The Keys That Heal

A glimpse inside Thistle Farms during an unusual year

How the Café pivoted to help provide 12,000 meals to at-risk youth during quarantine

Our 20th graduation — via a socially distanced parade (our new favorite tradition)

How love transcends six feet — and continues to heal
Every once in a blue moon walking along a Tennessee stream, you come across a stunning and rare stone glistening in sunlight that transforms your path into a vision. That is how it felt when Shannon Martin crossed our threshold with her apron on, ready to work. A donor, a volunteer, a leader, and an advocate, she transformed daily life at Thistle Farms with love as beautiful as sunlight sparkling on the water. Every act and every action — no matter how great or how small — Shannon offers is wrapped in grace and sincerity. She is one of the rare people who you can tell is smiling behind the mask. She doesn’t see the work as beneath or beyond her. She simply wants to bask in the joy that she is a full member of the Thistle Farms community, walking hand and hand with her sisters in the dazzling light of love.

Shannon, we dedicate this annual report to you as a sign of our gratitude and deep wonder that someone as kind and humble as yourself, came our way.

LOVE,

Your Thistle Sisters (and Brothers)
Dear Friends:

We offer you this annual report as a glimpse inside Thistle Farms in the midst of a tumultuous year of pandemics, protests, and political division. Through it all, the 5 “keys” highlighted in the following pages kept us grounded and focused on remaining a place of healing and hope.

The women at Thistle Farms have known loss and uncertainty since many could spell their own name. Facing magnified, global levels of insecurity in the work of love has made us dig deeper and try harder to be a place of safety, hope, and healing.

Yes, the enterprises that sustain our mission took a hit. Yes, the dangers of recovery coupled with isolation could have been devastating. But it wasn’t. During a time when so many people felt stuck at home, you made it possible for the women of Thistle Farms to feel safe at home.

On behalf of our entire community, thank you for reminding us that good news abounds, gratitude cannot be quarantined, and that love will easily traverse six feet.

With love and appreciation,

Hal Cato
CEO

Becca Stevens
Founder & President
Love is our grounding principle and the first and most important key to healing.

Love shapes our foundation, our business practices, and our growth as a movement. Love as both the noun and the verb allows us to be a transformative community for all people.
1 BRENDA’S NEW HOME
After years of planning and months of hard work, Brenda Wilson, our Assistant Shop Manager, received the keys to a new home built by Habitat for Humanity with the assistance of members of her family, her Thistle Farms community and Former President Jimmy Carter and Former First Lady Rosalynn Carter.

2 LOVE SOUTH OF THE BORDER
In January, a team of Thistle Farmers visited one of our Global Initiative Partners, Sibimbe in Ecuador. Together, we created new product ideas, shared stories, and spoke of the women Sibimbe would employ in the future.

3 GRADUATION PARADE
Our favorite day of the year — Graduation — looked a little different. A socially distanced parade overtook the alley behind our offices to celebrate the nine women who completed 24 months in the residential program. The joy, energy, and triumph transcended six feet.

4 WORK WITH SECOND HARVEST
When our cafe temporarily closed its doors in the early days of the pandemic, our staff continued to show hospitality by preparing over 12,000 sack lunches delivered and distributed each week to students living in food insecure households.

5 THISTLE FARMERS IN HIGH PLACES
Kelly Clarkson invited Becca, and our 2020 graduate, Kristina, to come share the story of how Love Heals. Not once... but twice!
FINDING A HEALING SANCTUARY IS A FUNDAMENTAL KEY TO RECOVERY FROM ANY KIND OF TRAUMA.

For 23 years, Thistle Farms has provided survivors the time, space, community, and resources they need to heal. Whether in the hills of Ecuador, a prison in Nashville, or a home in Omaha, fostering safe environments where women can heal and thrive is at the center of what we do.

Over the past year, Thistle Farms provided sanctuary for 28 women survivors. All were provided free housing, healthcare, counseling, therapeutic groups, transportation, employment training, and education support, all in a therapeutic setting. 85% successfully completed the two year-program this year.
A LOOK AT THE NUMBERS:

18 Average number of years our residents have been in ADDICTION

99% of our residents have experienced HOMELESSNESS

10,000+ nights of safe and supportive HOUSING were provided to women survivors

1,600 medical, counseling, and trauma THERAPY appointments were made available to our residents

9 residents successfully COMPLETED the program and were celebrated with a joyous, socially distanced parade

10 women began their HEALING JOURNEY in the Tennessee Prison for Women through Thistle Farms on the Inside

“The difference for me was having a home. I had just come out of jail, where I had to bunk with fifty other women. When I walked in, they handed me a key; and I could see a kitchen with pots and pans and plates. I almost dropped to the ground. I was so thankful to have that key. I didn’t want to lose it. It was small, but it kept me going to a long time until the lessons started taking root in me.”

— Anonymous, Thistle Farms Resident
The THISTLE NATIONAL NETWORK is a rapidly growing network of cities who are replicating our residential model. Since its founding in 2011, leaders in 29 states have opened 46 homes committed to connecting survivors of prostitution, trafficking, and addiction to hope, healing, and empowerment.

“Looking at me now, you do not see the trauma of my past. I now have a home, a bed (just for me), a key that unlocks a door to an entire supportive community that, most importantly, protects me. Thank you, God, for this new ground.”

— Anonymous, Resident at Raise Your Head Foundation, Wichita, KS Sister Community of Thistle Farms
IN 2019–2020

357 **BEDS NATIONWIDE** provide healing and sanctuary for women survivors

10 **NEW CITIES** opened in the last year, with 28 **MORE** still in development

Our 1st **INTERNATIONAL SISTER ORGANIZATION** opened a home in Belize

245 attendees participated in **EDUCATION WORKSHOPS**, which include learning tracks for program and social enterprise development

**THISTLE FARMS** sponsored a team of volunteers to renovate a home for our first international sister organization in Belize
Since founding our first social enterprise in 2001, we have been committed to creating high quality products and services that hold both meaning and purpose.

When the work has meaning and purpose, we know that it is as healing for the artisan and producers as it is the customers. While we know that many people first come for the story, we realize that they stay because they value the experience.

In spite of the challenges the pandemic presented, the women of Thistle Farms were still able to produce 244,265 products and ship over 20,000 packages between July 2019 and June 2020.
A LOOK AT THE NUMBERS:

244,265 PRODUCTS manufactured

52 women SURVIVORS employed

36,000 MEALS served in the cafe

75,000 hours of EMPLOYMENT

22,000 ONLINE ORDERS placed

63% INCREASE in online revenue

$1.6M EARNED by graduates and residents

Team members who were unable to leave their home due to the quarantine stayed busy by helping WRITE THANK YOU “LOVE LETTERS” THAT WERE MAILED TO MORE THAN 10,000 CUSTOMERS AND DONORS. We were surprised by the numbers who in turn wrote back, and reading the replies filled us with joy and encouragement. Although 3 of our 4 sales channels were completely shut down during quarantine, we were able to keep 99% of our workforce employed.
October of 2019 marked the 5th year of our Shared Trade Initiative.

**THISTLE FARMS GLOBAL SHARED TRADE** helps create economic freedom for women survivors worldwide by helping launch new social enterprises, incorporating existing global enterprises into our supply chain, and connecting unique global enterprises directly with our customers. With the support and sales generated through Thistle Farms Global, partner enterprises can hire more women, increase wages, and reinvest in their communities. An investment in women producers heals families and ends cycles of poverty and abuse.
GLOBAL SHARED TRADE

38 partners in 20 COUNTRIES

50-60% of revenue is RETURNED to our partners for continued development

1,400 people EMPLOYED by partner organizations

18% GROWTH in sales over previous year

COVID-19 RELIEF GRANT RECIPIENTS

For the first four months of the pandemic, 95% of our global partners had to stop production for the safety of their artisans and communities. This impact to global commerce has resulted in an 47% average loss in revenue since the beginning of the pandemic for our global partners.

Nine of our partners were selected to receive small grant reliefs to help offset the financial impact.

🗝 BELJOY, HAITI — Two homes were built for artisans in need of safe and secure housing.
🗝 COLLECTIVE HUMANITY, CAMBODIA — Built the first water hygiene and sanitation station in their village, essential in a time when hand washing can save lives.
🗝 IKIREZI, RWANDA — Farmers wages were paid to support the workers and the community.
🗝 LOVE WELCOMES, GREECE — Artisan wages and community support.
🗝 MISSION LAZARUS, HONDURAS — Artisan wages and community support.
🗝 MORINGA MADRES, MEXICO — Artisan wages and community support.
🗝 NORTHSIDE HEALING SPACE, USA — Housing stability through funding rent and support for utilities to keep families in their homes in the United States.
🗝 SIBIMBE, ECUADOR — Artisan wages and community support.
🗝 YEWO, MALAWI — Built a solar-power system for the workshop, while generators and batteries were limited during pandemic lockdown.

“The money given to Bejjoy through the COVID Relief Grant is changing the life of one of our artisans, Fedeline, the lives of her family, and generations to come! In Haiti, homeownership is rare. Fedeline, is a single mother of 2 children, who also provides for her extended family. She purchased the land several years ago and has slowly been building her home. It was projected to take her around 20 years to complete her home, as she buys a few bricks at a time with the money she can save. Because of the funding from Thistle Farms, she will now have a completed home, and the burden of homeownership and safety was expedited. This is literally a dream come true for Fedeline and the Beljoy community!” — Abby Clevenger, Founder of Beljoy
We see community not as a structure but as a bond.

Practicing radical hospitality — where everyone is welcomed with warmth and acceptance, without judgement or preconceptions — is key to creating this healing bond. We are passionate about forming relationships through shared experiences, storytelling, and radical hospitality.

This past year, we welcomed more than 70,000 guests through our doors. They came for meals, celebrations, receptions, education workshops, and weekly circles. It is our hope that they left feeling appreciated and valued. After COVID required that we close our doors, we thought of new and creative ways to show radical hospitality. Our employees wrote 10,000 notes to donors while quarantined at home, thanking them for believing in us. Our cafe staff partnered with Second Harvest Food Bank to provide over 12,000 sack lunches for food insecure communities over the spring and summer months. And of course, we still gathered each week, thanks to Zoom, to circle up as a community, check in on one another, and light a candle in hopes that it will help the next woman find her way home.
EVERYONE IS WELCOME

70,000 GUESTS came through our doors.

1 in 4 customers is a REPEAT GUEST

700 VOLUNTEERS who gave over 2,100 HOURS of service

12,000 sack lunches prepared and distributed through SECOND HARVEST FOOD BANK
NOT GIVING UP ON ONE ANOTHER IS KEY TO OUR HEALING AND GROWTH AS INDIVIDUALS AND AS A COMMUNITY.

There is an ethos and diligence shared at Thistle Farms towards improving one’s personal, professional, emotional, and mental well-being. We are here to lift each other up and gracefully hold one other accountable to doing our best and offering our best.
5 SURVIVORS REFLECT ON THEIR PERSONAL GROWTH THIS YEAR

DEBBIE 2020 Graduate and Customer Service Manager

“Sometimes the key to everything coming together is a literal key. Knowing that I was trusted with a key to the house where I healed and grew at Thistle Farms Residential was one of the first keys to my recovery success.”

MELISSA Barista at the Cafe at Thistle Farms

“My license was suspended four years ago. I paid those fines in half the time I was given. I bought a car, got an apartment, and received a couple of new keys that represent the distance I’ve traveled and the life I’ve built as a part of a loving community.”

DASHAWN 2020 Graduate

“I was so excited to go back to college and get my degree. I know that having this degree is just another step in a successful life. I even graduated with a 3.7 GPA. I am so proud of me!”

TERESA 2020 Graduate and Clinical Assistant at Trevecca Medical Center

“Nursing is my truest calling. I get to follow my dream career because of the wellness and confidence I regained at Thistle Farms.”

JENNIFER 2012 Graduate and Volunteer Coordinator

“This year, I was able to have my entire criminal record expunged. I was reminded that my story matters. That day — my last time to appear before a judge — was the first time in a criminal justice setting where I felt the basic dignity of being seen and heard. At the end of the reading of my charges when it was announced that my record was clear, the judge stepped down from the bench and hugged me.”
IN GRATITUDE FOR OUR SUPPORTERS*

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Foster Engineering & Energy, Inc.
Frank Productions Concerts, LLC
Gantert - Toledano Trust
GASS Entertainment
GoNoodle, Inc.
Grace Episcopal Church
Historic Franklin Presbyterian Church, Inc.
Iovino Family Charitable Fund
Jefferson Center
Jump In, LLC
Kessler Entertainment Group, LLC
Libby Helms, Inc dba The Good Beginning
Mission Music, LLC dba Crescent Ballroom
MOKB Presents LLC
Montgomery Bell Academy
Music and Event Management, Inc
NADA Foundation
The Pageant, LLC
Phoenix Club of Nashville
Promises Behavioral Health LLC
Regent Theatre DTLA, LLC
RJ Young
Rock Springs Church
Roxian Live, LLC
Shell Employee Giving
St. Andrews of the Pines
Stanford University – Office for Religious Life
State Theatre, Inc.
Stephen B Smith Charitable Foundation
Tennessee Business Travel Association
Thirty Tigers
Tivoli Theatre Foundation, Inc.
TM Earthworks, LLC
Travelers Insurance
The Walter P Zivley Fund
The Wilkinson Mango Family Fund
Women’s Business Enterprise National Council (WBENC)
Woodmont Christian Church
Workday, Inc

*Only those who gave over $500 and above are shown.

We are extremely grateful for nearly 3,000 additional donors.

COMMUNITY PARTNERS

Interfaith Dental Clinic
The Sexual Assault Center
Elam Mental Health
St. Thomas Family Health
Renewal House
The Next Door
Lentz Public Health
Meharry-Metro General Hospital
New Level Community Development
Grace Empowered
Nashville State University
The Vanderbilt School of Nursing
Project Re-Design
Belmont School of Law
Legal Clinic
Cherish Hearts Courts
Primary Eye Care
Safe Haven and Financial Empowerment
THISTLE FARMS
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Lori Barra – San Francisco, CA
Cathy Brown – Nashville, TN
Parag Desai – Nashville, TN
Alika Galloway – Minneapolis, MN
Abi Hewitt – London, United Kingdom
Nicholas Hitimama – Kigali, Rwanda
Rev. Frannie Kieschnick – Palo Alto, CA
Rev. Mike Kinman – Los Angeles, CA
Laurie Platek – Rye, NY
Fiona Prine – Nashville, TN

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Jennifer Hutcheson – Ryman Hospitality
James Leach – Community Leader and Volunteer
Mary Catherine McClellan – Co-Founder Taigan
Elizabeth McDonald – Community Volunteer
Mekesha Montgomery – Frost, Brown, Todd
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Sherri Neal – HCA Healthcare
Annie Ortmeier – Universal Music Group
John Secrest – Ingram Content Group
Clint Smith – Entrepreneur
Kathryn Walker – Bass, Berry & Sims
John Weisenseel – AllianceBernstein
In Memoriam

Between 2011 - 2019, John Prine helped raise more than $2,000,000 for Thistle Farms. More importantly, he showed hundreds of women survivors what it means to be celebrated and honored. John’s presence reminded men that this was not a woman’s issue — it was a human rights issue.

John’s heart was a wonder. He loved his family, justice, God, and all of us at Thistle Farms. He could cut through so much and get to the heart of the matter with a single well placed rhyme. His lyrics landed on our souls and remained there; “You can climb the highest mountain. Touch the moon and stars above. But old faithful’s just a fountain. Compared to the glory of true love!”

The love in John’s heart doesn’t die, it radiates in signs and wonders and for that we are truly grateful.
# Financials

For the Period Ended June 30, 2020

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>FY 2020</th>
<th>FY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash &amp; Cash Equivalents</td>
<td>3,035,422</td>
<td>505,397</td>
</tr>
<tr>
<td>Accounts Receivable</td>
<td>294,162</td>
<td>88,071</td>
</tr>
<tr>
<td>Other Current Assets</td>
<td>227,027</td>
<td>229,123</td>
</tr>
<tr>
<td>Inventory</td>
<td>551,918</td>
<td>607,652</td>
</tr>
<tr>
<td>Property &amp; Equipment</td>
<td>4,193,030</td>
<td>4,561,296</td>
</tr>
<tr>
<td>Intangible Assets, Net</td>
<td>71,900</td>
<td>37,466</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>$8,373,459</strong></td>
<td><strong>$6,029,005</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES &amp; NET ASSETS</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>LIABILITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>181,571</td>
<td>62,012</td>
</tr>
<tr>
<td>Accrued Liabilities</td>
<td>187,659</td>
<td>136,976</td>
</tr>
<tr>
<td>Note Payable</td>
<td>695,500</td>
<td>0</td>
</tr>
<tr>
<td>Other Current Liabilities</td>
<td>84,294</td>
<td>65,408</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES</strong></td>
<td><strong>$1,149,024</strong></td>
<td><strong>$264,396</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>NET ASSETS</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Temporarily Restricted &amp;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted Net Assets</td>
<td>7162,115</td>
<td>5,951,066</td>
</tr>
<tr>
<td>Change In Net Assets</td>
<td>62,320</td>
<td>(186,457)</td>
</tr>
<tr>
<td><strong>TOTAL NET ASSETS</strong></td>
<td><strong>$7,224,435</strong></td>
<td><strong>$5,764,609</strong></td>
</tr>
</tbody>
</table>

| **TOTAL LIABILITIES & NET ASSETS** | **$8,373,459** | **$6,029,005** |

* FY20 results are unaudited and FY19 includes Love Welcomes, LLC
### Statement of Operating Activities

**FOR THE PERIOD ENDED JUNE 30, 2020**

#### REVENUE

<table>
<thead>
<tr>
<th>Description</th>
<th>FY 2020</th>
<th>FY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions, Operating</td>
<td>3,048,516</td>
<td>1,952,031</td>
</tr>
<tr>
<td>Grants</td>
<td>738,500</td>
<td>686,000</td>
</tr>
<tr>
<td>Sales</td>
<td>3,851,620</td>
<td>3,880,046</td>
</tr>
<tr>
<td>Fundraiser &amp; Other</td>
<td>40,082</td>
<td>253,596</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td><strong>$7,678,718</strong></td>
<td><strong>$6,771,673</strong></td>
</tr>
</tbody>
</table>

#### EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>FY 2020</th>
<th>FY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Expenses</td>
<td>2,260,382</td>
<td>1,868,458</td>
</tr>
<tr>
<td>Payroll Expenses</td>
<td>3,045,929</td>
<td>2,568,149</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>536,862</td>
<td>525,629</td>
</tr>
<tr>
<td>Travel &amp; Entertainment Expenses</td>
<td>94,982</td>
<td>129,994</td>
</tr>
<tr>
<td>Advertising &amp; Promotion</td>
<td>96,692</td>
<td>183,070</td>
</tr>
<tr>
<td>Other Program Expenses</td>
<td>371,251</td>
<td>278,420</td>
</tr>
<tr>
<td>Other Operating Expenses</td>
<td>243,173</td>
<td>269,688</td>
</tr>
<tr>
<td>Facilities</td>
<td>363,962</td>
<td>351,743</td>
</tr>
<tr>
<td>Love Welcomes, LLC Expenses</td>
<td>0</td>
<td>204,914</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSES</strong></td>
<td><strong>$7,013,233</strong></td>
<td><strong>$6,380,065</strong></td>
</tr>
</tbody>
</table>

#### CHANGE IN NET ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>FY 2020</th>
<th>FY 2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>BEFORE DEPRECIATION</strong></td>
<td><strong>$665,485</strong></td>
<td><strong>$391,608</strong></td>
</tr>
<tr>
<td>Depreciation and Amortization</td>
<td>603,164</td>
<td>578,063</td>
</tr>
<tr>
<td><strong>CHANGE IN NET ASSETS</strong></td>
<td><strong>$62,321</strong></td>
<td><strong>($186,465)</strong></td>
</tr>
</tbody>
</table>

* FY20 results are unaudited and FY19 includes Love Welcomes, LLC
** Capital contributions not shown in operating activities totaled $1,397,503 in FY20 and $0 in FY19
What is a key, really?
It’s a shiny, small piece of metal that one uses to open a lock such as a door or treasure chest maybe.

This community has given me many keys.  
KEYS to recovery.  
KEYS to a sisterhood, how to be a sister.  
KEYS to being a part of my family, to be there for them.  
KEYS to loving myself and others.  
KEYS to being spiritually connected to a Higher Power.  
Many things in the treasure chest that was always mine to open.  

KEYS to freedom from selling myself.  
KEYS to financial freedom.  
KEYS to being a leader at my job.  
KEYS to independent living.  
These were all things that used to feel like hopelessly locked doors.  
Today I carry a very large keychain because I carry with me all of the keys that I have been given to be the woman I am today.

— Christy Farris  
2020 Thistle Farms Graduate