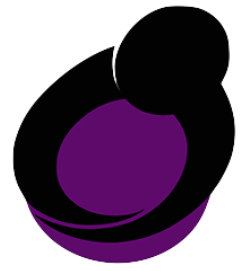


Feed Love Change International



December 11, 2025,

Dear friends and supporters,

As we come to the close of another year, we wanted to take a moment to share an honest update about where we are as an organization, what we've learned, and where we're headed next. This letter is about hope, growth and change!

Our board met in May for an extended time of consultation, and we prayerfully considered our next moves. We all felt strongly we needed to fully hand over all management responsibilities from our Canadian board to our leadership team in Zimbabwe. We believe this shift will allow them to work more closely with the communities they serve, make decisions reflecting local realities, and allow them to pivot in ways that capitalize on the strengths and insights of the Zimbabwean team.

This past year has brought its share of challenges as we, along with key members of our management team, decided to dissolve the management team largely consisting of relationships with the Nketa church with whom we partnered for 20 years. We haven't seen the level of traction or progress hoped for. Instead, we want to transition and focus our efforts and partnership with Queens Park Church wherein, if you recall, we installed a second well just over a year ago.

This transition is not as easy as anticipated. Little did we know that the Zimbabwean government was revamping policies around Not for Profits/Charitable Organizations in Zimbabwe. In the midst of the transition, we are caught up in the "policy quagmire" and this is taking, by our standards, an inordinate amount of time to implement. Our team is working through the process of registering as a new entity under the new law. In the interim, our new management team is establishing a business unit that will allow community members who are successful program applicants to borrow funds for business start-ups that are guaranteed by other members of the program. The Voucher program (replaced the food distribution program) will still exist, with the goal as a safety net, as opposed to a guaranteed supplement. So still hard, small steps. Nonetheless we believe, the right steps.

One thing that has shone brightly through this transitional season is the resilience and faithfulness of our team in Zimbabwe. Belinda, Guide, Dumisani and Themba continue to serve with unwavering commitment, showing up with integrity, hope, and vision. Their dedication is inspiring and reminds us why we began this work in the first place — to see lasting change take root where it matters most. Nonetheless, it has been a time of reflection, prayer, and learning for our whole team. Through it all, we've been reminded that impact takes time — and that perseverance, faith, and trust in our mission are what keep us moving forward.

Pragmatically, Guide will chair the management team in Zimbabwe, while Belinda will lead our board in Canada as well. Both will continue having input into program development and strategic oversight. Belinda and Guide are in the process of drafting a job description for a full-time program co-ordinator (paid position) for both the education and micro-finance programs. Candidly, we are hoping that Dumisani will accept the challenges that will come with this position. To this end, one initiative showing

some promise are sewing contracts for school uniforms. FLC will “own” the sewing machines, until young entrepreneurs are self-sufficient.

Our Canadian board will continue to support and guide the organization, but this new chapter and going out on a limb by becoming less here and more there, marks a move toward sustainability, empowerment, and deeper connection to the heart of our mission: with the people most impacted. We believe this change will lead to more meaningful engagement, improved responsiveness, and deeper community impact.

We’re so grateful for each of you — for your prayers, encouragement, and ongoing belief in what we’re building together. Change isn’t always easy, but it’s often where the most meaningful growth happens. We’re stepping forward with renewed faith, hope, and trust in the future.

With appreciation and love,

A handwritten signature in dark ink, appearing to be "Alicia", with a long, sweeping horizontal line extending to the right.