



ANNUAL REPORT 2024

OPERATION



BARNABAS

Making Veterans Whole Again

EST 2017

ABOUT OPERATION BARNABAS

God took two strangers, a soldier and a patriot, and made them friends who became brothers that would build a community. John Green committed to mentoring Osee “Trey” Fagan and doing life together as families. The two began weekly meetings of physical workouts and Bible study, laying the foundation that would become Operation Barnabas.

Soon after, God put a vision in Trey’s mind to begin helping veterans get whole again by modeling the relationship that he and John had built one-to-one, doing life together. Trey researched the process to become a 501c3 and on July 12, 2017, Operation Barnabas was an official non-profit/ministry.

MISSION AND VISION

The mission of Operation Barnabas is to ignite a positive transformation in the lives of veterans and first responders through faith, action, and encouragement.

The vision of Operation Barnabas is to eliminate veteran homelessness, addiction, and suicide by acting strategically and timely to make veterans whole again.

CORE VALUES

Faith, Action, and Encouragement

RALLYING CRY

Christ First!



FROM THE CEO & BOARD CHAIR

The year 2024 for Operation Barnabas can be summarized in just a few words: growth, impact, and opportunity. Since our humble beginnings at Fagan Farms in Keystone Heights, FL, Operation Barnabas has never forgotten its core values: faith, action, and encouragement. We have persevered through challenges, celebrated the lives we helped transform, and give God all the glory.

This year we expanded outside the NE Florida footprint, planting in central Florida when our operations officer James received a mortgage-free home in the Orlando area and started a Community and Connection group through Wildfire Church in Apopka. We then landed in SE Georgia when we found a home for our tiny home in Brunswick, GA thanks to Mrs. Honey Sparre and the Golden Isles Veterans Village. In addition, we expanded our ministry reach by launching our first-ever veterans pod in the Duval County Jail. Our curriculum is appropriately titled “Houses of Healing” as that is our mission: to heal broken veterans and first responders, making them whole again.

You will read much more about how impactful 2024 was for Operation Barnabas and the veterans we serve, but on behalf of our entire team of dedicated board members, staff, mentors, partners, donors, and volunteers: thank you! Barnabas has been and always will be a grassroots movement of people who truly care about this nation’s real heroes and their families. This is a mission by caring and concerned people and we thank the Lord for His provision, protection, and presence in everything we do.

As we look to 2025 and beyond, we pray daily for the vets we haven't met yet. Sadly, despite all the government and veteran group efforts, the daily rate of veteran suicides has not declined. It is heartbreaking and unacceptable. We pledge at Operation Barnabas to “fight the good fight” no matter the cost. We again thank you for your prayers and support. God bless you!

Wayne Steptoe
John W. Green Jr.

Operation Barnabas Board of Directors

Wayne Steptoe--Board Chair
Pete Ginter--Vice Chair
Jackson Whiting--Secretary
Elsa Martin--Treasurer
Trey Fagan--Founder



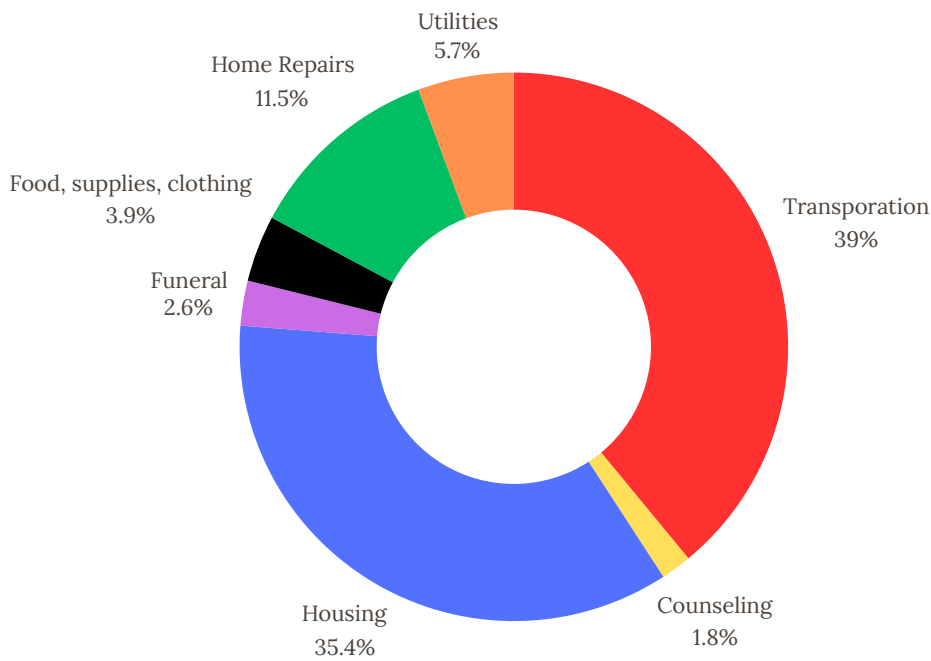
Operation Barnabas Staff

John W. Green Jr.--CEO
James Burse--Operations
Karen Liessmann--Finance
Julius Johnson--Jail Ministry

2024 OVERVIEW

From wheel chairs to funeral expenses to utility bills. From reliable transportation to strategic counseling to stable housing needs. When a veteran receives care from Operation Barnabas, they receive a hand up, not a hand out. In 2024, nearly 60 veterans in crisis received critical care through our triage process. This number does not include the dozens more who earned higher VA ratings or received various other benefits, including employment, through our network of partners. Since our inception, over \$1 million dollars has gone to support our mission to make veterans whole again!

FUNDING PERCENTAGE BY CATEGORY



52+

veterans in crisis
receiving critical
assistance.

BARNABAS MENTORSHIP

The core service offered by Operation Barnabas is our one-to-one mentorship. Much as Paul discipled Timothy and others in the Bible, Barnabas models our mentorship training after this time-tested relational strategy. Utilizing caring and competent individuals, Barnabas assigns each veteran a single person whose mission is to encourage their mentee to set meaningful, measurable, and manageable goals in the following categories: spiritual, mental, physical, relational, and vocational.

This 90-day program was implemented with 47 veterans and first responders in 2024. We conducted three in-person and Zoom mentorship trainings and now have dozens of qualified mentors on stand-by awaiting a veteran in crisis. Our goal in 2025 is to at least double the number of mentors to 50+.



47

veterans and first responders receiving one-to-one mentorship

BARNABAS COMMUNITY & CONNECTION

According to numerous health agencies, researchers, and universities, social isolation and loneliness are linked to higher risk for depression, poor sleep quality, impaired executive function, accelerated cognitive decline, poor cardiovascular function and impaired immunity at every stage of life. According to a meta-analysis co-authored by Julianne Holt-Lunstad, PhD, a professor of psychology and neuroscience at Brigham Young University, lack of social connection heightens health risks as much as smoking 15 cigarettes a day or having alcohol use disorder. She's also found that loneliness and social isolation are twice as harmful to physical and mental health as obesity ([Perspectives on Psychological Science](#), Vol. 10, No. 2, 2015).



Barnabas Community and Connection meetings are designed to combat social isolation and loneliness by consistently providing an encouraging and engaging meeting time and place for veterans, first responders, and concerned civilians. In 2024 we had two meetings occur every Tuesday--one in the Jacksonville area and one in the Orlando area. Our goal in 2025 is to have 50 meetings occurring across the United States.

2025 COMMUNITY AND CONNECTION GOAL

We are seeking 50 church and civic centers across the United States and 150 volunteers to open their doors to battle social isolation in our veteran communities.



517

veterans and first responders attended a Tuesday evening meeting.

BARNABAS MISSIONS

In 2024, Barnabas served locally in our community, regionally through disaster relief, and has plans to impact internationally in the coming year. Whether supporting local initiatives such as Impact Clay, coaching and mentoring junior college young men through the Jacksonville A.A Christian College, or delivering much needed supplies to hard hit disaster areas, Barnabas is always on mission. We encourage the veterans we serve to return the hand up they received.

JACKSONVILLE A.A. CHRISTIAN COLLEGE

Coached and mentored young men earning associates degrees and scholarships to 4-year universities



IMPACT CLAY

Partnered with other local missions such as the Emmanuel Project mobile medical clinic and the Springs Church Community Outreach to support neighborhood care teams.



HURRICANE HELENE, SOUTH GEORGIA

Took multiple trips to areas devastated by hurricane force winds.



HURRICANE MILTON, HILLSBOROUGH COUNTY, FL

Delivered and served senior village damaged by flooding and wind.



25,000+

pounds of water, food, and supplies delivered for disaster relief

BARNABAS OUTDOORS

Through our outdoors initiatives SPEARIT Fishing and newest partner Hooks of Hope, Barnabas provided an anchor in restoring waters for those struggling to find balance in their life.

By providing access to blue and green therapy, Barnabas Outdoors lead veterans and first responders out of isolation and into healing waters and refreshing forestry. Our expeditions forged new experiences in a community where adrenaline, teamwork, and the unknown converged.



2024 IMPACT

On average, it costs \$150 per veteran per trip. In 2024 \$35,000 was spent on 80 adventures with 240 veterans and family members able to access the beautiful waters and woods of coastal North Carolina. We also hosted our first duck hunt in partnership with Gunny B Outdoors in New Bern, NC.



2025 VISION

By partnering with other like-minded captains, guides, and outdoors ministries such as Hooks of Hope and 10CAN, Barnabas Outdoors has set a mission goal to double the number of veterans reached and provide more than just a day or weekend of adventure. Our goal is to also provide counseling, mentorship, and resources beyond the adventure.



565

veterans and family members taken on adventures since 2022

BARNABAS VETERAN JAIL MINISTRY

There are approximately 181,500 veterans incarcerated in the United States. One in three veterans are arrested at least once in their lifetime, compared to fewer than one-fifth of nonveterans. In 2024 Operation Barnabas launched its first dedicated veterans pod in the Duval County Montgomery Correctional Center in Jacksonville, FL with plans to launch two more in Clay County, FL and Glynn County, GA.

Operation Barnabas utilizes the research-based “Houses of Healing” curriculum published by the Lionheart Foundation, a cornerstone of jail and prison programming for 30 years. The powerful curriculum, delivered by Barnabas instructors equips incarcerated veterans to:

- Learn emotion regulation, stress-management techniques, and mindfulness meditation
- Acquire cognitive-behavioral skills to reframe challenging situations and alter life-long patterns of violence and addiction
- Acknowledge, work with, and heal childhood trauma
- Transform anger, resentment, and unhealthy guilt and shame
- Explore and heal grief
- Acknowledge the impact of crime, build victim awareness, and take responsibility for offending behavior
- Work with and adopt forgiveness as a practical strategy
- Nurture spiritual growth

WHAT ARE VETERAN PODS?

A prison or jail unit where incarcerated veterans are housed together, implementing veteran-specific programming and allowing for growth and camaraderie.



1ST

dedicated veterans pod
launched in 2024

BARNABAS GROWTH

In 2024, Operation Barnabas expanded beyond the borders of NE Florida by opening Community and Connection groups and housing veterans in Orlando, FL and Brunswick, GA. In Orlando, our veteran James received a mortgage-free home from Building Homes for Heroes and became the operations officer for Operation Barnabas. He then launched a Community and Connection group in partnership with Wildfire Church in Apopka, FL.

In Brunswick, GA Operation Barnabas purchased and placed a tiny home in partnership with Mrs. Honey Sparre and the Golden Isles Veterans Village. Air Force veteran Chris was the first person to live in the home while he was made whole again. Plans are in place to begin a Community and Connection group in 2025.



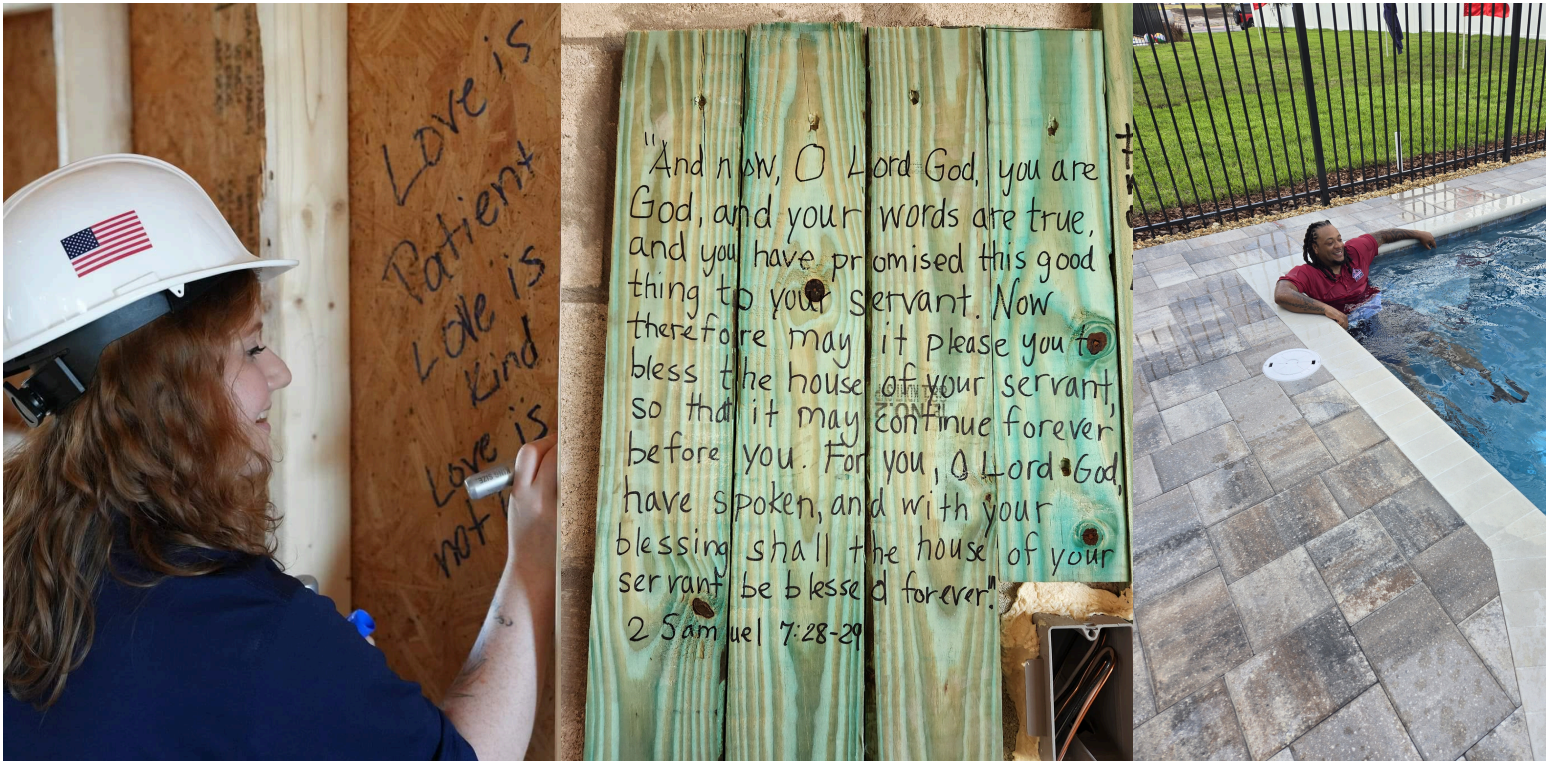
2
new areas where
Barnabas will grow in
2025--central Florida
and SE Georgia

BARNABAS HOMES



In 2024, two Barnabas veterans received mortgage-free homes through our partnership with Building Homes for Heroes. First, Army veteran James received notice he had been chosen to receive a home built by Pulte Homes in the Orlando, FL area. Operation Barnabas was there for the groundbreaking, “Notes of Love,” and the ribbon-cutting.

Next, we received news that James’ friend and brother-in-arms “Coop” was chosen for another Pulte Home in the Jacksonville, FL area. In December of 2024, Operation Barnabas was again there to support and pray for the Cooper family as they had the official groundbreaking ceremony. We are excited to see the final product and move-in in 2025!



2
mortgage-free homes
for Barnabas veterans.

BARNABAS EVENTS

For years Barnabas has sought to create unique, fun, and impactful ways to tell our story to our donors, prayer warriors, and community. We wanted events that were memorable and valuable to those who support our mission. This past year we started with Summer on the Creek--an outdoor concert on beautiful Black Creek to celebrate all God did the first half of the year.

We then ended 2024 with our first Celebrity Christmas Cookie Challenge hosted at the historic Brick & Beam in the Springfield neighborhood of Jacksonville. Four celebrity baking teams competed for one prize awarded by our celebrity judges. The night was fantastic and we had a surprise ending as Team Carroll, led by former professional football player Nolan and his brother Necho, upset the other three teams. We have already slotted December 5, 2025 for the rematch!

In spring of 2025 we plan to launch our first Veteran Games--shooting competitions where civilians, law enforcement, and military can compete against special forces operators in some fun competition! Dates will be announced soon as we look towards late March and early April. We hope to make the Cookie Challenge and Veteran Games annual events, so be ready to join the mission in 2025!



2

signature events to bring much needed awareness and support to the mission

BARNABAS PARTNERS



Since our founding, Operation Barnabas has always been a movement not a moment--a movement of caring churches, businesses, and individuals along with government and non-profit partners. We are truly proof that all sectors of society--for-profit, government, church, and non-profit--can come together for our nation's heroes. In 2024 we continued past relationships and continued to grow new ones. Please consider joining the mission in 2025 to end veteran incarceration, suicide, and homelessness. We can do more...but we need you! Go to www.operationbarnabas.com today and become an automatic donor.



NEW PARTNERS 2024

- Victory Steel Works
- Jennifer Gregory Group Realtors
- Chapel Oaks
- John & Kristi Lesnick Giving Fund
- Burns & McDonnell
- Hooks of Hope
- ServeByDesign
- KDdidDesigns
- Benton House@Oakleaf
- NAPA Auto Middleburg
- Joint Force Enterprises
- Zach's Outdoor Equipment
- High Point Community Church
- Carpet One Floor & Home
- Grant's Foodie Fix
- Penney Farms Princess
- Wildfire Church
- Love Alive Church
- ICON Golf Cars Jax
- Baker Rebecca Reed
- Maquis Charitable Fund
- The Premier Corporation
- Marine Recon Foundation
- The Backyard Tavern
- Higher Ground Sun Valley
- 925 Partners
- RGM Construction Inc.
- Number1MattressSolutions
- Crosswater Community Church
- Black Rifle Coffee Fleming Island
- Woodmen Life Jax Chapter 3
- Green Cove Elks Lodge 1892
- Floating Sea Aquatics
- Brick & Beam
- A+ Environmental Solutions
- Regard Libations
- Golden Isles Veterans Village
- Coldwell Banker Fleming Island
- NE FL Christian Chamber of Commerce
- True Life Church
- CJJEJ Relief Services LLC
- Paddle 4 Troops
- DRS Roofing & Remodeling LLC
- Magnolia Point Women's Club Inc.
- Sneads Ferry Rotary Club
- Holy Faith Luthern Church
- First Assembly of God Clay County
- Zion Luthern Church
- Dr. Flowers Campaign
- Szoke Power Systems Inc
- Wagoner Insurance & Realty
- Toasted Yolk Cafe
- Rainer G Obermann Trust

OUR LONG-TERM PARTNERS

- Operation Lifeline
- The Patriots Barn
- Mission Bar-B-Q
- 100+ Women Who Care
- Impact Clay
- Jaguars Foundation
- Clay Electric
- Corporate Traffic Logistics
- Mercy Auto
- First Baptist Orange Park
- Orange Park Police Department
- Clay County Sheriff's Office
- Glynn County Sheriff's Office
- Hillsborough County Sheriff
- Jacksonville Sheriff's Office
- Jacksonville Athletic Academy
- Social Grounds Coffee
- New York Life
- Schindler Drive Baptist
- Reinhold Foundation
- VFW Chapters
- Clay, Duval, & Orange County Veterans Councils
- American Legion Chapters
- Trinity Community Church
- Veterans Claims Servants
- Apex Realty Services Inc
- CBV Cares, Inc.
- Chapel by the Sea
- Gen. Roy Geiger #1047 Marine Corp League
- Northeast Florida Fire Watch Council
- Vietnam Veterans of America Chpt1096



85
corporate, church,
government, and non-
profit partners