

# ANNUAL REPORT

2025

GLOBAL EMERGENCY RELIEF,  
RECOVERY & RECONSTRUCTION

Ukraine Response:  
Firewood Distribution  
for Home Winterization



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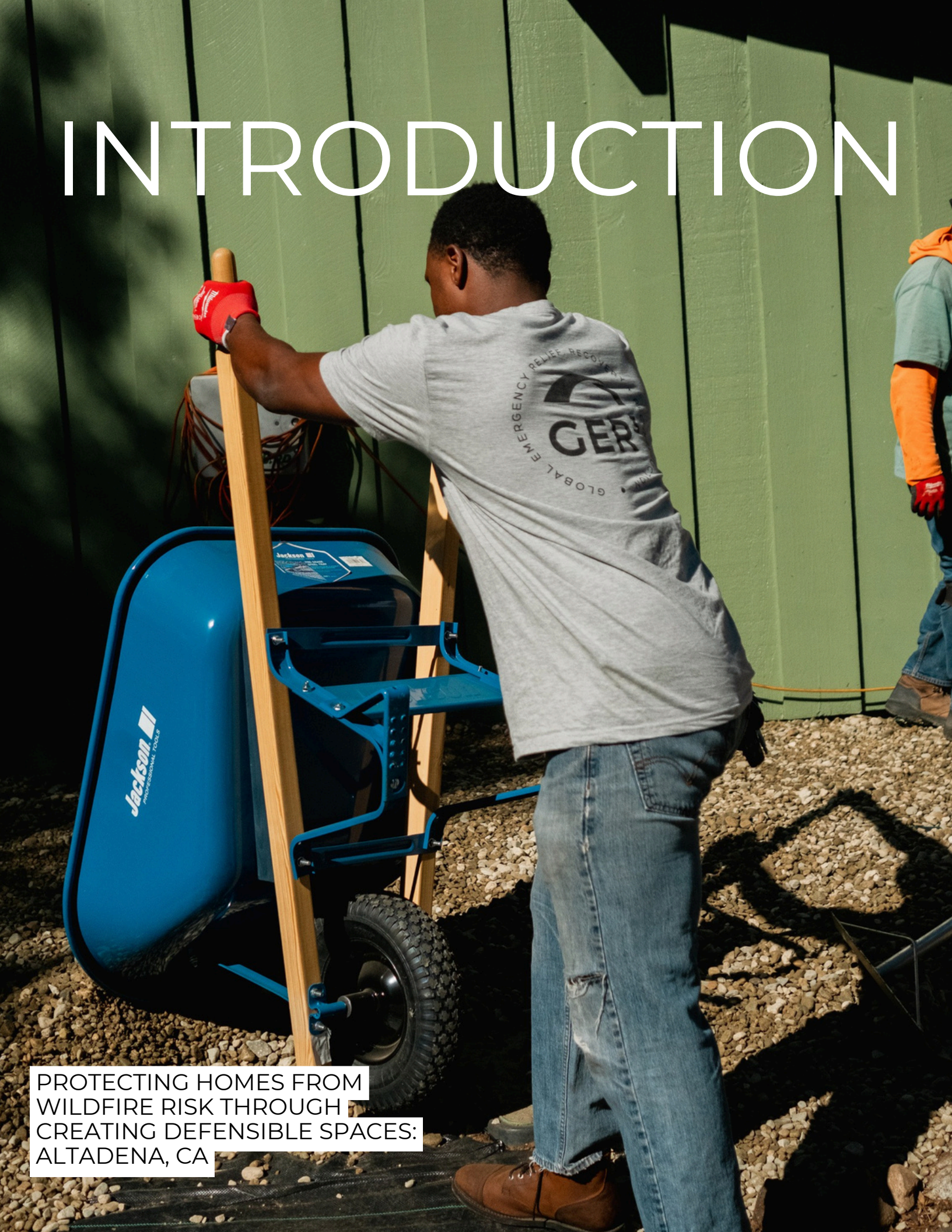
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# INTRODUCTION



PROTECTING HOMES FROM  
WILDFIRE RISK THROUGH  
CREATING DEFENSIBLE SPACES:  
ALTADENA, CA

# LETTER FROM THE PRESIDENT

## A YEAR OF REFLECTION, FROM THE PRESIDENT OF THE BOARD AND FOUNDER

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Looking back on 2025, I think first of the communities that endured another year of uncertainty and disruption, and of the determination they demonstrated in the face of it.

Around the world, families navigated overlapping pressures. Conflict continued to displace households and damage critical infrastructure. Severe storms and wildfires reminded us how quickly lives can be upended. Economic strain made recovery harder for those already living close to the edge. In many places, the challenge was not only responding to a single event, but rebuilding while knowing another shock may come.

In Ukraine, winter once again tested the resilience of elderly residents, families with disabilities, and those whose homes had been damaged by sustained attacks. In Altadena, homeowners stood in smoke affected houses trying to understand what recovery would realistically look like. In Jamaica, after Hurricane Melissa, fishermen and families worked to clear debris and restore livelihoods that sustain entire communities. In The Bahamas, years after Hurricane Dorian, some of the most vulnerable residents were still working toward safe, stable housing.

This year, more than 53,300 individuals were supported through GER<sup>3</sup> programs, and over 1,500 households received direct assistance with repairs, winterization, remediation, and recovery services. Yet what gives me hope is not the scale of our activities, but the persistence of people. Homeowners who participated in repairs. Parents determined to see schools reopen safely. Neighbors helping one another clear streets and rebuild roofs. Recovery is rarely dramatic. It is steady, often exhausting, and deeply human.

I am especially grateful for the GER<sup>3</sup> staff who made this work possible. They carried out assessments in difficult conditions, listened carefully to community members, partnered with local leaders, and stayed focused on those most at risk. Their professionalism and compassion shaped every program we delivered this year. In a time when the humanitarian sector faces increasing strain, their dedication mattered.

2025 was also a year of transition for GER<sup>3</sup>. Since our founding, I have supported the organization's day-to-day leadership in a volunteer capacity alongside a deeply committed team.

# LETTER FROM THE PRESIDENT

This year, we took an intentional step to evolve our capacity to deliver, so that GER<sup>3</sup> is well positioned for its next chapter of service. We welcomed John Stephens as our first Chief Executive Officer at the end of the year. With more than two decades of leadership across emergency response, recovery, and long-term development, John brings deep experience building organizations and programming that delivers practical, community-centered impact in complex environments. I have great confidence in his leadership as GER<sup>3</sup> enters its next chapter, and I look forward to supporting him as I continue in my role as President of the Board of Directors. We also expanded our leadership structure to include dedicated development and in-house finance leadership. These steps were taken to better support our teams and to steward resources responsibly, so that communities can rely on us not only today, but in the years ahead.

None of this work would have been possible without the generosity of our donors and the collaboration of our partners. Your support allowed us to remain present in communities long after headlines faded. As the work continues, we are deeply grateful for your confidence in GER<sup>3</sup> and in the people we serve.

With gratitude,

**Langdon Greenhalgh**

President of the Board and Founder

Jamaica Team Aiding Fishermen After Hurricane Melissa



# LETTER FROM THE CEO

## LOOKING AHEAD, FROM THE CHIEF EXECUTIVE OFFICER

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I joined GER<sup>3</sup> with deep respect for what Langdon, the Board, and our staff and partners have built over the past decade. Their leadership and commitment to the mission have positioned the organization well for its next chapter, and I am grateful for the trust they have placed in me at this moment of transition.

The need in the communities we serve remains profound. Yet one of the lessons I have carried with me throughout my career is that smaller organizations, when they are clear about their purpose and disciplined in their approach, can have an outsized impact. GER<sup>3</sup>'s strength lies in its focus. We are nimble, we are practical, and we are able to respond quickly when emergencies unfold. My intention is to lean into those qualities while continuing to strengthen how we plan, partner, and deliver our work.

Looking ahead, we will stay anchored in what we do best. That means responding with urgency when crises strike, working closely with local partners who understand their communities best, and supporting recovery efforts that are effective, thoughtful, and built to last. It also means continuing to learn and improve, so that our response fast, consistently effective, and is accountable.

As needs grow more complex and resources remain constrained, strong partnership and careful stewardship will matter more than ever. We are committed to using every contribution thoughtfully and transparently in support of communities rebuilding their lives.

I am optimistic about what lies ahead and confident in what we can achieve together. I am grateful for the opportunity to lead and for the trust placed in me as we carry this work forward.

**John Stephens,**

Chief Executive Officer

# ABOUT GER<sup>3</sup>

## OVERVIEW

Global Emergency Relief, Recovery and Reconstruction (GER<sup>3</sup>) is a nonprofit 501(c)(3) humanitarian organization dedicated to building crisis-affected communities back better following disasters. Since our founding in 2016, we have provided immediate relief and long-term recovery across ten countries in response to a variety of disasters, ranging from earthquakes to armed conflicts. Through locally-led teams, GER<sup>3</sup> provides multi-sectoral relief to a community's most vulnerable members, identified through our team's detailed needs assessments. GER<sup>3</sup> bridges the gap between relief and recovery services, thereby increasing a community's resilience in the wake of disaster and preparedness for the next.

## OUR MISSION

Our mission is to build communities back better following a disaster through integrated relief, recovery, and reconstruction services.

## OUR GOALS

- Deliver excellent community-led disaster response services, both domestically and worldwide.
- Foster dynamic partnerships in local affected communities and with other humanitarian organizations to best meet the needs of a given disaster.
- Build a sustainable, equitable, and accountable organization.
- Utilize renewable and eco-friendly technology throughout our responses.

Los Angeles Team on the Ground in Altadena



Hurricane Matthew

# THE GER<sup>3</sup> DIFFERENCE

## BRIDGING THE HUMANITARIAN GAP

GER<sup>3</sup> pairs immediate disaster relief services with long-term community reconstruction in all our programs to help affected communities transition seamlessly to long-term resilience and avoid gaps in services. By bridging this gap, GER<sup>3</sup> provides communities a more impactful disaster response.

## COMMUNITY-LED APPROACH

GER<sup>3</sup> works directly with and strives to hire members of disaster-affected communities to build a deep understanding of the context-specific culture and needs. Our programs support communities in emerging from disaster and focus on the longevity of our impact by providing on-site livelihood opportunities, skills-training workshops, and durable infrastructure rehabilitation. By engaging directly with community members, GER<sup>3</sup> services more effectively respond to the specific needs of an area, with the economic and structural benefits of our responses continuing long after our programs conclude.

## SUPPORTING THE MOST VULNERABLE

In all our programs, GER<sup>3</sup> conducts detailed needs assessments to identify a disaster-affected community's most vulnerable members. We then target our services to support these populations. Vulnerable community members belong to demographics such as the elderly, disabled, low-income, ill, internally displaced, single-parent households, and large family households.

Ukraine Vulnerability Assessment for 2025-2026 Winterization Program



# 2025 IN REVIEW



2025 was a significant year for GER<sup>3</sup>. We concluded our Abaco Vulnerable Homes Rehabilitation and Capacity Building Project (Bahamas) in January and expanded our multi-sectoral programs in Ukraine, providing critical support to war-affected communities. GER<sup>3</sup> launched two new programs; one in Altadena, in response to California's winter wildfires; and the other in Jamaica, responding to Hurricane Melissa, which swept through the Caribbean in the fall of 2025.

We also welcomed our first-ever Chief Executive Officer, John Stephens, to GER<sup>3</sup> in the final weeks of 2025. John has over two decades of leadership experience across emergency recovery and long-term development sectors. His previous work includes senior positions at Mercy Corps (Asia, Africa, Middle East), philanthropic foundations, and most recently at The BOMA Project. We are excited to begin 2026 under his guidance.

We are proud to report that 53,300 individuals benefited from GER<sup>3</sup> projects worldwide in 2025. Over 1,500 households were directly supported with home repairs, winterization services, fuel distribution, smoke remediation, and/or home hardening services. We will continue to work to not only repair infrastructure, but dignity, security, and hope for the people of disaster-affected communities.

# PROJECTS

WATER TOWER  
REPLACEMENT, UKRAINE  
WASH SERVICES



# THE BAHAMAS

## HURRICANE DORIAN

### NEEDS ADDRESSED

In 2019, Hurricane Dorian swept through the Bahamas and wreaked havoc across the island nation. Six years later, damages resulting from Dorian's high winds and flooding persist, with the most vulnerable citizens unable to return home or fix their homes without humanitarian assistance. Such citizens are low-income, disabled or chronically ill, elderly, and/or have other complications. As homes sit without repair, poor conditions only worsen, increasing the complexity and cost of the necessary repairs.

### CONCLUSION OF ABACO RESPONSE

The fourth phase of GER<sup>3</sup>'s Abaco Vulnerable Homes Rehabilitation and Capacity Building Project concluded in January 2025. Over the course of the year, our **23-member Cash for Work (CFW) team** logged **40,770 hours** repairing **22 homes** across Abaco. **60 homeowners** were supported. These repairs greatly ranged from roofing, flooring, cabinetry, to electrical, plumbing, and more. GER<sup>3</sup>'s Phase IV efforts made lasting impacts not only in home restoration, but also in revitalizing the community as a whole. Our CFW program earned over 25% of the project's total budget, which directly reinvested those wages into the local economy. Furthermore, the GER<sup>3</sup> team repaired multi-generational homes, dually addressing immediate housing concerns while also strengthening the foundation for future Abaco generations. Homeowners were actively involved throughout each construction process to ensure that GER<sup>3</sup> repairs would best enhance their home's overall livability.

#### HURRICANE DORIAN, BAHAMAS

Peak Winds: 185 mph

Storm Surge: 23 ft

Fatalities: +74

Displaced Individuals: +70,000



Abaco Home, Near Completion

# THE BAHAMAS CONT.

## ABACO VULNERABLE HOMES REHABILITATION AND CAPACITY BUILDING PROJECT: TOTAL STATISTICS

|                    | Phase I | Phase II | Phase III | Phase IV |
|--------------------|---------|----------|-----------|----------|
| Homes Repaired     | 18      | 26       | 24        | 22       |
| Home Beneficiaries | 107     | 214      | 166       | 60       |
| CFW Team Members   | 15      | 11       | 22        | 23       |
| CFW Hours          | 6,233   | 13,336   | 20,493    | 40,770   |



BEFORE

Before and After GER<sup>3</sup> Home Repairs



AFTER

# LOS ANGELES

## EATON WILDFIRES

### NEEDS ADDRESSED

In January 2025, the Eaton Wildfire began in Altadena and spread to 14,000 acres. Nineteen casualties and were confirmed and over 9,400 buildings were destroyed or damaged.

This wildfire was the second most destructive wildfire in California's history. The Eaton Fire did not just affect families with total loss. Homes that are still standing were contaminated with toxic residue, including lead and asbestos, with little to no financial recourse due to underinsurance. While new homes are being built to higher wildfire resilience standards, existing homes are left to cover the financial burden of retrofitting their homes to match the resilience of their neighbors.

### INITIAL RESPONSE

GER<sup>3</sup> immediately sent a Disaster Response Team (DRT) to the Los Angeles area to conduct assessments and set up a full-program response. Our initial team distributed PPE and property reclamation materials including hazmat suits, soil sifters, rakes, and shovels to many families and individuals. Due to our prompt response, GER<sup>3</sup> was able to identify Altadena as the community where our services would make the most impact due to the great devastation the area sustained and the high socioeconomic vulnerability markers of the community, including insurability rates. Our team connected with key partner organizations and community leaders to map the components of a long-term program.

#### EATON WILDFIERS, ALTADENA

Burned Area: 14,021 acres

Fatalities: 19

Structures Destroyed: +9,000



Eaton Wildfire Devastation, January 2025



# LOS ANGELES CONT.

## PROGRAM OVERVIEW

GER<sup>3</sup>'s year-long Altadena County response encompassed both early recovery and long-term resilience services. Due to our dual approach, **281 direct beneficiaries** benefited from home repair and hardening services, and **over 100 individuals benefitted** from our training and education partnerships with community organizations.

Our early recovery services include indoor environmental testing, smoke remediation, minor repairs, and certified soil testing with remediation recommendations. Seven homes were remediated in 2025, with seven more to be completed by February 2026. Eighteen homes and one community center were tested for combustion byproducts, lead, and asbestos, with high rates for all tested substances found within the structures. The average beneficiary income was just under \$43,000, one-third less than the county's average. Our beneficiary households had a **94% gap** between actual cost of work and financial relief received by a household from insurance.

Our resilience services reduce wildfire risk and strengthen household preparedness through home hardening and the creation of defensible space. In 2025, GER<sup>3</sup> assessed 57 homes, hardened 49, and created 66,723 ft<sup>2</sup> of defensible space. We were honored to be featured in community media outlets such as the LA Business Journal, which highlighted our work across their platforms.

After the wildfires, Los Angeles county opted to depart from protocol and skip debris removal confirmation sampling. As Altadena enters the reconstruction phase, GER<sup>3</sup> is actively advocating for the importance of soil testing and remediation as a standard post-wildfire practice. We've partnered with four different nonprofits engaged in reconstruction to offer soil testing prior to starting works. In 2025 we tested 28 lots, with 54% coming back with elevated levels of lead or arsenic. Throughout all of our work, GER<sup>3</sup> integrates advocacy and capacity building to support the Altadena community's long-term recovery.

Home Smoke Remediation Services



# UKRAINE

## FULL SCALE INVASION

### NEEDS ADDRESSED

The Russia-Ukraine War continued through 2025, with devastating impacts on civilians. Destruction of critical infrastructure and housing due to sustained Russian bombing campaigns resulted in internal displacement and heightened protection risks, especially for the most vulnerable Ukrainian populations. Lack of adequate healthcare, in-person education, and reliable sources of clean water and energy plague the Ukrainian population.

At the end of 2025, 5.7 million refugees and 3.8 million internally displaced Ukrainians were recorded. The severe level of destruction, coupled with ongoing displacement concerns, compromises the daily life (i.e. education, livelihood, access to utilities, etc.) of Ukrainian citizens and jeopardizes the long-term economic outlook of Ukraine.

#### RUSSIAN INVASION OF UKRAINE

Civilian Casualties: +56,000

Internally Displaced People: 3.8 million

Refugees: 5.9 million

Territory Loss: 5,000 km<sup>2</sup>



Recipients of GER<sup>3</sup> Firewood Distribution



# UKRAINE CONT.

## PROGRAM OVERVIEW

GER<sup>3</sup> expanded the scope of our three-year Ukrainian response throughout 2025. By holistically addressing the barriers to adequate shelter, water, sanitation, health, and education services for war-affected people, GER<sup>3</sup> benefited **over 45,980** Ukrainians in 2025.

Our home repair services reached **1,392 households** and encompassed insulation, window and door replacement, roofing, and other services. **Seven health centers** received services such as medical equipment and rehabilitation equipment and fuel supply. **Five schools benefited** from three bomb shelter repairs, allowing **510 students** to return to school and **177 faculty and staff** to return to work; 144 of these students had disability and chronic illness, while 61 were internally displaced. Bomb shelter reconstruction included plumbing, electrical, insulation, disability inclusion (e.g., accessible exits and elevators), and other services.

GER<sup>3</sup> multi-sector Shelter, WASH, and Health services included replacing a water tower, providing seven water filtration systems, delivering three water system repair kits, and installing 10 borehole solar stations. The vast majority of our Ukrainian beneficiaries belongs to vulnerable demographics, including the elderly, disabled or chronically ill, low-income, among other categories.

We are grateful to the many local community members and organizations who supported our Ukraine team throughout 2025, and look forward to continuing operations in the coming year.

2025 Home Repair Assessments



WASH Service Implementation



# JAMAICA

## HURRICANE MELISSA

### NEEDS ADDRESSED

Hurricane Melissa hit Jamaica as a Category Five storm in October, 2025. Forty-five deaths were confirmed as of December, with several individuals still missing. Prime Minister Andrew Holness reported that a third of 2024's GDP was lost due to total storm damages, with \$130 million alone stemming from agricultural losses. Vast amounts of infrastructure sustained damages, with reports of over 120,000 roofs ripped from their main structures. An estimated 90,000 families on the western part of Jamaica alone were affected by Hurricane Melissa.

### INITIAL RESPONSE

GER<sup>3</sup> responded in the first days of Hurricane Melissa, quickly sending team members to the island and beginning home assessments

in the towns of Parottee Bay and Bull Savanna. We launched a Cash for Work program within days of the storm's passing. The team quickly grew to **21 individuals**, who cleared **930 m<sup>3</sup>** of debris. We partnered with key organizations such as Breds Foundation and Disaster Arborist Response Teams (DART) UK. Our work ultimately expanded to reach the fishing community of Treasure Beach; we helped community fishermen recover their boats and conduct repairs that can cost up to \$2,200. Our services benefited **over 3,500 individuals** in just a few weeks.

GER<sup>3</sup> team members returned home at the end of November as we finalized funding for a long-term program, which will begin in early 2026.

#### HURRICANE MELISSA, JAMAICA

Peak Winds: 190 mph

Storm Surge: 11 ft

Fatalities: +45

Displaced Individuals: +90,000



Debris Removal, Treasure Beach

# CONCLUSION



HURRICANE DEBRIS  
CLEARANCE, JAMAICA

# ACKNOWLEDGEMENTS & CONTACT

## ACKNOWLEDGEMENTS

GER<sup>3</sup>'s work is not possible without our donors, partners, and peer organizations' support. We are thankful to all those who supported GER<sup>3</sup> in 2025, and look forward to continuing our work in the coming year.

These donors and partners include, but are not limited to:



FOUNDATION



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Completed School Bomb Shelter Renovation

