

# 2025 Annual Report

---



*"Such an important and underestimated work to help caretakers prioritize, their own well-being! Really appreciate the work you are doing."*  
Amy F.



# 2025 at CODE YOU

Your generosity and encouragement made 2025 a year of meaningful and steady progress. Because of you, CODE YOU continues to strengthen the care, resilience, and wholistic wellbeing of those who care for us all.

## Ongoing Support & Care for Nurses

### Highlights:

- Two private in-person retreats, two private partial retreats, Lenten and Advent contemplative offerings, and monthly nurse wellbeing gatherings on Zoom—impacting 43 nurses, healthcare professionals, and students.
- Continued one-on-one support through coaching, mentoring, and spiritual direction.

### Impact:

Nurses and students received consistent, compassionate wholistic care—through retreats, gatherings, and individualized support—helping them reconnect to purpose, reduce overwhelm, and build resilience for the year ahead.

## Grants, Donors & Financial Growth

### Highlights:

- H-E-B generously provided food support for multiple events.
- Two experiential fundraisers—offering a mini-retreat experience—raised over \$3,000.
- Donor engagement strategies and development training are underway.

### Impact:

Your support helped stabilize our financial foundation, diversify our revenue streams, and strengthen our ability to continue offering accessible, life-giving programs to nurses—regardless of their financial situation.


## New Courses & Learning Platform Expansion

### Highlights:

This year we expanded our CE offerings to a total of up to 39 hours, including 12 new wholistic wellbeing CE hours developed through our monthly Soul Care gatherings (now available as self-paced courses), an additional 6 CE hours added to our Wholistic Leadership course, and an increase in retreat CE from 5 to 6 hours.

### Impact:

Nurses now have greater access to high-quality, wholistic CE content—anytime, anywhere—empowering them to sustain wellbeing, deepen self-awareness, and meet licensure requirements with meaningful learning, not check-the-box training.



*"Important information  
and necessary skills"  
-Heather*

# 2025 at CODE YOU

## Strategic Partnerships

### Highlights:

We completed three partnership-led events this year and strengthened collaboration with:

- Schreiners University
- Peterson Health
- Health by Design
- Sigma Theta Tau
- TNA District 8

We have begun strategic conversations about 2026 collaborations with:

- Nurse Image Makers
- Emergency Nurses Association
- University Hospital
- Mercy Center Auburn
- American Holistic Nurses Association
- StressPal
- University of Texas Health Science Center School of Nursing
- Wayland Baptist School of Nursing

### Impact:

By collaborating with aligned organizations, we amplified our reach, opened new pathways to support both emerging and seasoned nurses, and expanded our presence across Texas—multiplying the impact of every donor dollar.

## Growing Online Presence

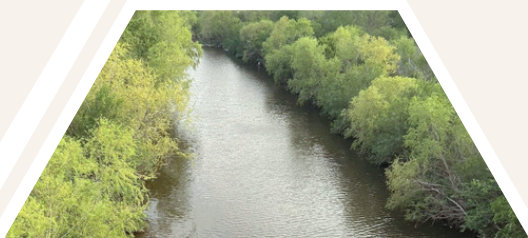
### Highlights:

- Instagram: +20%
- Facebook: +12%
- LinkedIn: +9%
- Website Subscribers: +33%

### Impact:

A steadily growing digital community allowed more nurses to discover CODE YOU's offerings, strengthening our visibility and positioning us for greater reach, deeper engagement, and increased participation in 2026.

*"Thank you for the  
importance of Self  
Care and providing  
the tools to help"*  
-Gina L



# Vision, Mission & Values

## VISION

A wholistically healthy healthcare system that offers transformative care, elevating both provider well-being and community health.

## MISSION

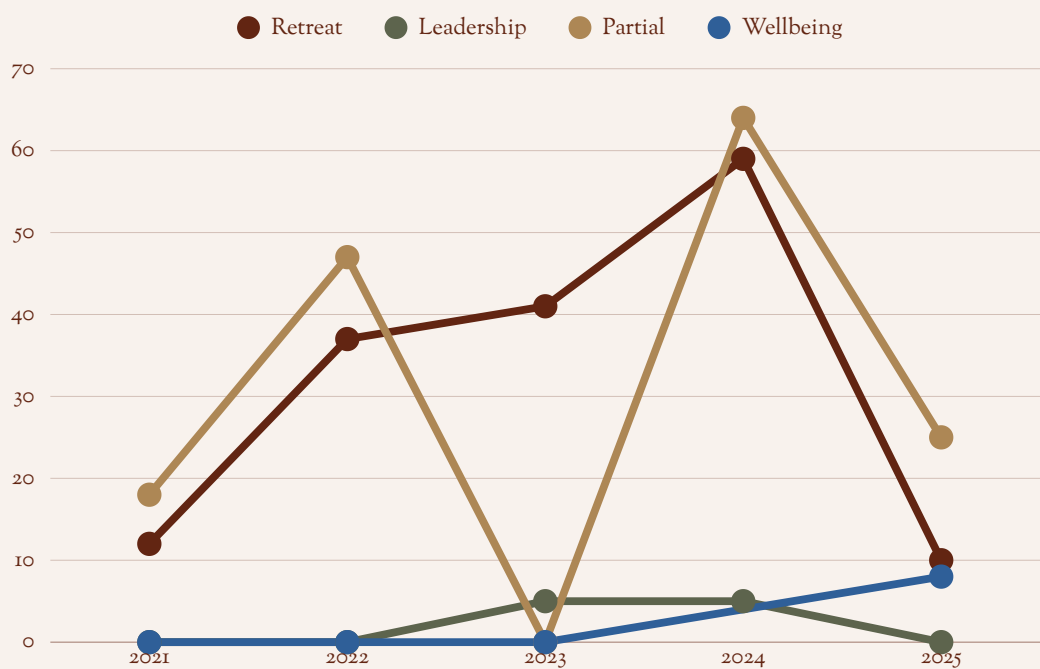
Resuscitating and strengthening the heart and soul of nursing.

## VALUES

- A Wholistic Approach
- Brave Healing Spaces
- Based on Evidence and Intuitive Wisdom



# CODE YOU Participants



## Summary of Course Participation

Our retreats, offering both full and partial participation options, continue to engage nurses seeking restorative experiences. In 2025, 10 participants joined full retreats, providing immersive opportunities to deeply recharge, while 25 nurses participated in partial-course offerings, designed to accommodate demanding schedules and ensure access to program benefits. Additionally, 8 participants engaged in our new monthly wholistic wellbeing courses, further expanding access to wholistic support. This dual and flexible format broadens our reach, serving nurses at various stages of their careers and personal lives.

Collaborations with healthcare organizations and academic institutions have played a crucial role in expanding participation. Partnerships with Health By Design, Schreiners University, and Texas Nurses Association District 8 have enabled CODE YOU to reach both practicing nurses and emerging nurses early in their careers. By working with faculty, staff, and professional networks, we emphasize resilience and wholistic wellbeing while providing practical tools to support personal and professional growth.

We continue to offer one-on-one support through mentoring, spiritual direction, and coaching, providing individualized guidance and encouragement to help nurses navigate the emotional and professional challenges of their careers.

These partnerships and individualized supports demonstrate the value of aligning with organizational goals to support nurses' wholistic development. By leveraging these relationships, CODE YOU continues to expand its impact and reinforce its commitment to resuscitating and strengthening the heart and soul of nursing.

### Participants Describe the CODE YOU Retreat as:

- Relaxing
- Affirming
- Eye Opening
- Grounding
- Relevant
- Caring
- Implementable
- Thoughtful
- Restorative
- Encouraging
- Informative
- Inspirational
- Kind
- Engaging
- Spiritual
- Nice



# 2025 Wellbeing Impact

## Summary of Course Impact

The CODE YOU course continues to make a measurable and meaningful difference in the well-being, confidence, and professional engagement of participating nurses. Pre-course assessments in 2025 again revealed significant indicators of compassion fatigue and emotional exhaustion. Post-course data shows powerful shifts across multiple dimensions of wellbeing and professional functioning:

### Compassion Fatigue and Well-Being

Among participants who showed notable concern for compassion fatigue prior to the course, 66% reported improvement after completing the program, demonstrating the course's strong impact on emotional resilience and recovery.

### Personal and Professional Impact

- 85% of participants indicated that the course positively impacted their sense of self-worth, highlighting the deep internal and personal transformation supported by the curriculum.
- Among nurses engaged in direct patient care, 80% reported that the course positively influenced the way they care for patients—showing meaningful integration of wholistic, compassionate practices into daily clinical work.

### Sustained Practice and Long-Term Change

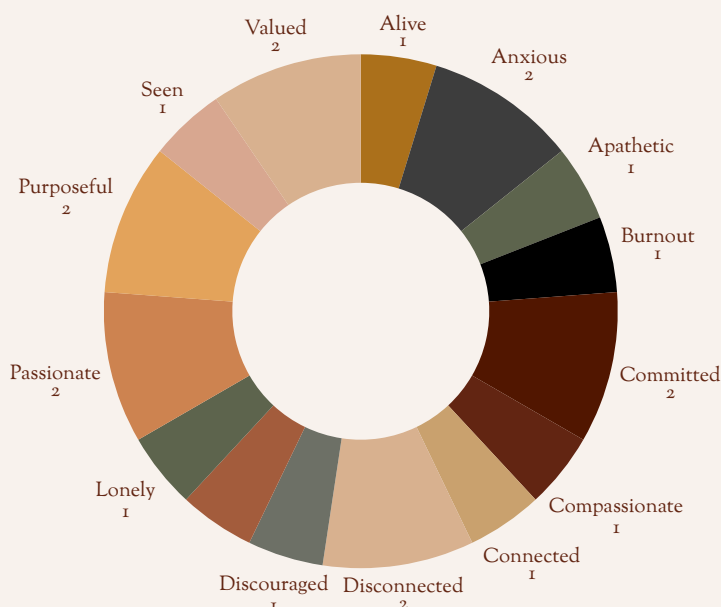
The course continues to foster durable behavioral shifts:

- 71% of participants are actively using the practices and skills learned through their CODE YOU experience.
- 86% of participants remained with their employer, underscoring the program's role in supporting retention, workplace stability, and nurse wellbeing.

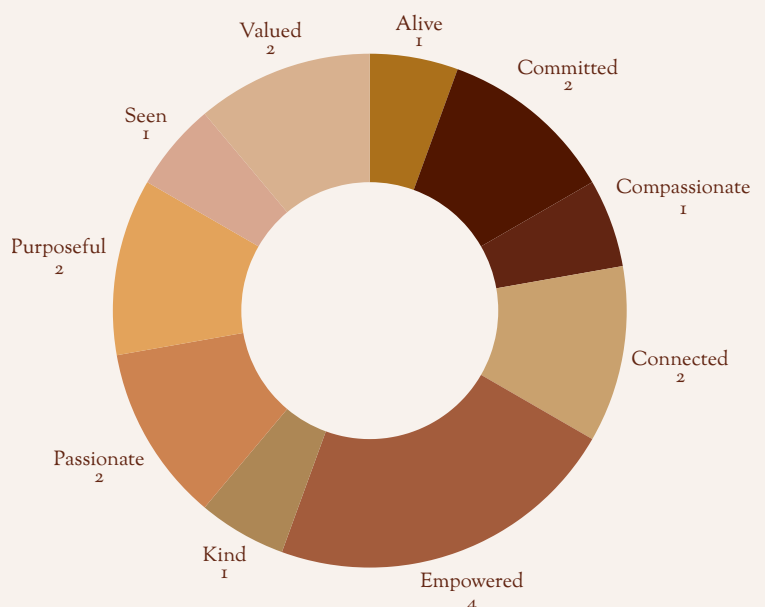
### Participant Reflections

Feedback from 2025 participants echoes themes of transformation, empowerment, and renewal. Many described the course as grounding, validating, and deeply restorative—supporting them in reconnecting with their purpose, strengthening wholistic resilience, and bringing more presence and compassion to both themselves and those they serve.

### Pre-course Emotional Self-Assessment



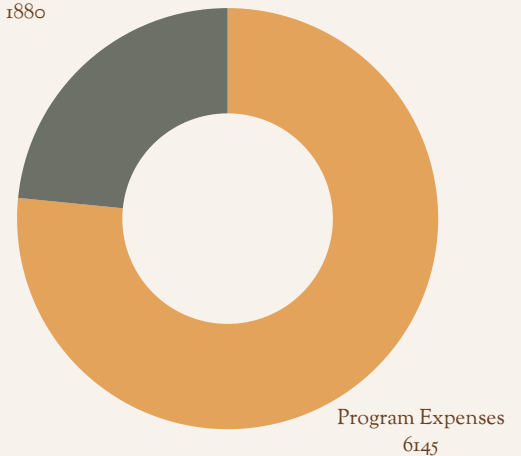
### Post-course Emotional Self-Assessment



# Revenue/Expenses

	2025	2026 PROJECTED
GRANTS	300	\$5,000
INDIVIDUAL DONORS	\$8,972	\$12,000
FEE FOR SERVICE	\$947	\$5,000
EXPENSES	\$8,025	\$20,000
BALANCE	\$2,194	\$2,000

Administrative Expenses  
1880



In 2025, CODE YOU focused on steady, intentional growth. We received a \$300 HEB food grant and applied for two additional grants totaling \$10,000, though we were not awarded those funds. These outcomes are guiding a more strategic grant approach for 2026.

Individual giving in 2025 reached **\$8,972**, providing steady support for our mission. While this total is lower than the previous year, cultivating long-term donors remains a priority. With renewed outreach efforts and deeper community engagement, we project \$12,000 in individual donations for 2026.

Our fee-for-service income for 2025 totaled **\$947**, reflecting our transitional year as we evaluated the effectiveness of public offerings. In 2026, we will shift our focus toward organizational partnerships and partial program offerings, which we anticipate will generate a stronger and more stable revenue stream. As a result, we project \$8,000 in fee-for-service income for next year.

Total expenses in 2025 were **\$8,025**, including \$1880 in administrative costs and \$6,145 directly supporting program delivery. This careful allocation allowed us to provide high-impact care while remaining financially responsible.

With the insights gained from 2025, we are establishing a realistic and mission-aligned budget for 2026. We plan to apply for and secure \$5,000 in grant funding, alongside projected individual giving of \$12,000 and \$8,000 in fee-for-service revenue. Total projected expenses for 2026 are \$20,000, supporting expanded partnerships and more streamlined program offerings.

Overall, disciplined stewardship in 2025 has positioned CODE YOU for a strong and strategic year ahead, allowing us to deepen our impact on nurse wellbeing while building long-term sustainability.

# Our 2026 Initiatives

---

## Leadership Course Offerings

**One Public Wholistic Nursing Leadership Course:** We will offer one open cohort that equips nurses with strengthened leadership skills, deeper self-awareness, and practical tools for wholistic care. This 21-CE-hour experience builds resilience for transformational leadership, and those who complete the course will be trained to lead CODE YOU offerings independently.

**Private Leadership Course:** We will two partner with organizations to deliver customized leadership programs and continue offering one-on-one mentorship, wholistic coaching, and spiritual direction to strengthen nurses' growth, clarity, and wellbeing. Those who complete the leadership course will also be equipped to independently lead CODE YOU offerings.

## Retreat Offerings

**Two Public and Three Private In-Person Retreats:** These immersive retreats will create restorative spaces where nurses can reconnect with their purpose and practice rhythms that nourish body, mind, and spirit.

**Two Partial Private Retreat Offerings:** For organizations seeking focused soul care without a full retreat, we will continue offering partial onsite or hybrid experiences that fit their needs and schedules.

## Ongoing Soul Care

**Monthly Virtual Soul Care Gatherings** (with CE): We will continue offering monthly gatherings for past participants, providing a consistent space for connection, reflection, and renewal—now with the option to earn CE hours.

**Counselor Soul Care:** We will continue supporting counselors through specialized offerings that honor their essential roles and the emotional and spiritual demands of their work.

## Research Initiatives

**Impact Study on New Nurses:** We will launch a research study examining the effects of CODE YOU retreats on new nurses, focusing on changes in wellbeing, resilience, job satisfaction, and retention. Using both evidence-based measures and qualitative stories of transformation, this study will shape and strengthen future offerings.

## Publication Goals

We will publish two articles in nursing and spiritual wellbeing journals to amplify our mission and share best practices for cultivating wholistic care and Brave Healing Spaces across the healthcare system.

## Collaborative Engagement

We will participate in five monthly gatherings with partner organizations, expand collaborations with academic and healthcare institutions, and present at 3–5 regional or national conferences to advance nurse wellbeing and wholistic care in professional practice.

Through these initiatives, CODE YOU will continue creating Brave Healing Spaces that elevate both provider and community health. Grounded in evidence-based practice and intuitive wisdom, we move toward a future where nurses thrive in body, mind, and spirit—and where wholistic care is not the exception, but the standard.



# Thank You



210-791-9071



NTRAMIREZ@CODEYOU.INFO



WWW.CODEYOU.INFO



*Love the  
concentration on  
Self Care  
-Gina*