



2019

# ANNUAL REPORT

**BRIO HEALTH GLOBAL**

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[www.startbrio.org](http://www.startbrio.org)





## **VISION**

Mental health liberation led  
by the world's vulnerable communities.

## **MISSION**

We equip community leaders to design and scale  
effective mental health care that transforms their  
neighborhood, city, and country.

## **METHOD**

Through our partnership program, we provide a mental  
health design process, expertise, evaluation, and  
leadership support to develop effective community-  
owned models of mental health care.





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# LETTER FROM THE FOUNDERS

Dear friends,

In August 2018, a phone conversation changed everything. Our friends Alicia Durán-Ballén and Dan Gheorghita, experienced community leaders in Ecuador, told us they wanted to respond to the neighborhood's dire need for addiction prevention and care. "We can't do this alone," they said, "and no one has really stepped up to help us figure this out." With a vision for healing and a commitment to community ownership, Brio was born that day.

Because of your support, Brio has grown to become a nonprofit offering a partnership program for experienced local leaders to design and implement community-owned models of mental health care. Through these partnerships, we do more than address the need for contextualization, capacity building, and evaluation in delivering effective mental health care and education. We are *acompañantes* to our partners, who face both the challenges of collective action in vulnerable contexts and the results of years of inaction against poverty, violence, and marginalization. Everyday we are reminded that they are heroes; their courage inspires us to be brave and faithful.



The year 2019 was marked by several major points of validation: our growing impact in Ecuador; our new partnerships in Mexico and Peru; and our expanding network of supporters and friends like you. We are excited to tell you more about these developments in the following pages. They reflect what so many of you have shown us all along— that any work worth doing will be one of true collaboration, yielding results far richer and more effective than going it alone.

As we look back over the past year and ahead to the next, we thank you for all the ways you have been our *acompañantes*, believing in us and in flourishing communities despite powerful injustices and suffering. Thank you for walking with us. We could not do this without you.

With gratitude,

Handwritten signatures of Daisy Rosales and Aaron Rosales in black ink.

Daisy Rosales & Aaron Rosales  
Co-founders, Brio



# Our partnership program

Brio works with community leaders in Latin America to design and implement lasting mental health solutions. Through our partnership program, we provide a mental health design process, toolkit, consultation, evaluation and seed funding for building community-owned models of care.

## Here's how it works.

### Year 1: Pilot Year

- We work with the participant and their community to assess and define the problem they hope to solve. This includes initial needs assessments, focus groups, and interviews.
- Using our findings and principles of human-centered design, we help develop a pilot program. During the program, participants have access to our strategy and clinical expertise. If needed, participants can apply for small grants for the pilot.

### Years 2-5: Implementation and Expansion

- Each subsequent year, we create clear goals for the partnership to help expand on the pilot. This stage depends heavily on the community's specific needs. Each partnership is required to measure effectiveness and adapt.
- As the partnership's impact grows, we support long-term strategy in growing a team, generating revenue, applying for larger grants, training stakeholders, and more.
- Throughout the partnership, we support participants by convening like-minded leaders, experts with relevant experience, and our own expertise.



# ECUADOR

## Quick Facts

**City:** Quito

**Partner:** Fundación Casa Victoria

**Start date:** August 2018

**Community focus:** San Roque neighborhood; 80% indigenous community; low-income

**Community pain point:** Addiction, trauma, domestic violence

**About the partner:** Alicia Durán-Ballén and Dan Gheorghita have been serving in a high-crime, low-resource neighborhood of San Roque for 10+ years through a dynamic child development and family education program. Dan is a certified addiction counselor and trainer by NAADAC, the Association for Addiction Professionals. Alicia is an Ecuadorian native, skilled local activist and community organizer who founded Casa Victoria to transform the San Roque neighborhood. Over the past 10 years, they have served more than 500 children, engaged more than 2000 community members, and become one of the only trusted nonprofit organizations in San Roque, particularly among indigenous families. Our partnership focuses on developing accessible and scalable addiction prevention, counseling training, and positive promotion strategies at the city and national level.

## Partnership Impact

**50**

local leaders & practitioners trained in addiction counseling (140 to 270 hours)

**1000+**

individuals received free addiction care or counseling through partnership-trained practitioners

**900+**

community members (parents, students, teachers, etc.) engaged in awareness events, focus groups, and trainings

**3**

new addiction counseling resources translated & contextualized for the first time (2000+ pages)

**4**

contract projects launched, including Quito municipality, private university, Ecuador ministry of education and ministry of health



# MEXICO

## Quick Facts

**City:** Mexico City

**Partner:** Lekil Kuxlejal

**Start date:** August 2019

**Community focus:** Human rights defenders, families of disappeared persons, torture victims

**Community pain point:** Burnout, trauma

**About the partner:** Pablo Romo, Martha Elena Welsh Herrera, and Felix Enrique Garcia Y Aceves run a consortium of human rights advocacy projects focused on holistic wellness and the practice of peace. Brio supports their current project of developing a burnout care & prevention program for human rights defenders, usually families of disappeared persons. Human rights defenders connected to the organization bear the burden of advocating against corrupt local and national justice systems; searching for the remains of those disappeared; and reporting to their local communities on investigations related to disappearances. Pablo spent 30+ years in the human rights arena where he was recognized as an Ashoka fellow. Martha Elena uses her experience as a dancer to help human rights defenders address psychosomatic symptoms of trauma and stress. Felix oversees the artistic enrichment elements of their program.

## Partnership Progress

### Vision-casting & trust-building

After a fruitful first-time listening session in Mexico City, we worked to build trust with the Lekil Kuxlejal team. This trust-building process involved a vision casting and exploration session during which we identified opportunities for testing, improving, and expanding their current new model for holistic burnout prevention and care.

### Program alumni gathering

In October 2019, 15 burnout program alumni gathered in Mexico City to reflect on their experiences and share their needs. For this event, Brio researched and developed appropriate scales to measure levels of stress, emotional wellness and capacity. Each participant completed the survey.

### Pre- and post- evaluation

Given the positive experience with the October survey, the team has agreed to conduct a full pre- and post-evaluation for the February 2020 iteration of their burnout prevention and care program, which will allow for data-driven adaptations, expansion on the most impactful elements of the program, and opportunities to iterate the program across more communities.





# PERU

## Quick Facts

**City:** Lima & Arequipa

**Partner:** Yunta

**Start date:** January 2020

**Community focus:** School-aged children living in urban poverty

**Community pain point:** social-emotional skills, trauma

**About the partner:** Alberto Munoz Najar is one of the co-founders of Yunta, and also Daisy's MBA colleague at Yale. In 2013, after teaching children living in urban poverty, he and other co-teachers launched Yunta to provide support and mentoring to students from low-income backgrounds. Since then, Yunta has expanded its mentorship program to partner with schools across Peru, concentrating in Lima and Arequipa. Since their founding, Yunta has supported 1300+ students. Upon learning about Brio's partnership program, the Yunta team applied in late 2019 to explore opportunities to develop stronger, more explicit program features to respond to the mental health crises students face. Starting in 2020, Brio will work with Yunta to develop new features to pilot in the school year that begins in March.

## Partnership Potential

As this partnership is just now beginning, we are exploring options with the Yunta team for their first mental health project. Based on the interviews and research we've conducted, here are a few options we envision.



**Social / Emotional Learning**



**Trauma-informed Programming**



**Growth Mindset and Grit**

# SUCCESSSES

## 1) Local leaders trust us.

*"No one in my life has shown up for me the way that Brio has. You've made all the difference."*  
- Dan, Ecuador partner

Of all our successes, we would name trust-building across local contexts, cultures, and languages as the one we're most proud of. While our partners' work is often cutting-edge, they are no strangers to US-based organizations that fail to recognize local expertise or impose practices that disparage local values or realities. As an organization, we are committed to listening before we instruct, to demonstrating full transparency and a willingness to apologize, and to value community ownership over claiming credit for our contributions.

## 2) We're gaining recognition and support.

Since August 2018, we have been largely supported by various student awards available at Yale. Prize sources have included: Yale Medical School; Yale School of Management; InnovateHealth Yale; Tsai Center for Innovative Thinking at Yale. We were also recently selected into a new student accelerator hosted by the Rockefeller Foundation and Acumen. We are thankful that funders perceive value in our collaborative approach to mental health care design. Meanwhile, individuals with valuable expertise have contributed their time to Brio as well. We are so grateful.

# FAILURES

## 1) We over-used the word "fund".

When we first started, we thought the key missing component in developing community-owned models of mental health care was access to capital. While capital is indeed limited, we have since discovered that a structured process, additional expertise, and emotional support are just as important to our partners. However, in our communications about our work we used "Brio Fund" for quite some time. It gave potential donors the impression that we were investors, and it gave local partners the impression that we were a foundation to which they could apply for large sums. We have since had to course-correct as we learn about our value-add in the collaborative process, and now use program language to explain what we do.

## 2) We launched Brio in an already busy season.

With the exception of July 2019, we have been working on Brio in addition to other very full-time demands, which has made it nearly impossible for us to visit our partners as often as we would like. We expect this to change halfway through 2020, but our graduate student status (Daisy's MBA and Aaron's PhD) has made it challenging to support our partners as thoroughly and quickly as we would like. This has led to delays in our own turnaround time, which is only compounded by the slower pace of stakeholder collaboration.



# FINANCIAL INFORMATION

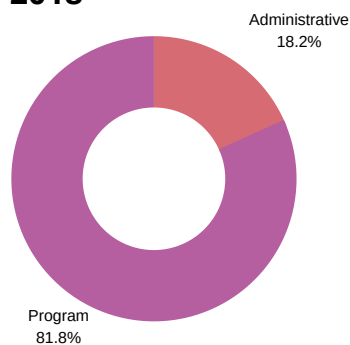
## Brio Health Global

### Revenues & Expenses

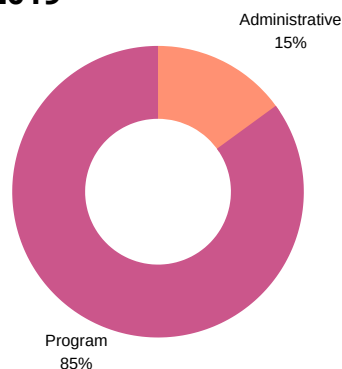
Year Ended December 31, 2018-2019

	2018	2019
	Budget	Budget
<b>Revenue</b>		
Grants / Prizes	\$ 6,000	\$ 19,000
Program fees	-	-
Individual contributions	-	1,000
In-kind contributions	-	12,500
Other income	-	-
<b>Total revenue and support</b>	<b>6,000</b>	<b>32,500</b>
<b>Expenses</b>		
Salaries	\$ -	\$ -
Payroll taxes and benefits	-	-
Marketing / Fundraising	216	225.20
Contractors	-	12,711.24
Professional fees	-	1,091.20
Program grants	969.55	6,900
Occupancy	-	-
Meetings	-	-
Stipend	-	-
Supplies	-	192.69
Travel	-	2561.89
Internet and Software	-	172.1
Local Operating Fees	-	-
Other expenses	-	-
<b>Total expenses</b>	<b>1,185.55</b>	<b>23,854</b>
<b>Surplus (deficit)</b>	<b>\$ 4,814.45</b>	<b>\$ 8,645.68</b>

**2018**



**2019**



N.B. \$12,500 of in-kind donations refers to pro bono legal services rendered, reflected in Contractors line item. The cost graph for 2019 does not include these services.



# LEADERSHIP & SUPPORT

## Board of directors

Daisy Rosales  
Aaron Rosales

Co-founder & Executive Director  
Co-founder & Director of Psychology

Jihye Gyde  
Jasmine Park  
Jennifer Guerra Aldana

Nonprofit Finance Fund & Sloan School of Management  
Child Policy & Yale Jackson School of Global Affairs  
Director of Multicultural Programs, Fuller Youth Institute;  
Pastor at La Fuente Ministries

## Advisors & Mentors

Sylvia Aguilera Garcia, Human Rights director and consultant in Mexico City

Rodrigo Canales, Professor of Organizational Behavior at Yale School of Management

Teresa Chahine, Faculty on Social Entrepreneurship at Yale School of Management

Nitya Kanuri, Yale School of Management & Yale School of Public Health

Martin Klein, Professor at Yale School of Public Health

Jade Luo, Columbia University School of International Public Affairs

Chris Underhill: Advisor, Senior Ashoka Fellow & Skoll Foundation Award Recipient, Founder of BasicNeeds