



HARD-EARNED HOPE

Annual Report (Jan. 1 - Dec. 31, 2025)

A LETTER FROM THE EXECUTIVE DIRECTOR

This week at our communal dinner, I spoke with Joseph, originally from DR Congo. He's 10 years older than I am (I'll let you guess!). He has children and grandchildren back in eastern Congo where an Ebola epidemic, complicated by violence, is exploding into a regional catastrophe. We were talking across a language barrier, but I understood his daughter recently flew to Idaho to get married. He carries his share of burdens, but he was clear about what he wants: to find a job and work.

I'd be nervous at my age about looking for an entry-level job, not to mention in a new country. But Joseph's eyes spark with energy. He's glad for our training and was seizing the moment to practice English. And I left dinner thinking, Oh my gosh, I bet he's going to pull this off.

I suspect anyone reading this report has reasons to feel hopeless about the state of the world--but hope has a life and logic of its own. It can be compelling and intractable, as if some DNA-level truth within us keeps whispering, you have the right to live a meaningful life. And this includes paying your bills. I'm not sure if it's hope itself, or acting on it that sparks joy.

This year it felt especially important to frame the numbers and stories in this report within the truth

that hope isn't pie-in-the-sky easy. Around here, it's hardscrabble and hard-earned. Acting on it takes courage, but it's real. Being around it is a gift.

I hope you love this report. We put it together as a way to say thank you to our supporters, volunteers, champions, business partners, advisors, inspirers, and customers. You make it possible for our team to do this work, and we enjoy doing it. You strengthen our hope. And if reading this report increases yours, we'll be very pleased.

Keith Cooper



OUR MISSION

Connecting refugees and the community through business development, job training, and public education.

OUR VALUES

- **Collaboration:** Building positive relationships of trust with our trainees, staff, board, volunteers, donors, customers, and partner organizations.

- **Hope:** Claiming the promise of a future where resettled refugees can thrive.
- **Equity:** Building a workplace where everyone feels welcomed and heard.
- **Integrity:** Running a thriving business that is known for its professionalism and honesty.
- **Kindness:** Recognizing that we are working within a worldwide system for resettling refugees that is harsh and sometimes traumatizing, and promoting simple values of hospitality, politeness and respect toward everyone.

WELCOMING REFUGEES IS A PARTNERSHIP, NOT A PROJECT.

For Mark Dombrowski, welcoming refugees is a lifelong calling. With more than two decades of work in refugee resettlement -- from his early days with World Relief to years of global and community-based service -- Mark brings deep experience to his role as Beautiful Day's board chair.

What appeals to him about Beautiful Day is the sense of community that is evident as soon as one walks through the door.

"So often, refugee work is framed as charity," he reflects. "Beautiful Day flips that. It's about partnership."

From the animated conversations that take place during the weekly communal meals to the laughter that arises from the kitchen, it is evident to him that Beautiful Day is a place where people enjoy each other and feel welcome.

Mark also appreciates Beautiful Day's focus on job training, since he recognizes the transformative power of employment in people's lives. "When someone finds their footing through a job, you see a shift," he says.

"There's pride, stability, and a sense of belonging that grows from there."

Mark feels privileged to work with the rest of the board to further Beautiful Day's mission. He also recognizes the contributions of hundreds of customers, business partners, friends, volunteers, participants, and staff who do everything from mentoring our youth to washing our vans, not to mention supporting us financially. "Their support doesn't just meet immediate needs," he says. "It creates long-term pathways that allow people to discover their vocation and contribute to their new communities in lasting ways."



GRANOLA PRODUCTION TRAINING PROGRAM

Our Granola Production Training Program is where it all began. First started by Keith in 2008, this four-month job training program for refugee adults (ages 18-60+) remains at the heart of our mission.

Participants earn a wage while working in our kitchen, making and packaging granola and gaining valuable exposure to American work culture. By combining work experience with classes in workplace vocabulary and job-readiness, we help our trainees build the skills and confidence they need to find and succeed in permanent jobs.

Our weekly communal meals -- where participants cook for each other, the staff, and members of the public -- provide opportunities for participants to practice conversational English while enjoying good food from many traditions. These meals are a place where people from different cultures and backgrounds can come together to enjoy each other's company -- a hopeful reminder of the power of community.



YOUTH INTERNSHIP TRAINING PROGRAM

Since 2019, Beautiful Day has been providing job readiness training and practical work experience to high-school-aged refugee youth in an intensive nine-month program. Youth participate in weekly seminars focused on developing professional and life skills like communication, financial literacy, career exploration, and job readiness. Then they

put their learning into practice at an 8-hour per week internship with a local business. Some of our business partners include Ocean State Job Lot, Urban Greens, and Dunkin' Donuts. By combining classroom training with practical experience, we're helping these young people prepare for successful careers as adults. And we also take time for fun.

"Over time, I saw noticeable growth in the youths' confidence. At the beginning, they were hesitant and unsure in new situations. But as time went on, they began to take more initiative, ask questions, and engage more comfortably with both customers and team members. Their ability to communicate effectively and carry themselves professionally improved significantly, and by the end of the program they were completing tasks independently and with pride."

- A youth supervisor at Dunkin' Donuts

AFGHAN WOMEN'S PROJECT

Launched in the fall of 2023 with an initial cohort of 15, the Afghan Women's Project was created to foster social connections and provide opportunities for participants to explore different types of entrepreneurship. The program expanded quickly as word spread through the Afghan community that good things were happening at Beautiful Day!

By 2025, the program included 34 women who met weekly to prepare for employment, cook in a professional kitchen, collaborate, and learn about business development.

One group launched a successful catering venture, producing delicious meals for the public, community partners, and Beautiful Day events. Another focused on selling handmade artisan crafts, winning over Providence customers with their talents and skills. Several were hired by a local jewelry company and completed piecework from home. The third group worked to develop a new packaged food product, testing everything from pickled vegetables, sweets, a special green sauce that is delicious on everything, and spice mixes combining flavors from home.

There are so many great ideas for future cottage businesses -- keep an eye on local markets! Every Friday, the women fill our headquarters with ideas, enthusiasm...and hope.



WAZHMA: BUSINESS OWNER!

Wazhma began working at Beautiful Day in 2023 when we hired her to help connect us with the local Afghan community, and recruit participants for our Afghan Women's Project. She continues to be an integral part of the staff, expanding her role from translator/community-liaison to include program consultant, and catering kitchen manager. Wazhma's leadership and insights have been key to the program's success and she is a beloved member of the group. In 2025, Wazhma and her husband made the bold move to purchase franchise rights for a Providence Bagel store in North Providence and are now proudly running their own business.

"I never thought that I, as a woman who did not understand even a word of English, would become a business owner," she says.

Wazhma is originally from Kabul, the capital city, where her husband worked for the American military. When the US withdrew from the country in 2021, her family was in immediate danger. "We changed our house so many times," Wazhma recalls. "We could not sleep at night."

In the chaos following the US withdrawal, the airport was overwhelmed with people trying to flee. Wazhma and her husband tried repeatedly to leave, but they couldn't reach the planes. "With five children, it was too crowded, too dangerous," she says.

Three months later, a narrow window opened. A bus arrived outside their house. "You have to go now," they were told. They left everything behind.

Their journey took them to Qatar, then to a military base in the US, and finally to Rhode Island. But safety brought new challenges. "Everything was different -- the language, the culture," she says. "I had no one to talk to." With no English and no friends, those early days were isolating. Still, she persisted, learning English word by word. Today, Wazhma speaks with confidence, often laughing as her children, who learned very quickly, correct her grammar.

Together with her husband, Wazhma has worked hard to build a life for her family in Rhode Island that is rooted in hope and promise. As a respected leader and businesswoman, she faces a future filled with opportunities, not just for herself, but for other Afghan women whom she is helping along the way.



SALES & GROWTH

Our sales and growth team now includes specialists in paid media, graphic design, and social media/customer experience. The team worked hard to increase our online presence and expand product sales both locally and nationally. We continued to build our presence in Rhode Island where our products can be found in grocery stores and farmers markets, retail establishments, hotels, theaters, and even at the Providence train station!

We also expanded nationally where we were one of seven social enterprises chosen to participate in the Hyatt Hotels Lifestyle Brands Procurement Program, which will eventually double our sales! You can now find Beautiful Day bars in hotels and conference centers all around the country.

FARMERS MARKETS TRAINING PROGRAM

This three-month training program is designed for refugees preparing for careers in hospitality, retail, and other public-facing roles. Participants attend a weekly class where they memorize the ingredients and key selling points of 16 flavors of granola, hummus, coffee, and our mixed-nuts blend -- an impressive task!

Then they are placed with an experienced vendor at one of the 10 farmers markets around Rhode Island, where they put into practice the things they learned in class -- organizing the tables, welcoming customers, handling sales, and navigating the rhythms of a busy marketplace.





EMPLOYER PARTNERSHIP NETWORK

In the spring of 2025, we hired a new staff member to develop a network of local employers who were not just interested in hiring our graduates, but in creating workplaces where they would thrive. We were seeking businesses committed to welcoming refugees and creating opportunities for raises, promotions, and professional development. Interest in joining the Network was high and by the end of the year, 28 businesses of all sizes and sectors were members. We started listing jobs in September and by year's end, 7 of our graduates had been hired by partner businesses.

A BOUTIQUE, A GRADUATE, AND A PARTNERSHIP THAT FEELS LIKE FAMILY

Beautiful Day is proud to partner with Frog & Toad, a charming boutique shop offering a curated selection of unique and beautiful gifts. Located in Providence, the owners (Asher and Erin Schofield) were among the first to join our Employer Partnership Network and not only accepted two youth interns, but also hired two of our adult graduates to work there permanently.

One of these employees is Amina, a graduate of Beautiful Day's Afghan Women's Project, who started working at Frog & Toad in September. At first she was nervous because she didn't feel confident speaking English. But she accepted the position because she knew it would give her opportunities to improve. Interacting with customers was great for her English.

She learned about merchandising by designing and arranging in-store and window displays. Her job also involved tracking inventory and included writing, which benefited her in other areas of her life, especially in school. "Amina sees it not just as a job but also as an education,

and has treated it as such every step of the way," says Asher.

"I don't know if I've ever had an employee with a stronger work ethic. She's a force!"

For her part, Amina says, "The people at Frog & Toad feel much more like family than just people I work with."

Partnering with Beautiful Day has been a wonderful experience for Asher.

"I cannot overstate how challenging it is to go through the hiring process," he says. "To be able to have Beautiful Day bring us candidates that have been trained and vouched for is an enormous help. As soon as we have any open position, Beautiful Day will be the first place I will turn."

We're delighted by Amina's success and are happy to partner with Frog & Toad. If you know any businesses that might like to join this network, please reach out!

VOLUNTEER PROGRAM

Our volunteer program expanded under the direction of our volunteer coordinator who recruited, screened, onboarded, and managed our volunteers. Volunteers gave generously of their time and talents working directly with our program participants as classroom aides and guest speakers, and behind the scenes researching potential grants to fund our work, writing articles for our monthly newsletter, creating systems for data management, and copyediting our website and marketing materials. We welcome volunteers from all walks of life and invite interested people to reach out on our website.

PUBLIC OUTREACH

This year, we spoke to civic groups, churches, and school classes around the state. We also hosted tours of our facility and welcomed guests at our annual Holiday Fair. In addition to our weekly communal meals, we planted a community garden and attended public events all over the state to spread the word about the contributions that refugees make to our economy and culture. We believe in the power of relationships to counteract stereotypes and view our public outreach as a way of creating more welcoming communities.



IMPACTS & GROWTH

TRAINING

109 refugees participated in 1 or more of our 4 programs for adults, youth & Afghan women

 **18,316** hours of job training completed

 **71** refugees graduated from our programs

 **28** refugee graduates found jobs

 **26** enrolled in educational/training programs

 **3** refugee graduates enrolled in college

 **429** family members were impacted

GRANOLA, COFFEE, & HUMMUS

 **9.95** tons of granola produced

 **575** bags of coffee packaged

 **5,750** containers of hummus produced

 **3,451** packages shipped to 48 states (sorry, Mississippi & North Dakota – you missed out!)

OUTREACH

 **192K** visited our website and social media

 **114K** reached at farmers markets and other events

 **1,863** received our products as corporate gifts

EMPLOYER PARTNERS

 **28** employer partners

7 permanent hires made by partners

STAFF & VOLUNTEERS

 **3** new paid staff

 **37** unique volunteers

 **1,121** volunteer hours worked

PARTNERS

 **498** donors
(individuals, foundations, corporations, faith organizations)

 **94** monthly donors

 **158** granola subscribers

FINANCIALS

2025 Revenue

\$1,750,840

Foundations & Grants **65%**

Earned Income **20%**

Donations **15%**

2025 Expenses

\$1,822,854

G&A for Production and Programs **21%**

Training **50%**

Cost of Ingredients & Production **12%**

Community Education **10%**

Fundraising **7%**

FRIENDS & SUPPORTERS

\$25,000 AND ABOVE

Anonymous	LISC (SNAPE&T)	Papitto Opportunity Connection
Eastern Bank	Mentor RI	State of Rhode Island
Imago Dei Fund	Panoram Foundation	United Way

\$10,000 TO \$24,999

1829 Legacy Fund	Burkhaven Family Foundation	Episcopal Charities Fund
Anonymous (3)	Centreville Bank	Emily & Ross Jones
Amica Companies Foundation	Joanne Chiu & Luke Peng	David Lang

\$5,000 TO \$9,999

The 50 Fund	Blount Fine Foods Corporation	Partnership Foundation	TD Charitable Foundation
Andrade-Faxon Charities for Children	Carter Family Charitable Trust	Reservoir Church	Melinda Tuan
Anita Stafford Charitable Lead Trust	Almon & Suzanne Hall	Mark & Donna Ross	Webster Bank
	Ocean State Charities Trust	Robert F. Stoico/FIRSTFED Charitable Foundation	

\$1,000 TO \$4,999

Anonymous (2)	Karen & Otto Folkerts	Lynn Kolowsky	Professional Women for Good
Bank Newport	Reverend Chris & Andrew Foster	Stephen Letcher	Providence Presbyterian Church
Matthew Bilotti	Christine Fox	Sheila McEntee	Red Sox Foundation
Judith Blackadar	Carrie & Hans Franzen	Kylie & Max Mean	ReDefine Alliance
Ashley Brown Raynal	James Gentner	Hannah & Joseph Miller	Paula & William Rooks
Andrew Brownsword & Beth Muccini	Geoff & Val Gordon	Mary Minow	Aaron Schaal
Charitable Gift Planners of Rhode Island	Bobby & Charlene Gross	Jill & Brook Moles	Stephen & Barbara Schaal
Anna & Michael Chon	Ann & Todd Hampson	David Palms & Traci Kulphoff	Teresa Stankiewicz & Richard Furnstahl
Tino & Laura Chow	Mike & Karol Hardin	Doreen & Wayne Pelland	Heather Strohl
Mary & Allyn Copp	Institute for Training & Development	Jessica & John Pinkos	Barry-Thouez Family Fund
Kevin & Laura Dawson	Caroline Johnson	Thomas Pizzuti	Michael & Heidi Tanacea Tso
Coventry Edwards-Pitt & Matthew Weinzierl	Nancy Kaull	Marisa Pollard	Teri Tuscano
	Debra & Paul Kellstedt	Elizabeth & Philippe Poux	Andrew Wallerstein
	Jennifer Kiddie	Rebecca & Lebaron Preston	

\$500 TO \$999

Anonymous (2)	Beth Gamel	Diane Lynch	Barbara & Harry Purnell
Eliza Anderson	Linda & John Gendron	Amanda MacGee	Ann Rheault
Dawn & Deven Apajee	Katherine Gibson	Martha Manno & Philip Gruppuso	Varsha & Raman Shah
Beneficent Church	Melissa Gorvett	Michelle Maynard	Thomas & Barbara Slaight
Linda Bragg	Francesca Gould	Lela Means	Catherine Sloan
Claire & Scott Brill	Tarez & Eric Graban	Julianne & David Mehegan	Robert & Donna Specian
Kate Cahill	Kara Hahn	Laurita Moscatelli	St. Martin's Episcopal Church
Carolyn Cain	Marion Hinman	Laura Openshaw	Elizabeth Sullivan
Nancy & Duane Christy	Bill & Mary Hollinshead	Marie-Claire Ording	Maureen Taylor & Dexter Strong
Eugenie Copp	Corenna Hoyt	Hazel Osborne	Sarah Vantrease
Anne-Marie & Tim Enderby	Jane & John Isaac	Jill Pearlman	Lauren Waterson
Lloyd Feinberg & Elizabeth Marcotte	Michael Isenberg	John Pearsall	Jason Witham
Gregory & Teresa Fung	Mary Ellen Lynch	Phillips Memorial Baptist Church	Samuel Yu

STAFF & BOARD

KEY SALES PARTNERS

Allen and Co., NYC	Goldman Sachs, New York, NY	Peace by Piece International, Los Gatos, CA
Alvarez & Marsal Health Industry Group, Boston, MA	Graduate Hotel by Hilton, Providence	Procure Impact, Falls Church, VA
Awakening Church, Smithfield	Groden Network, Providence	Progreso Latino Inc., Central Falls, RI
Barrington Presbyterian Church, Barrington	Holy Family Retreat Center, West Hartford, CT	Providence Warwick Convention & Visitors Bureau, Providence
Belmont Market, Wakefield	Hope and Main, Warren, RI	Reservoir Church, Cambridge, MA
Bolt Coffee, Providence	Intervarsity Christian Fellowship, Midwest, Pacific	Roger Williams University, Bristol
Brule, Nault and Hainley, Cumberland, RI	Johnson & Wales University, Providence	Seymour Foods, Providence
Bryant University, Smithfield	Keller North America, Cumberland	Sodexo, RI
Café La France Train Station, Providence	KGM Residential, Newport	Stock Culinary Goods, Providence, RI
Clement's Marketplace, Portsmouth	Langwater Farm, North Easton, MA	The Dean Hotel, Providence
Dave's Marketplace, East Greenwich	Leadership Rhode Island, Providence	The Nook Coffee Shop, East Greenwich, RI
Dave's Marketplace, Smithfield	Museum of Work & Culture, Woonsocket	The Siren Hotel, Detroit, MI
Family Service of Rhode Island, Providence	Newport Restaurant Group, Warwick	Trinity Repertory Theater, Providence
Farm Fresh, Providence, RI	Oakwells/Tailwinds Concessions, Providence	United Way, Providence
Fort Adams Gift Shop, Newport	Park Street Church, Boston, MA	Urban Greens, Providence
From You Flowers, Old Saybrook, CT	Pawtuxet Village Market, Cranston	

SPECIAL MENTION

Bono and U2 – Inspiration and Name

VOLUNTEERS

Keith Andrade	Kathryn Lunardelli	Margaret McPartland	Jordan Foster
Roslyn Birke	Carolyn Blakesley	Deven Apajee	Johanna Johnston
Renee Brochester	Lynn Blakesley	Wayne Leaver	Karen Klingon
Karen Egenes-Quirk	Janet Cowan	Bevan Linsley	Elle Koo
Euler De Leon	Susanne Greelish	Emily Stallings	Rosey Ok
Sarah Greenleaf	Rachel White	Michele Verduchi	Bonnie Schultz Platzer
Felicia Hwang	Marc Gonick	Maya Kilani	John Willis
Nancy Jo Iacoi	Ellen Dorsch	Fred Wambolt	
Pam Kilstein	Mike Lee	Viktor Gavrielov	
Vi Le	Cecily Ziegler	Brook Moles	

YOUTH SUPERVISORS & MENTORS

Brenda Adames	Natalie Faragon	Kymara Mary-Owusu	Richard Pederson
Hadaitullah Amini	Bob Gruslin Jr.	Selemani Mayundo	Julie Rondot
Michael Carlozzi	Peter Kelly	Evon Nano	Asher Schofield
Steve Chartier	Sean Kontos	Rose Ntirampeba	
Melissa Duguay	Hannah Lally	Cindy O'Sullivan	

Beautiful Day would like to thank our partners who contributed between Jan 1 and Dec 31. We couldn't have done it without you. We've done our best to present everyone's name as they wish to be known. Let us know if you notice a mistake or want a change!

2025 STAFF

Beatrice Ake Youth Coordinator	Wazhma Fahim Kitchen Manager and Catering Lead, AWP	Liz Lindgren Catering Manager, AWP	Kristen Pohl-Munro Administrative Assistant
Saddiqa Alizada Senior Program Assistant and Catering Lead, AWP	Leslie Felker English Teacher	Selemani Mayundo Operations Associate	Atefeh Raeisi Marketing Associate
Saad Awad Production & Training Manager	Rebecca Garland Associate Director	Joan McLaughlin Director of Sales & Growth	Roberto Romero Director of Operations
Mason Billings Farmers Markets Program Manager	Amanda Gray Marketing Manager	Marguerite McLaughlin Development Assistant	Negina Sadat Afghan Program Interpreter
Keith Cooper Executive Director	Chrissy Heckart Program Manager, AWP	Maliss Men Coletta Director of Training	Laura Sadovnikoff Administrative Manager
Annie Dickson Employer Partnership Developer	Karen Hlynsky English Program Developer	Nathan Moles Website Manager	Nagwa Saed Case Manager
Iman Diriye Production Assistant	Farzaneh Jalali Afghan Program Interpreter	Evon Nano Granola Chef	Paula Taluru Marketing & Design Consultant
Leonard Dougbe Marketing Associate	Mohammad Jalali Marketing Associate	Rose Ntirampeda Operations Associate	Zaid Wadia Shipping Manager
	Becca Katz Volunteer Coordinator	Isaac Nzamuye Farmers Market Manager	Rachel White Artisan Entrepreneurship Instructor, AWP

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