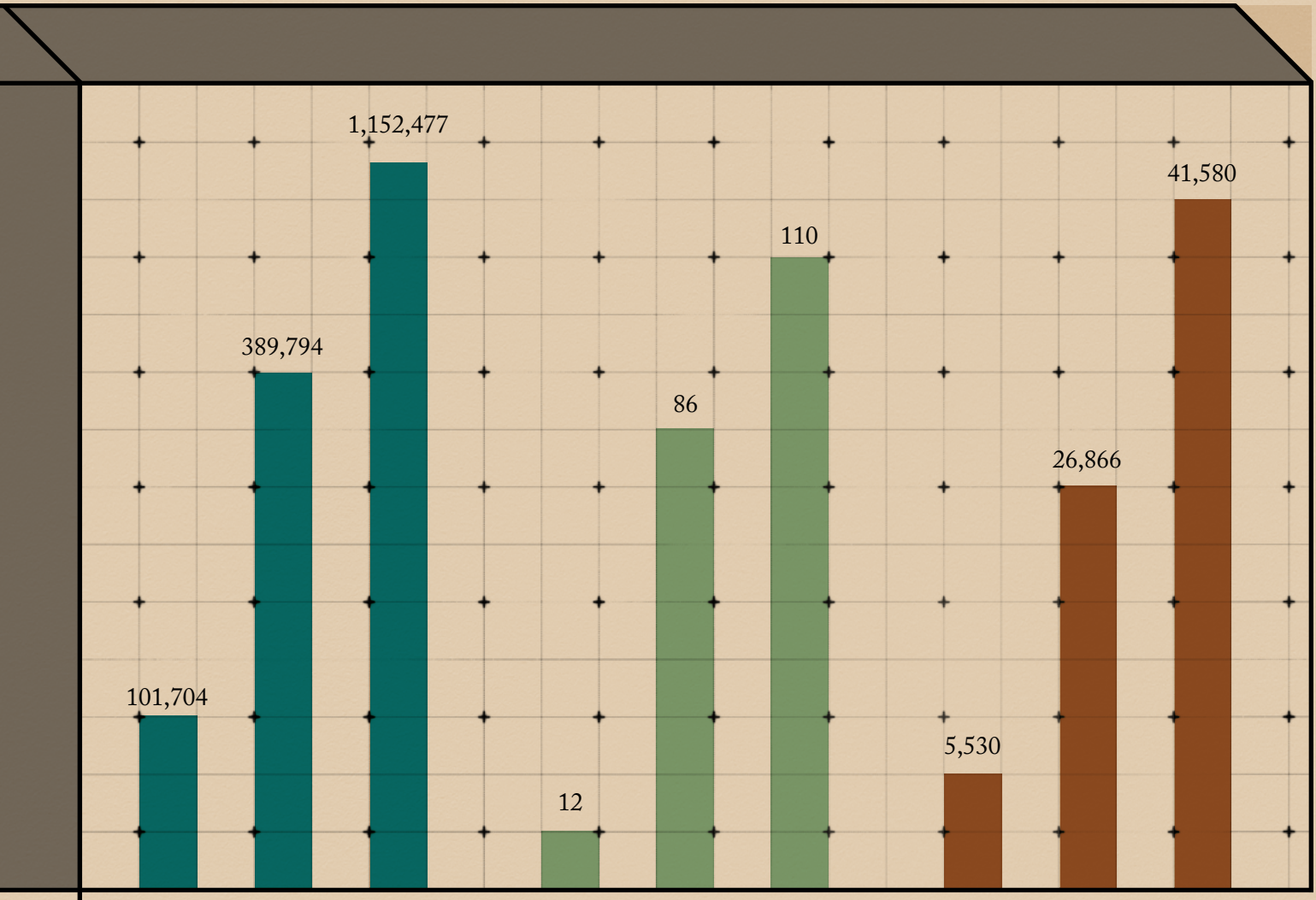
* DEFINITIONS

Operations: Professional Development, Payroll

Site Operations: 4 to 5 sites (Appalachia site suspended Q3 2022, see Director for more information)

Communications: Fundraising, Marketing

Recurring Donors: Includes funds received from Substack paid supporters



2018 vs 2022 vs 2023 Total Income

2018 vs 2022 vs 2023 Recurring Donors*

2018 vs 2022 vs 2023 Income as Recurring Donations

SUMMARY

EXPENSES

We saw a very large increase this year as a result of funding Keipi restaurant during its start-up phase. Fundraising and marketing also saw increased budget levels as we focused more on obtaining quality field workers and expanding the amount of speaking opportunities afforded to both Daniel and John.

While not terribly significant, site operations increased slightly as we continued to adjust for additional field workers and the stabilization of a new site in Mozambique.

INCOME

A major donation towards Keipi restaurant accounted for a large portion of our increased outcome. However, recurring donations have also never been higher as we continued to build our existing donor base while also supplementing it with paid subscribers. Our fundraising efforts were also bolstered by our first Art of the Tamada event which was an unequivocal success.

The previous years investment into our podcast and written media has paid off and the beginnings of our for-profit offshoot is already showing promise. 2024 looks to be a year of solidifying gains and preparing the way for explosive growth in 2025.

LOCATIONS & TEAM

FIELD TEAMS	ADMINISTRATIVE	SUPPORT
001. GUATEMALA Tom Hornyak Ozzie Giles Juno Padilla Adrian Perez 002. GEORGIAN REPUBLIC Oswald Farley Thomas Gilbert Nicholas Guilbault 003. SIERRA LEONE Seth Levine Maximos Magyar 004. MOZAMBIQUE Jacob Potvin Dmitry Akimov	001. FIRST THINGS FOUNDATION John Heers *Director & Co-Founder* Daniel Padrnos *Exec. Countries Director* Michelle English *Development Director* Andrew Schwark *Creative Director* 002. KEIPI RESTAURANT Jacob Marsnik *General Manager* Iryna Tarasenko *Head Chef*	001. BOARD MEMBERS Sarah Hardie *President* David Rhodes *Vice President* Christian Metz *Secretary* James Timmerman *Treasurer* Michael O'Hara *Director* Joshua Hardie *Director* William Dickey *Director* Eli Moore *Director*



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LOCATIONS	GUATEMALA - SIERRA LEONE - MOZAMBIQUE - GEORGIA REP.



NOTE:
Without question the most important people in FTF are the field workers. Without their 2 year sacrifice, our work wouldn't exist. Likewise, the names of all those who support us both financially and otherwise are key to the ongoing success of First Things Foundation.

2023



First Things Foundation
For more information, please visit
www.first-things.org