

EMPOWERHER NETWORK

IMPACT REPORT 2020



Diya is the Sanskrit word for lamp. This symbol represents the victory of light over darkness, celebrates knowledge over ignorance, and focuses on hope over despair.



I'M READY FOR WHAT'S AHEAD

One day, at Renee Jones Empowerment Center, my case manager said “Annette, I have great news. I met with a group of wonderful women today.” Empower Her Network, she said, is for survivors who are doing the hard work but still need additional help and the first person she thought of was me! A week later, I met with an advocate at the center who told me about Empowerment Plans. I just started crying. Before Empower Her Network, I felt like the more I tried to help myself and the better I did, the less support I received, and I wasn't anywhere I wanted or needed to be yet. I lived in an unsafe neighborhood, where windows needed to be nailed shut. For how hard I'd worked, I'd never had a place that was mine. The network connected me with The Summit Lake Build Corps and now I rent a home in a place I feel safe. It was truly an empowering moment that allowed me to move forward into a new place in life. I now look forward to the future; I take classes to grow my finance and life skills, and I'm continuing my education. I want to encourage others to— no matter what— keep going! Life is not easy but don't ever give up. You might not see it right away, but if you have a vision and goals and surround yourself with positive people it is going to get easier little by little. I am ready for what is ahead.

- NE Ohio Member



RIISING TO CHALLENGES DURING A YEAR OF CRISIS

“In a year where there was so much hurt, so much fear, so much violence and illness, having the ability to support members by providing emergency funding, assistance accessing unemployment insurance and other benefits, and providing emotional support and encouragement, was the best part of my year. Members’ strength and resiliency was a true light in the darkness.”

-Taylor Loomis, NYC Empowerment Advocate

2020 could have been the year that unraveled the hard work of Empower Her Network alumni and active members—but it wasn’t. We stood together and saw each other through.

In mid-March, over half of EHN’s members had been furloughed, given reduced hours, or lost their jobs. Libraries closed right as classes turned remote and unemployment benefits needed to be filed online (with the assumption everyone had computer and internet access). Members didn’t have the resources to stockpile groceries, cover for childcare with schools closed, or pay rent with hours reduced/non-existent. Many programs and churches were forced to close their doors while demand for services peaked. An emergency board meeting was called and EHN’s sustainability model

proved its value—we unanimously agreed to put an “exception planning” process in place so members could, at a minimum, maintain stability during this harrowing time. Advocates jumped into high gear, helping members navigate unemployment, pivot on jobs, get laptops and internet access to continue education programs virtually, negotiate rent payments, ensure digital receipt of stimulus checks, and identify members hardest hit who required provisions, temporary utility/rent assistance, etc. It was \$85,755 well-spent. Thank you to Robin Hood Foundation, Lilah Hilliard Fisher Foundation, and many individual donors who stepped up to fund this emergency measure. In the end, members proved, once again, their ability to overcome challenges. As they say, when the going gets tough, the tough get going!

OUTCOMES

The network ended 2020 with:

53

Nominating National
Partner Organizations

90

Trafficking Survivors
on Active
Empowerment
Plans

54

Alumni Who Achieved
Fiscal Independence
ending cycles of violence,
poverty, and exploitation
for their children and their
children's children



HOW DO WE MEASURE SUCCESS?

Quantitative Results

Did the member secure permanent housing with essential furnishings?

To date, **100%** of EHN alumni have left the program with safe, sustainable housing.

By how much did the member's annual wage increase?

The average annual wage increase over the 12-18 months is **\$8,588** from poverty level of \$21,423 to \$30,011. (Going into 2020, the average was \$9,607. The pandemic hit EHN members hard.)



What do you do when you are sheltering in place and lost your income due to Covid-19? Look outward and make masks to hand out to fellow New Yorkers of course!
- NYC Member

Were the member's unique Empowerment Plan goals met?

Examples include:

- Completing a vocational/educational/certificate program
- Finding livable wage employment
- Securing transportation
- Gaining knowledge in financial wellness, parenting and/or other life skills

Qualitative Results

Our Empowerment questions were created by research experts to help capture progress on the more qualitative aspects of the program - curating confidence, igniting hope, establishing focus, and increasing self-sufficiency and self-esteem.

Our system then ranks, weights, and graphs the results in a scalable manner.

Below are the 2020 results from the top 6 questions.

TIME	AVERAGE
Beginning	44
Midpoint	52
Endpoint	72

At the completion of each Empowerment Program, alumni are tracked for two years to ensure they've maintained stability.

DEMOGRAPHICS SERVED

38% LatinX

37% African American

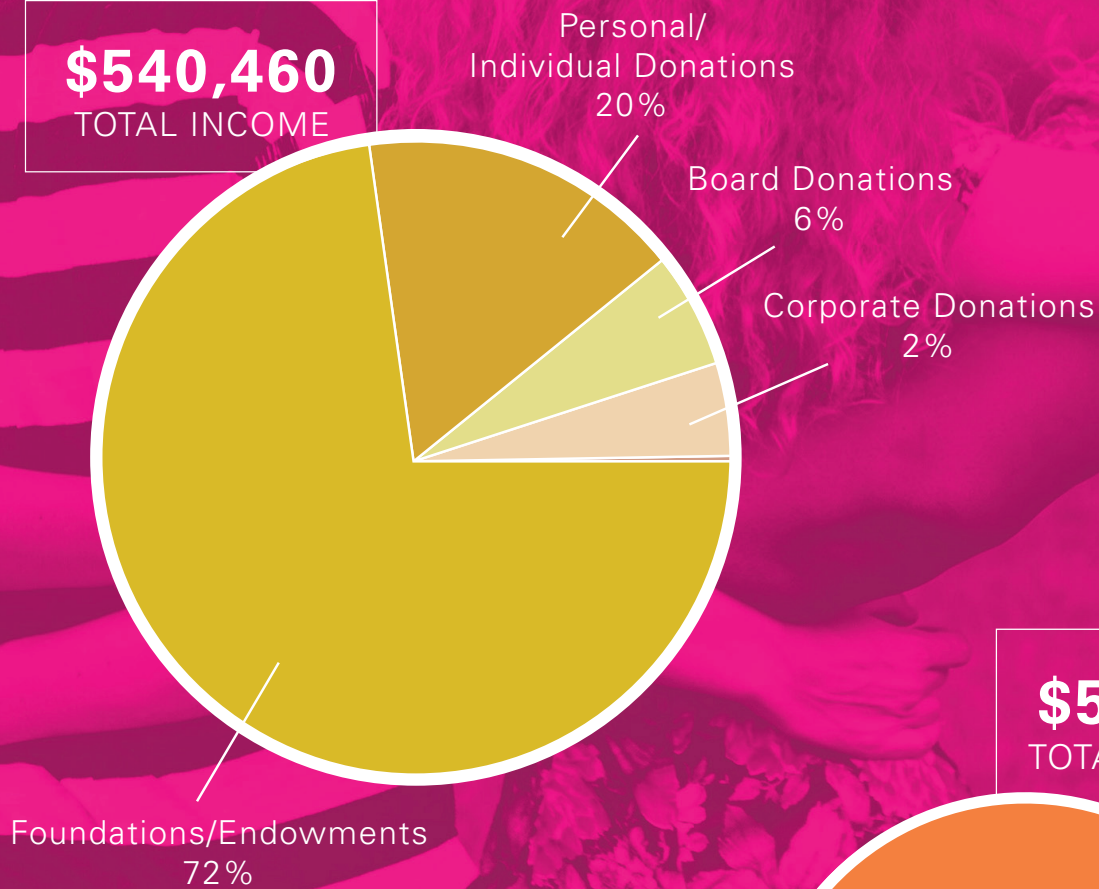
13% Asian

11% White

1% Native American

2020 FINANCIAL IMPACT

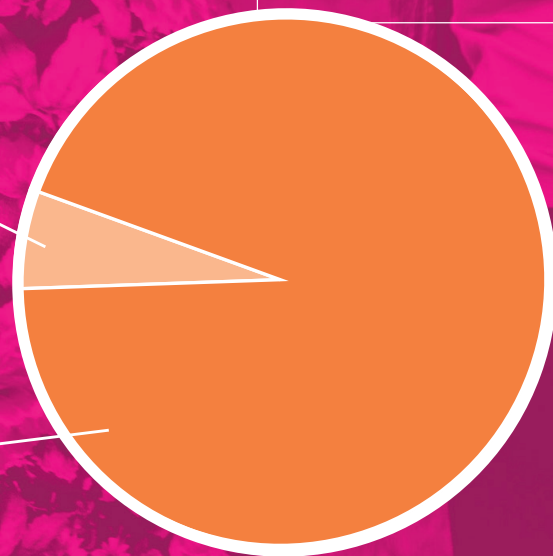
\$540,460
TOTAL INCOME



\$569,550
TOTAL EXPENSES

Operating Expenses
6%

Program Expenses
94%



* Earmarked Expenses
\$122,292

*EHN will never be another unmet promise to the survivors we collaborate with. We secure funding for the full value of the 12-18 month Empowerment Plan before committing services. "Earmarked Expenses" represent funds tied to active empowerment plans to be spent in 2021.

FINANCIAL INSIGHTS

Empower Her Network is a NoVo Foundation Life Story Grantee. This three-year funding plan underwrites all operating expenses, allowing 100% of additional donor dollars to go to programming through 2022.

EHN is grateful to report that its marketing, technology support, and accounting are provided by subject matter experts pro bono. EHN's tech savvy backend allows automated reporting on outcomes and provides 100% donor transparency. These efficiencies, combined with EHN's scalable, collaborative program that does not require physical space, enabled 94% of funding to go directly to programming in 2020.

(When travel resumes after the pandemic, we expect this number to go back to 91%, which is still exceptional among NGOs.)

Thanks to our engaged, generous donor community, the network continued to grow and take on more survivors, despite having to cancel onsite fundraising events. We appreciate your support and look forward to seeing you in person again soon.

YEAR	# NEW EP'S	PARTNERS	REVENUE	GROWTH
2017*	4	2	159,000	-
2018	26	13	263,000	65%
2019	51	34	481,318	83%
2020	65	46	540,461	12%



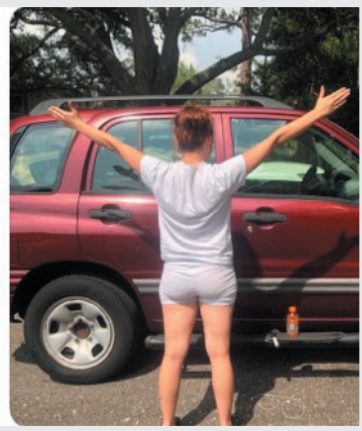
"2020 put a spotlight on the need for members to understand their finances and learn how to manage them. It has been a privilege to use my banking industry expertise to create a financial literacy program to guide members towards financial wellness. It is a profound power for members to learn to control the very thing once used to control them."

- Erica Howard, NE Ohio Advocate



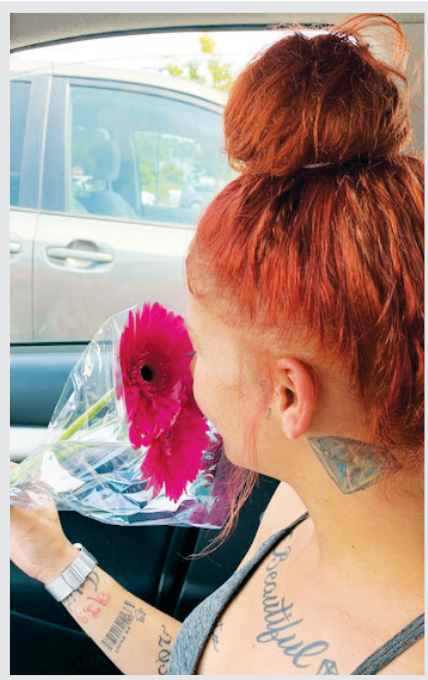
California EHN Member

"In a world where everything is so uncertain, it felt like my obstacles were too hard to overcome. Upon meeting my advocate, she challenged me to start expecting everything I want and more. Boy, was she right! Within a few months, I was able to have a new career! What a gift it has been to be a part of EHN."



EHN Member 

She had the drive. Her Empowerment Plan helped her with the wheels. Never underestimate a determined, empowered woman.



EHN Empowered Member 

"This organization provided great change in my life. Now I have a right-hand on this long road to achieve my goals in life. Before EHN, my goals were not very clear and now I know what I want and where I want to go. I have been able to move to a safe home and soon I will be in school."



EHN Member 

"EHN helps me build myself up. I am happy for myself and usually don't go there. I'm usually happy for others. Hearing you breath feels like hope."

"Throughout my empowerment journey, I have gained an understanding of sisterhood. I have received my high school diploma and enrolled in college thanks to the help of Empower Her Network. All my school supplies, classes, materials were obtained through the kind hearts that exist within this realm of kind-hearted women. Because of you, I am now majoring in psychology, hoping to give back as you women have in educating, guiding, and supporting others' transition. I have achieved a vehicle as well as my permit and I currently have a job. I want to thank EHN for your support. I do not know where I would be without you."

EHN Member 



Have you heard about EHN's **virtual speaker series?**



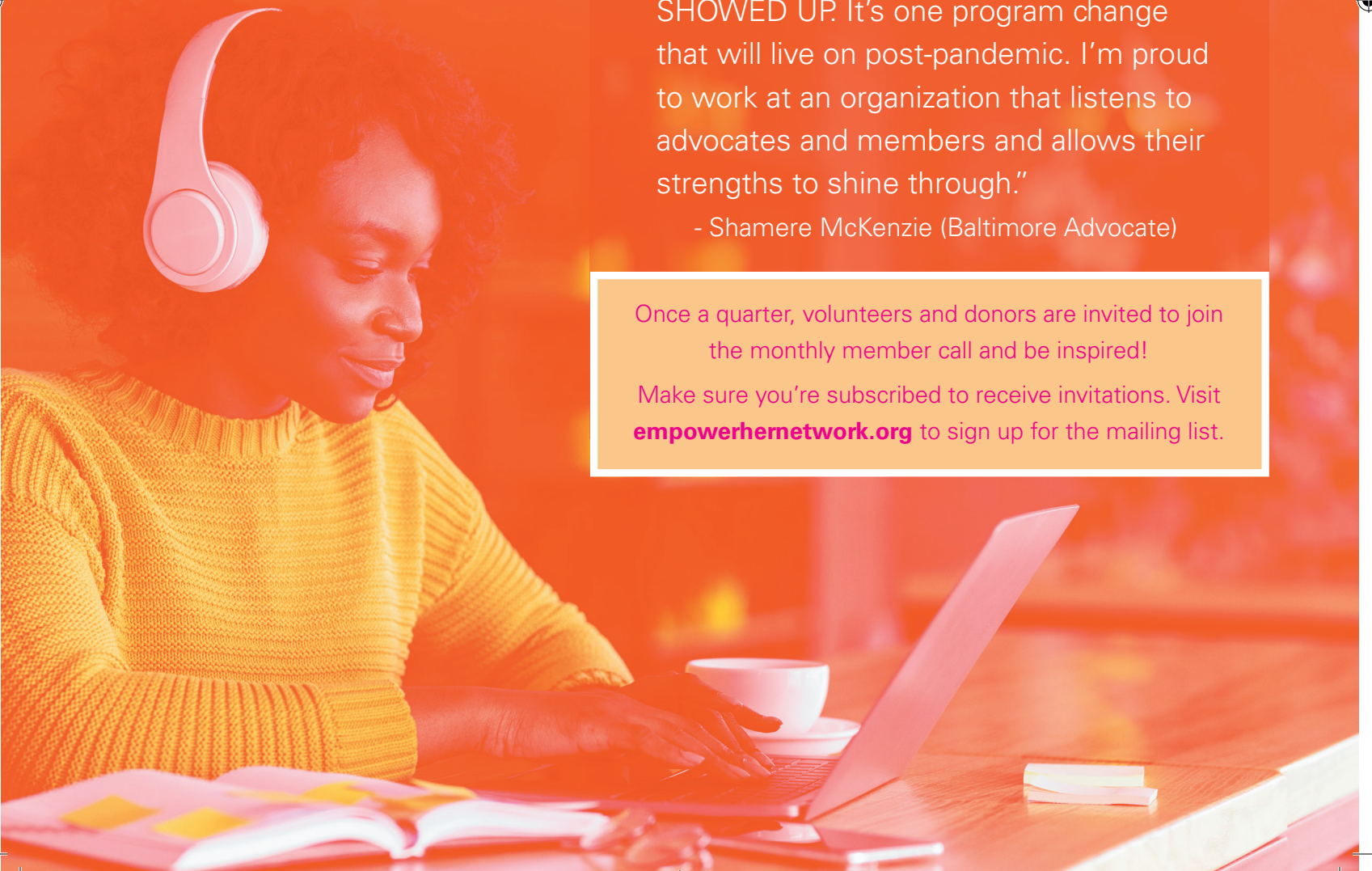
*Shamere in her home office,
with her microphone, leading
the Speaker Series for EHN!*

"The pandemic shoved members of the community into isolation. Everyone was hungry for more connection. I approached Kristy about kicking off a monthly speaker series to bring us all together and inspire positive change through survivor leaders. It is especially important during this time of uncertainty that survivors know they can walk confidently into their destiny. EHN embraced the idea and members **SHOWED UP**. It's one program change that will live on post-pandemic. I'm proud to work at an organization that listens to advocates and members and allows their strengths to shine through."

- Shamere McKenzie (Baltimore Advocate)

Once a quarter, volunteers and donors are invited to join the monthly member call and be inspired!

Make sure you're subscribed to receive invitations. Visit empowerhernetwork.org to sign up for the mailing list.



MEET OUR NEWEST BOARD MEMBERS

With diverse backgrounds and subject matter expertise, the network is in good hands!

To read full bios on the board members below, as well as, our amazing advisory network members, please visit our website empowerhernetwork.org/team.



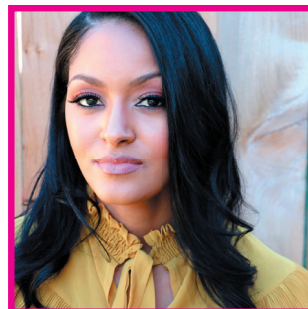
WADE TRIMMER



PUJA DHAWAN



LISA SPECHT



RACHEL THOMAS



BROOKE PERLMAN
Junior Board Member



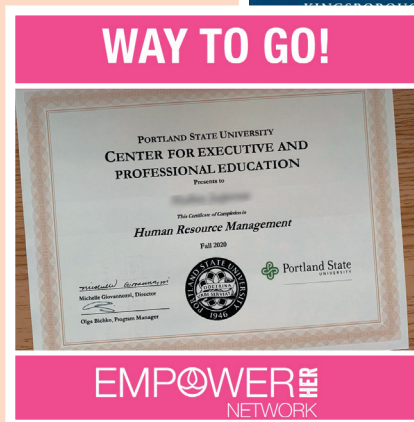
“The pandemic hit the survivor community disproportionately hard. As an Empower Her Network (EHN)

advocate, I’m honored to work with a great group of women who have proven, once again, they are resilient and able to overcome times of crisis. At EHN we adapt and deal with whatever comes our way to assist survivors as they choose **THEIR DESTINATION!**”

- Melba Robinson, Atlanta Adocate



*NYC Member
Graduating from
Culinary School.
Congratulations!*



*Certificate in
Human Resource
Management
for Portland
Member. She is
interviewing for
new jobs!*

A NOTE FROM OUR BOARD

In April, Priscilla Angenor, honored board member, passed too young. Her commitment and candor informed and shaped this thriving network. Her life was anchored by a set of principles she openly shared:



**She is with us
as we move forward
with our mission.**

- 🌀 Don't stop until there is absolute liberation for all.
- 🌀 Call it as you see it.
- 🌀 Make survivor-centered decisions.
- 🌀 Stay on task.
- 🌀 Be a responsible steward of resources.
- 🌀 Respect the worth and dignity of all individuals.
- 🌀 There is power in thoughtful deliberation.

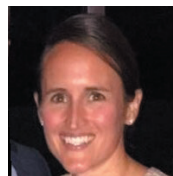
Thank you for supporting over 144 survivors in Empower Her Network. A thought leader in graduated services for trafficked survivors, we are grounded in justice and freedom for all survivors. We are poised, proven, and ready to continue this valuable work with your help and support.



Abby Fabiaschi



Kristy Norbert



Kerri McKeever



Maureen O'Toole



Chetana Gowda



Summer Taylor



Wade Trimmer



Puja Dhawan



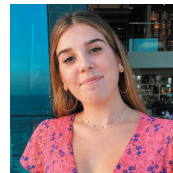
Lisa Specht



Carissa Phelps



Rachel Thomas



Brooke Perlman
Junior Board Member

THANK YOU

Empower Her Network extends gratitude to the corporate friends, donors, and foundations who generously support Empower Her Network so that trafficked survivors can achieve fiscal independence.



Gupta Family

NoVo Foundation
create. change.

Life Story Grantee

**Renee Guckert and
MD Golf Tournament**



**Ed and Muffy
Liebert**



**Lilah Hilliard
Fisher Foundation**

Lulu FROST

**Empower Her
Network Board**



**Julian A. and
Lois G. Brodsky
Foundation**

CONNOLLY
DERMATOLOGY

**Hunt Lane
Capital**



local revival

**"I Will"
(Tampa Women)**



**Matthew
Perlman**

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