



Seed Effect



2022 ANNUAL REPORT

Hope starts with a  
simple green box.



Seed Effect is committed  
to bringing Christ-centered  
economic empowerment  
to the hard places.



Reida Dudu of "Emmanuel" Seed Effect Savings & Loan Group | Rhino Camp Refugee Settlement, Uganda

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## GLOBAL REFUGEE CRISIS

# 100 million people have been forced to flee their homes

### The world is facing an unprecedented global refugee crisis.

According to the UNHCR\*, over 100 million people around the world have been forced from their homes as a result of conflict or persecution. Unfortunately, over 80% of refugee crises last 10 years or more. In other words, refugee status is rarely short-term. While aid and emergency support are often needed at first, in the long-term, these solutions are unsustainable, creating dependency, and trapping families in a perpetual cycle of poverty.

#### AT SEED EFFECT, WE BELIEVE:

- **People living in poverty are capable.**  
With access to the right tools, people living in material poverty can provide for their families with dignity.
- **Restored relationships bring transformation.**  
Introducing people to Jesus and empowering them to restore broken relationships is essential for true transformation.
- **The hard places are worth investing in.**
- **How we help truly matters.**



#### A NEW APPROACH

**Our experience and the measured success of our program has uniquely positioned Seed Effect to serve as a catalyst to shift the response to refugee crises.**

Together, through our Christ-centered, savings-led microfinance program, we are empowering refugees and those living in material poverty to provide for their families with dignity.

[See the impact for the refugees we serve on page 28 »](#)



\*<https://www.unhcr.org/refugee-statistics/>

Jenifer and Rose of "Emmanuel" Seed Effect Savings & Loan Group | Rhino Camp Refugee Settlement, Uganda

## LETTER FROM THE EXECUTIVE DIRECTOR

Dear friend,

I first traveled to East Africa over fifteen years ago and have returned countless times since. Every time I visit, God reveals something new and my most recent trip was no exception. What made this trip unique was who I shared it with — my eleven-year-old daughter, Sophia. She was eager to see the place, people, and work I love. I was blessed to see it all anew through her eyes. It was an immeasurable gift.

One reality of working in areas affected by conflict is the heartache in every story. I've yet to meet a refugee whose story didn't include fleeing war, tremendous loss, a sense of utter hopelessness, and a desperate search for opportunity.

In hearing their stories, Sophia saw a glimpse of a reality that no eleven-year-old should ever have to know, let alone experience. And yet, over half of the growing global refugee population are children, some of whom we met during our time in Uganda.



Seed Effect U.S. team visits Seed Effect groups in Northern Uganda.

Seed Effect is meeting these families at the intersection of hopelessness and the search for opportunity. We are reminded daily that present sufferings are not a permanent reality because God has intervened, and we get to see the rest of their stories unfold.

During our visit, we met with Seed Effect groups who had just completed their first year in our program. One year of weekly Bible studies, Christ-centered community, saving, lending, sharing, and rebuilding had begun to change their stories.

In Unity Group alone: Elizabeth came to know Jesus. Medelina now has friends. Gaba and Santa started businesses. Lino and Ledia purchased goats. Cecilia and Suzan paid school fees. They were seeing their hopes and dreams become reality. (pg. 12)

While I knew what they had gone through to bring them to this point, what Sophia saw was joy. What we heard was gratitude. What we celebrated was restoration.

### ► Looking Back: 2022 Expansion

These members and their stories represent the more than 67,000 families empowered through your support.

As we reflect on 2022, we're celebrating:

- **Continued growth:** 16,531 new members and the goals you helped us exceed. (pg. 8)
- **Restoration:** Seed Effect members, like Elizabeth and Suzan are celebrating restored relationships and God's provision. (pg. 12)

- **Radical generosity:** We praise God for funding to empower more members. (pg. 36)
- **Expansion:** We launched two new branches in 2022 and will launch in the last of the northern Uganda refugee settlements January 2023. (pg. 14)

### ► Looking Ahead: 2023 and Beyond

The demand for Seed Effect's program continues to grow. So, as we celebrate the 67,000 families you've empowered, we recognize our work has only just begun with over 1 million refugees in Uganda, and millions of others struggling to rebuild in neighboring countries.

In 2023, we launched our third and final expansion branch in northern Uganda, placing Seed Effect in the seven largest refugee settlements in the region.

With the ever-increasing demand for Seed Effect's program, the experience of our local team (pg. 22), an ambitious plan for growth (pg. 32), and a community of generous donors, like you, Seed Effect is positioned to act as a catalyst for restoration in 2023 and beyond.

It's an honor and blessing to serve with you. Thank you for continuing to bring hope and opportunity to the hard places.



Gratefully,

Missy Williams,  
Executive Director & Co-Founder

2022 GOALS EXCEEDED

# God used you to

► **Empower more people**

Together, we served 16,531 new members in 2022—our biggest year of growth ever!

*Exceeding our goal by more than 3,500 new members*

► **Promote resiliency**

On average, members report a 30% return on savings, \$59 in 1st-cycle savings, \$76 in 2nd-cycle savings, and \$89 in 3rd-cycle savings.

*Exceeding our average return goal of 25% and average savings goal of \$45*

► **Encourage spiritual growth**

99% report an improvement in their relationships with God, self, others, and the rest of creation.

*Exceeding our goal of 90%*

► **Foster sustainability**

Overall, 84% of groups that begin Seed Effect's program complete all three cycles.

*Exceeding our goal of 80%*

► **Give generously**

\$2,511,172 was given to fund this life-changing work for an increase of 23% over 2021.

*Exceeding our goal of \$2,005,000*

**"We absolutely love the way Seed Effect comes alongside refugees to use their own gifts and talents to achieve economic independence – it's just beautiful.**

**We are delighted and honored to support this wonderful ministry."**

**MICHELLE & JIM WILSON,**  
Seed Effect Donors Since 2021

*More from our generous donor community on pg. 35*



**67,422**  
MEMBERS SERVED



**\$7,390,944**  
SAVED BY SEED EFFECT MEMBERS



**84%**  
OF GROUPS GRADUATE  
FROM THEIR 3<sup>RD</sup> CYCLE



**30%**  
AVERAGE RETURN  
ON SAVINGS



Stella Alaka of "Unity" Seed Effect Savings & Loan Group | Rhino Camp Refugee Settlement, Uganda



10 Medelina, Cecilia, Ledia, Vivian, and Santa of "Unity" Seed Effect Savings & Loan Group, Rhino Camp Refugee Settlement, Uganda

## 2022 MILESTONES

# We're celebrating!

### ► Empowering over 67,000 members

Together, since launching in Uganda in 2017, we've empowered over 67,000 South Sudanese refugees and Ugandans in over 2,500 Seed Effect groups who collectively care for over 335,000 children to know Jesus and provide for their families with dignity.

*Meet some of these members on pg. 12*

### ► A growing team

79 new (full-time and part-time) Seed Effect Uganda staff members joined our team in 2022! We also welcomed two new team members to the Seed Effect U.S. team.

*Hear from our staff on pg. 22*



### ► Weathering hard times

By summer it was clear that economic hardship had caused demand for our program to outpace projections. As costs continued to rise, we needed to increase our growth goals and we did it, celebrating the biggest year of growth yet!

*Despite increasing economic hardships, Seed Effect members are still improving their lives.*

### ► Expanding to 6 of 7 refugee settlements

At the beginning of 2022, Seed Effect was serving in four of the seven refugee settlements in northern Uganda. By the end of the year, we had launched two new branches with a third underway.

*Read about our goal to empower refugees in every settlement in northern Uganda on pg. 14*

GROUP SPOTLIGHT

## Becoming a family called, "Unity"

Almost two hours away from the nearest town and hundreds of miles away from home, the members of Unity Seed Effect group are celebrating restoration in Rhino Camp Refugee Settlement in northern Uganda.

There are nine tribes represented amongst the 30 South Sudanese group members that meet weekly at their local church, Bible Hope International.

After a year of weekly meetings that include Bible studies, building Christ-centered community, saving together, and accessing critical financial tools, the members of Unity group disbursed their share out of \$2,351.

Edward, pastor of Bible Hope International Church, where Unity group meets shared,

*"Prior to joining Seed Effect, our members reported a lack of access to critical financial tools, and, on average, reported having less than \$7 in savings. After just one year, the members of Unity group had saved an average of \$80 per person in savings. There is a lot to celebrate."*



Their goals and dreams are becoming reality. Together, we're empowering refugees and people living in poverty to prove that they are capable and can be economically self-sufficient rather than eternally dependent on handouts.

But what is most encouraging is the way God is using this group to restore relationships.

Here's what the group members shared: "We did not know each other before moving here. But now, people from different tribes have come together and we have become a family called Unity. When we are sick, our group members come and visit us. When one is lacking, the group members can help. There is a lot of cohesion in this group.

*"Back in South Sudan, we had conflict, and we were not loving our neighbors well. But now we realize, because of Seed Effect's teachings, there is a mandate to relate well with our neighbors, ourselves, and God. We hope these teachings continue to others so that by the time peace comes to South Sudan, this will be a transforming agent."*



**LEDIA MELING,**  
Member of "Unity" Seed Effect  
Savings & Loan Group

## KGF EXPANSION UPDATE

# 2 of 3 Expansion Branches Launched

War forced over 1 million South Sudanese to flee, seeking refuge in Uganda. Over 800,000 of these refugees now reside in seven settlements in a rural and impoverished region in the north.

Since launching in Uganda in 2017, Seed Effect has provided access to Christ-centered, dignifying, and empowering tools executed by the refugees themselves. By the end of 2021, we had grown to serve in four of these seven refugee settlements.

An independent impact assessment (see pg. 28) and five years of data confirmed our program was working. In 2022, with the support of Excellence in Giving's Kingdom Giving Fund, we embarked on an ambitious expansion project to launch in the three remaining refugee settlements that would allow us to serve an additional 20,500 South Sudanese refugees and Ugandans over the five-year duration of this project.



### OUR PROGRESS SO FAR:

- Launched in Rhino Camp in Q1 of 2022 — serving **4,139 new members** in 160 groups (and counting!).
- Launched in Lamwo in Q3 of 2022 — serving **1,041 new members** in 40 savings groups (and counting!).
- Staff were hired to prep for 2023 Kiryandongo launch.
- We launched 410 new groups at four existing branches, and 200 new groups at our expansion branches. **A 49% increase from this expansion!**

The third and final expansion branch will launch in Kiryandongo in Q1 of 2023, meaning South Sudanese refugees in **all seven refugee settlements** and Ugandans in the neighboring villages will have access to Seed Effect's program.

- ▶ **Our ultimate goal is not only to ensure members have access to essential financial tools, but also to help them grow spiritually while leveraging these tools to gain resilience and step out of poverty.**

Learn more about how Seed Effect members are leveraging these tools on page 26. Hear more about our newest branches and meet the members on page 12.

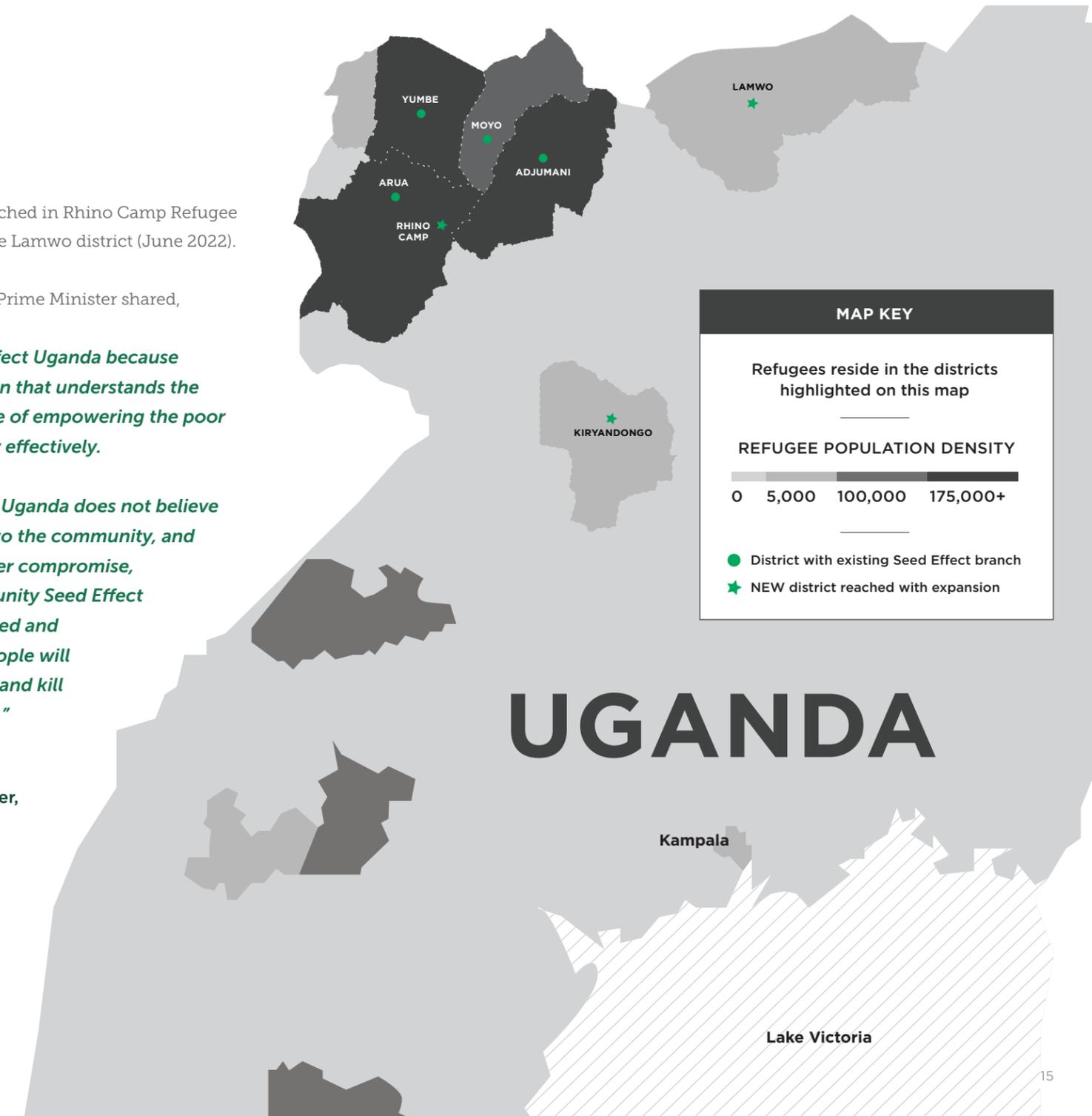
Our two newest branches launched in Rhino Camp Refugee Settlement (January 2022) & the Lamwo district (June 2022).

The Rhino Camp Office of the Prime Minister shared,

*"[We] stand with Seed Effect Uganda because it is the only organization that understands the principle and importance of empowering the poor and how to fight poverty effectively."*

*The fact that Seed Effect Uganda does not believe in granting cash money to the community, and they make sure they never compromise, means that every community Seed Effect goes to will be empowered and transformed because people will learn to be independent and kill the spirit of dependency."*

**ARMITEG BASKANIA,**  
Office of the Prime Minister,  
Rhino Camp Refugee Settlement



**CHRIST-CENTERED,  
SAVINGS-LED MICROFINANCE**

## How it works

Without access to **banking services**, refugees and those living in material poverty don't have a safe place to save for lump sum expenses, like school fees, or a way to access affordable credit to support income generation.

Without access to **insurance** paying for emergency expenses can be devastating. Broken systems force many of these families to struggle to survive rather than thrive. As a result, they lack the opportunity to overcome poverty.

- ▶ **Seed Effect's savings-led microfinance program provides a safe place for materially poor households to both save and borrow money in order to generate income, as well as Christ-centered community and spiritual discipleship.**



\*God is Good\* Seed Effect Savings & Loan Group, Baratuku Refugee Settlement.

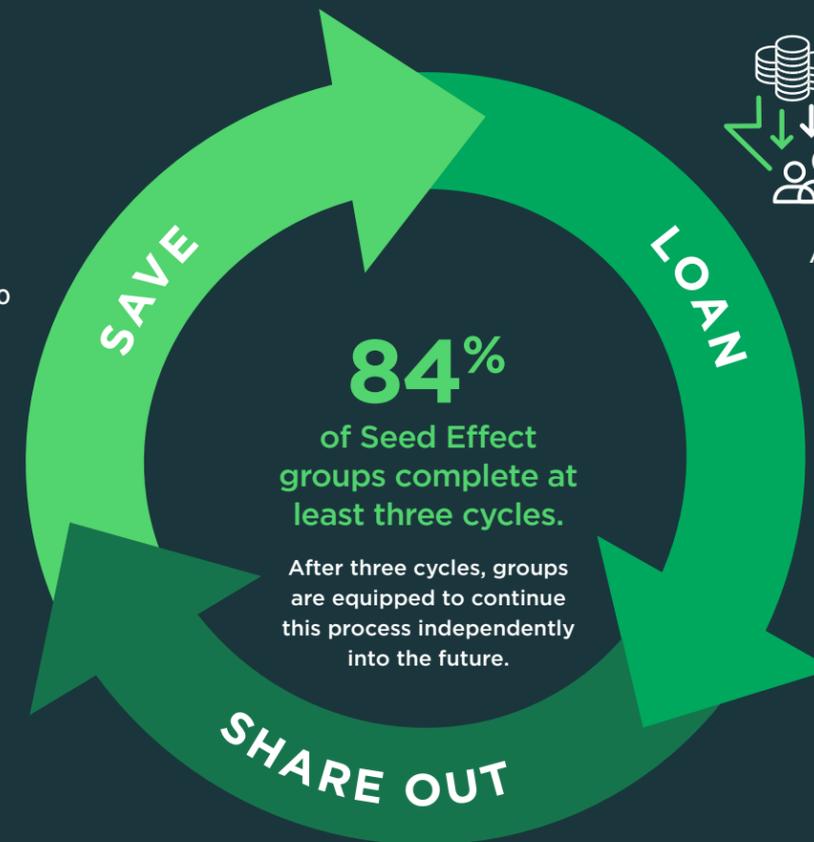
## Seed Effect Savings & Loan Cycle

AVERAGE LENGTH: 1 YEAR



Self-selected groups of 15-30 people meet weekly with a Seed Effect trainer to:

- Study God's Word
- Build Christ-centered community
- Pool their savings



As the savings grows, group members provide interest-bearing loans to each other for:

- Investing in businesses
- Paying school fees
- Providing household necessities

The group's micro-insurance fund serves as support for emergencies.



At the end of their cycle, savings and interest earned is distributed based upon the amount contributed.

On average, Seed Effect members report a **30% return** on their savings!



**INSIDE THE BOX**

It starts with a simple green box.

The materials included in this secure metal box, combined with the long-term guidance of our indigenous team, promote holistic poverty alleviation.



Take an interactive look at how each tool is used: [seedeffect.org/insidethebox](http://seedeffect.org/insidethebox)



LOAN FUND BAG

GROUP MANUAL & BIBLE STUDY

CALCULATOR

MONEY COUNTING BOWL

PASSBOOKS

RULER

PENS

SOCIAL FUND BAG

BIBLE

STAMP PAD

STAMP

FINES BOWL

LOCKS

KEYS

MONEY

LEDGER

OUR 3-CYCLE APPROACH

# Fostering Sustainability

Our 3-cycle approach is designed to equip members to independently manage their group after graduating from their third savings cycle.

Each savings cycle lasts an average of one year and consists of weekly group meetings where members gather to study God's word, build Christ-centered community, pool their savings, and provide interest-bearing loans to each other.

At the end of the cycle, their savings and the interest earned are distributed amongst group members based on the amount contributed.



## Seed Effect's 3-Cycle Approach

AVERAGE LENGTH: 3 YEARS

### YEAR 1: SAVE & LOAN

Plant new groups with a focus on training and equipping members to lead their weekly savings group meetings.



### YEAR 2: ENTREPRENEURSHIP

Provide entrepreneurship and livelihood training through Chalmers' Plan for a Better Business curriculum, promoting resilience and empowering our members to grow.



### YEAR 3: INDEPENDENCE

Facilitate beneficial connections with community leaders (including churches and formal financial institutions). Ensure members are fully equipped to continue meeting independently upon graduation to continue growing.



LOCALLY LED

## Seed Effect Uganda team

Our indigenous team is comprised of South Sudanese refugees and Ugandans who are uniquely equipped to serve their people.

They have faced the same hardships as our members and know firsthand how critical Seed Effect's program is to equip their neighbors with the tools they need to break the chains of systemic poverty.

Our team also knows that poverty is not only a financial problem, and so they remain dedicated to bringing the good news and hope of Jesus Christ to the most challenging situations in the hardest places.

In 2022, Seed Effect employed 93 full-time staff and provided part-time work for 173 South Sudanese refugees and Ugandans.



Seed Effect Uganda Head Office Staff

*"I have learned a lot from being on staff with Seed Effect. Humility, deeper knowledge of the Bible and theology, and standing strong from my fellow staff members. From our Seed Effect groups I have served as both a Field Officer and Branch Coordinator. I have learned and seen even with a little, you can achieve a lot from the knowledge that you attain."*

*Seed Effect is so important. The aspect of faith, and putting food on the table that is one aspect. But for me, it's also about expanding the kingdom of God.*

*When we go to the field and identify with the communities and group members, it is encouraging to teach them about Jesus. It is so comforting and encouraging to share the word of God with groups."*

**NELSON ADRITIA**  
Branch Coordinator, Seed Effect Uganda



"What I love about Seed Effect is the Word of God uniting us."

SIMON AYAMBU,  
Seed Effect Member

#### SPIRITUAL DISCIPLESHIP

## Partnering with the local church

At Seed Effect, we believe that introducing our members to Jesus and empowering them to repair broken relationships is essential if our desire is true transformation.

Brian Fikkert, author of *When Helping Hurts*, writes, "Poverty is rooted in broken relationships (God, self, others, and the rest of creation) so the solution to poverty is rooted in the power of Jesus' death and resurrection to put all things in right relationship again."

Since poverty is far more complex than just material or economic needs the solution is too. There is no better way to facilitate Christ-centered community than through partnership with the local church.

### 1. In the church

We partner with the local church by starting Seed Effect Savings & Loan groups at churches. Our program equips the church with financial and discipleship tools to empower its members.

► 25% of our groups meet at churches.

### 2. Local outreach

Our program also serves as an outreach tool. We start groups in the areas surrounding these local churches to reach people who might not visit a church.

As we share the Gospel and disciple them, our goal is to connect Seed Effect members to a local church.

► 99% of our members report that this program has improved their relationships with God, self, others, and the rest of creation.

► 44% of our members who were not Christians prior to joining Seed Effect report that they are now "born again" and have chosen to follow Jesus.



FIELD DATA & EVALUATION

# It's working

The UN told our staff that organizations like Seed Effect have become their top priority in serving refugees. The ability to build income, generate savings, and access small loans impacts all UN focus areas including: healthcare, shelter, education, food security, and livelihood. We survey our members when they join Seed Effect and upon graduation from their savings and loan cycles to track the impact.

Since we believe true transformation cannot happen apart from the Gospel, we also ask our members about the spiritual growth they've experienced throughout the year through Bible study, group prayer, discipleship conferences, and the community of their group.

In the charts included, you can see the data we've collected to measure the change across several

**BOTTOM LINE, IT'S WORKING.**  
With access to better and more reliable financial tools, our members are improving their lives in every sector measured.



## HEALTHCARE, EDUCATION, FOOD SECURITY

### WHEN I NEED TO PAY THE DOCTOR

- I use savings or business income
- I borrow money
- I sell a household asset



BEGINNING GRADUATION

### WHEN I NEED TO PAY SCHOOL FEES

- I use savings or business income
- I borrow money
- I sell a household asset



BEGINNING GRADUATION

### MEALS PER DAY

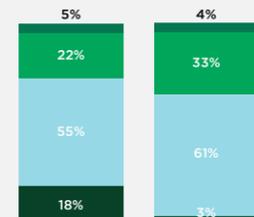
- Three
- Two
- One



BEGINNING GRADUATION

### FREQUENCY OF MEAT CONSUMPTION

- More than once in a week
- Once in a week
- At least once a month
- Less than once a month



BEGINNING GRADUATION

## LIVELIHOOD

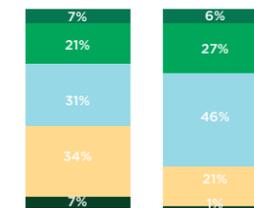
**+96%**

NUMBER OF LIVESTOCK OWNED



### HOW STEADY IS YOUR INCOME?

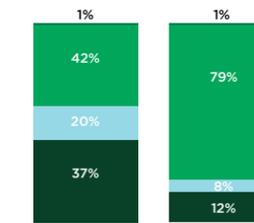
- Steady
- Somewhat steady
- Somewhat unsteady
- Unsteady
- Very unsteady



BEGINNING GRADUATION

### LIGHT SOURCE IN HOME

- Electricity from power grid
- Solar
- Other
- No light source



BEGINNING GRADUATION

## SPIRITUAL



PLACED THEIR FAITH IN JESUS

Of members who were not born again when joining Seed Effect.



REPORT THEIR RELATIONSHIPS WITH GOD, SELF, OTHERS & THE REST OF CREATION HAVE IMPROVED.



*"This group has given me courage to love one another. And the ability to borrow money from the group to help expand my business. Little by little, I find myself growing, and this has been a very big blessing from Seed Effect."*

JENIFER JOKUDU, Seed Effect Member

## IMPACT COMPARISON

# Restoration, not refuge, is the end goal.

*"As soon as we recognize the assumption that refugees will go home quickly is a fiction, then it becomes imperative to embrace a development-based approach as early in a refugee crisis as possible."*<sup>1</sup>

BETTS AND COLLIER,  
*Refuge: Rethinking Refugee Policy in a Changing World*

54% of the world's refugees are in protracted situations, and the average time in exile is 26 years\*. Displacement is not a short-term problem.

In a crisis, refuge and aid are the immediate needs, but, unfortunately, this is often where the focus remains, creating dependency and trapping families in a perpetual cycle of poverty.

**At Seed Effect, we believe refuge isn't meant to be the end goal. Restoration is.**



Susan Hadia of "Christian Vision" Seed Effect Savings & Loan Group | Rhino Camp Refugee Settlement, Uganda

## COMPARING THE IMPACT

Uganda is one of the few host countries in the world offering refugees the right to work and freedom of movement. Uganda's policy has afforded Seed Effect the opportunity to serve South Sudanese refugees and their Ugandan neighbors and compare the impact.

When given the right tools, Ugandans and South Sudanese alike are successfully saving, investing, paying back small loans, and providing for their families. This supports the case for a new, development-based approach in response to the world's refugee crisis.

Additionally, Dr. Stephen DeLoach, Professor and Chair of Elon University's Department of Economics, conducted an independent control group study from 2018 to 2020 to see how the impact amongst Seed Effect members compares to the general population.

The results of this study support that Seed Effect's program does have significant positive effects for both refugee and host community participants.

DeLoach reports that "relative to non-participants, members of Seed Effect's groups, on average, experienced significant increases in most asset categories over the course of one year."

Non-participants reported a decrease in the value of livestock owned while Seed Effect members experienced a significant increase (+628% in comparison). This increase, DeLoach found, is seen in both the refugee and host community participants alike.

## FORMER REFUGEES, AREAS AFFECTED BY CONFLICT

Beyond the scope of refugees, according to the UN, two billion people, or a quarter of the world's population, live in areas affected by conflict. The reality is that the needs of refugees, former refugees, and people living in areas affected by conflict are similar. All need an opportunity to rebuild and provide for their families with dignity.

► Read Dr. DeLoach's full report at [seedeffect.org/impactreport](https://seedeffect.org/impactreport)





#### OUR VISION

To see the world's most *insecure* and *under-served* communities *stabilized* through economic empowerment and the *hope of Jesus Christ*.

Through our experience and the success of our program, Seed Effect is uniquely positioned to act as a catalyst that shifts the response to refugee crises by bringing long-term solutions through Christ-centered, self-sustaining, and empowering tools executed by refugees themselves.

Our goal is not to be the biggest organization of our type, but rather the "special forces," pioneering dignifying poverty alleviation in places devoid of this type of empowerment.

Over the next five years, our goal is to:

#### ► GROW IN UGANDA

We plan to serve over 100,000 South Sudanese refugees and Ugandan families, impacting over 500,000 children.

#### ► COLLECT VALUABLE DATA

Milestone surveys and data tracking are built into our model to evaluate program effectiveness continually. This measurement and evaluation also provides credibility for our organization to help shift the world's response to refugee crises and communities affected by conflict to include long-term, sustainable, and dignifying solutions.

#### ► EXTEND OUR REACH

It's working and it's time to bring this program to other regions affected by conflict. We're working to partner with like-minded organizations to bring Christ-centered economic empowerment to communities affected by conflict in East Africa and beyond.

## 2023 Goals:

### ► EXPAND OUR REACH

- Create a saturation plan for existing locations.
- Reach 85,000+ members in Uganda.
- Launch 7th new branch in northern Uganda.
- Explore needs in Kampala (Uganda's capital) to serve urban refugees.

### ► PROMOTE RESILIENCY

- Explore opportunities for partnerships that enhance programming for Seed Effect members. (Agriculture, skills training, trauma counseling, etc.)
- Ensure all 2nd-cycle groups receive Chalmers' *Plan for a Better Business* training.



### ► FOSTER SUSTAINABILITY

- Develop and implement 3rd-cycle curriculum to support independence.
- Research and pilot digital data collection.
- Continue to translate curriculum into additional local languages as needed.

### ► DEEPEN SPIRITUAL IMPACT

- Ensure groups conduct Bible studies and have access to effective discipleship tools through all three cycles.
- Ensure every group has a spiritual leader and a Bible in their local language where possible.
- Implement annual Community-Based Facilitator (formerly Village Volunteers) Discipleship Conferences.
- Ensure at least 25% of groups are established in a church.
- Continue to add Bible studies.

Together, we're challenging the status quo.

**\$90**  
sends one person through our 3-year program.

**\$2,250**  
funds an entire group of 25 new members.

Join our community of monthly donors bringing Christ-centered, economic empowerment to the hard places.

► [seedeffect.org/greenhouse](https://seedeffect.org/greenhouse)



Kaku Peresi of "Emmanuel" Seed Effect Savings & Loan Group | Rhino Camp Refugee Settlement, Uganda

OUR GENEROUS DONOR COMMUNITY

Give a box that changes lives.



"Seed Effect has shown us a new model on how to assist individuals living in material poverty.

Their program allows those struggling materially to support themselves and their families without daily dependence on outside resources."

**JAMES & BARBARA**  
Ooltewah, TN



"I so admire the work ethic of all the Seed Effect members. And it takes so little to help them along their way that I feel my monthly gift is actually making a difference!

The wonderful photographs and stories shared by many of the people in Uganda who are involved with savings groups bring them to life for me."

**SARA LYNN**  
Castle Rock, CO

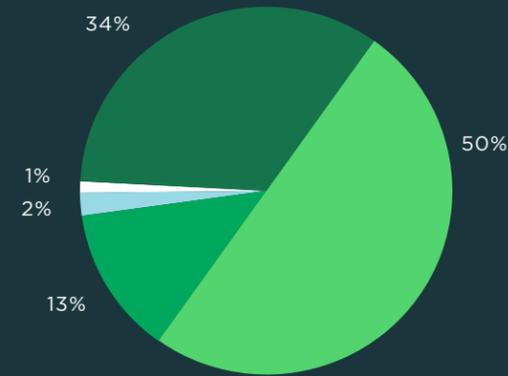


"Dollar for dollar there is almost no organization that will have a bigger impact than Seed Effect.

They are exceptional at economically empowering refugees, giving them community, and teaching them about Jesus."

**MICHAEL & JACQUELYN**  
New York City, NY

## Support by Category



- Individuals
- Foundations
- Partnerships
- Churches
- Businesses

## Financials

### Statements of Financial Position

As of December 31, 2022 and December 31, 2021

Assets	2022	2021
<b>Cash and cash equivalents:</b>		
Without donor restrictions	\$1,158,700	\$718,999
With donor restrictions	\$575,105	\$547,868
<b>Total cash and cash equivalents</b>	<b>\$1,733,805</b>	<b>\$1,266,867</b>
<b>Pledge receivable, net</b>	<b>\$116,394</b>	<b>\$199,681</b>
<b>Prepaid expenses</b>	<b>\$5,074</b>	<b>\$4,660</b>
<b>Total assets</b>	<b>\$1,855,273</b>	<b>\$1,471,208</b>
<b>Liabilities and Net Assets</b>		
<b>Accounts payable and accrued liabilities</b>	<b>\$15,876</b>	<b>\$16,087</b>
<b>Total liabilities</b>	<b>\$15,876</b>	<b>\$16,087</b>
<b>Net assets:</b>		
Without donor restrictions	\$1,264,292	\$907,253
With donor restrictions	\$575,105	\$547,868
<b>Total net assets</b>	<b>\$1,839,397</b>	<b>\$1,455,121</b>
<b>Total liabilities and net assets</b>	<b>\$1,855,273</b>	<b>\$1,471,208</b>

### Statements of Activities

For the Years Ended December 31, 2022 and December 31, 2021

Revenues, gains, and other support:	2022	2021	% Change
Contributions	\$2,273,518	\$2,039,837	11%
Special Events (less costs of direct benefit to donors of \$8,351)	\$224,004	—	100%
In-kind contributions	\$10,085	—	100%
Interest Income	\$3,565	\$1,725	107%
<b>Total revenues, gains, and other support</b>	<b>\$2,511,172</b>	<b>\$2,041,562</b>	<b>23%</b>
<b>Expenses:</b>			
Program services	\$1,569,937	\$939,731	67%
Management and General	\$304,701	\$244,928	24%
Fundraising	\$252,258	\$149,880	68%
<b>Total expenses</b>	<b>\$2,126,896</b>	<b>\$1,334,539</b>	<b>59%</b>
Other Income	—	\$64,925	100%
<b>Change in net assets:</b>	<b>\$384,276</b>	<b>\$771,948</b>	<b>-50%</b>
Net assets, beginning of year	\$1,455,121	\$683,173	113%
Net assets, end of year	\$1,839,397	\$1,455,121	26%

### END NOTES

A certified public accounting firm has audited our 2022 and 2021 financial statements. Complete financial statements and the independent auditors' report are available upon request.



Seed Effect provides technical assistance and funding to enable Seed Effect Uganda, an independent organization in Uganda, to provide access to savings, microloans, education, and spiritual discipleship. Seed Effect retains full discretion and control over the use of donated funds.

Cover: Gaba, Edward, and their son, Isaac, of "Unity" Seed Effect Savings & Loan Group | Photo by Jordan Snowzell  
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## Board of Directors

**David Luttrell** | Chair of the Board  
Chief Investment Officer, LCM Group

**Lexi Reiff** | Vice Chair of the Board  
Senior Manager, Corporate Strategy & Innovation, Southwest Airlines

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Founder & CEO, Mooala Brands, LLC

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**Kent McKeaigg**  
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Development, Governance, Securities &  
Emerging Businesses, Fidelity Investments

**Mike Perry**  
President, Keel Point Advisor

**Rebecca Segovia**  
Executive Vice President, Pursuant

**Missy Williams\***  
Executive Director & Co-Founder,  
Seed Effect

## Leadership

**Missy Williams**  
Executive Director & Co-Founder, U.S.

**Joel Cox**  
Director of Programs, U.S.

**Ashley Godsil**  
Director of Development, U.S.

**Liz Johnson**  
Director of Operations, U.S.

**Grace O'Hara**  
Grants & Marketing Manager, U.S.

**Jeremy Phillips**  
Director of Field Operations, U.S.

**Denny Slaton**  
Stewardship Advisor, U.S.

**Fiona Madraa**  
CEO, Uganda

**Scovia Angiro**  
Human Resource Officer, Uganda

**Kenneth Duku**  
Head of Spiritual Integration, Uganda

**Butti Jerry**  
Head of Finance, Uganda

**Judith Maandebo**  
Administrative Assistant, Uganda

**Patricia Mander**  
Monitoring & Evaluation, Uganda

**Scovia Mansuk**  
Head of Operations, Uganda



**Give a box that changes lives.**



## OUR MISSION

We bring *Christ-centered* economic empowerment to the hard places.



"Since Seed Effect came to us,  
our lives have been transformed."

CUKAIG GABA CHARITY,  
South Sudanese Refugee  
& Seed Effect Member