

**I AM
SUPPORTED
HEARD
BELIEVED IN
STRONG
SEEN
CONNECTED
LOVED**

Empowered

*Empowered
Network.*

formerly Empower Her Network

Empowered Network is a 501(c)(3) federal
tax-exempt non-profit, EIN #82-2102421

2023 Impact Report

A LETTER FROM OUR CO-FOUNDERS



Kristy Norbert



Abby Fabiaschi

About Our Rebrand

We're excited to share that Empower Her Network became Empowered Network in May 2024 to better reflect those we serve and embody their incredible resiliency. Our new name and visual identity encapsulate strength and forward movement—qualities we associate with the community. Although our outward appearance has changed, the work we are doing has not. Empowered Network will continue to support survivors with the resources they need to achieve economic freedom.

To our donors and partners –

Since its inception, Empowered Network has sought to expand philanthropic support surrounding the services available to trafficking survivors.

The prevailing paradigm is that assistance ends as soon as a survivor achieves basic stability. But economic and social societal barriers remain that prevent survivors from pursuing their dreams. When these systemic issues are addressed, however, survivors become their own solution. Empowered Network's innovative approach demonstrates the enormous, innate potential within the survivor community once these barriers – which shouldn't be there in the first place – are removed.

The work we've accomplished together shows what's possible when survivors are in the driver's seat. We want to take this opportunity to express our gratitude: We deeply appreciate you – you are an instrumental part of our network. Thank you for allowing us to empower survivors and making the work we do possible.

Empowered Network continues to operate beyond the moment of crisis to provide guidance and resources that empower survivors to determine their own futures. Through an "Empowerment Plan" that spans 12 to 18 months, trauma-informed advocates in 11 human trafficking hubs collaborate with program participants on reaching financial independence. We are incredibly proud of what Empowered Network achieved in 2023 thanks to the hard work of survivors in the program, our engaged staff, and your generous support.

As of the new year, the network consists of 345 survivors, including 203 alumni. Your contributions have not only supported these resilient individuals but also their families. Every survivor who achieves fiscal independence is in a much better position to protect their children, ending generational cycles of poverty and exploitation.

Our goal is to reach 200 total Empowerment Plans in 2024. With an average wage increase of \$9,863, reaching this benchmark will bring survivors \$1,972,600 in new wages within 18 months. It will also allow 300 children currently at high risk to benefit from stable housing in above-poverty-line households. But we cannot do this without you. Join us in making this goal a reality and positioning survivors to achieve their dreams.

Together, survivors and their allies can flip the script and empower a once overlooked community to thrive.

Kristy Norbert and Abby Fabiaschi

***Empowered*Network.**

HEAR IT STRAIGHT FROM SURVIVORS

While the network covers expenses surrounding housing, education, and employment – which often act as a barrier to independence – what program alumni remember most is the power of having someone in their corner.

"[Empowered Network] taught me to not be afraid to give up the good to go for the great, and if the old me could see this version of herself, she'd know there is a life outside of being trafficked and it's beautiful. I am now in my first ever full-time position as a program coordinator for a human trafficking organization."

"[Empowered Network] connected me to some amazing people like my advocate, and they helped restore my hope for a future in ways I didn't realize I needed until then. Thank you to this amazing organization...I'm so grateful to have been a part."

"This program has given me a once in a lifetime opportunity. I'm thankful to have had the most kind, patient, and encouraging advocate to help guide me throughout this process. Having an advocate as a positive influence has played a significant role in shaping my current circumstances."

"For most survivors, a support system is often limited or unavailable due to our unique circumstances. We have changes in our lives that many can't endure. [Empowered Network] meets you exactly where you are with your goals and fuels your motivation to accomplish your wildest dreams."

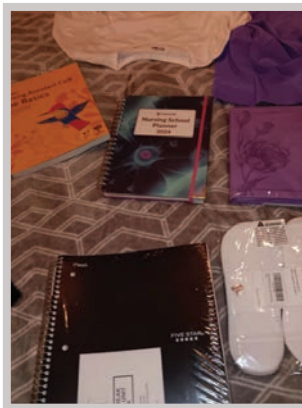
"To truly succeed in life, you just have to have one person in your corner. Empowered Network provides that crucial support and advocacy for survivors. Knowing that someone cared if I succeeded helped me to stay on target each month. I grew into a person with a deeper inner strength and an ability to weather storms in a way I never knew I could. I would not be where I am today without this support system."



Running a consulting business & advocating for survivors in DC



Establishing services for survivors in partnership with lawyers



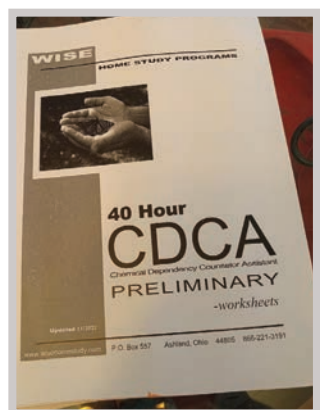
Starting a career in nursing



Graduating from college with honors



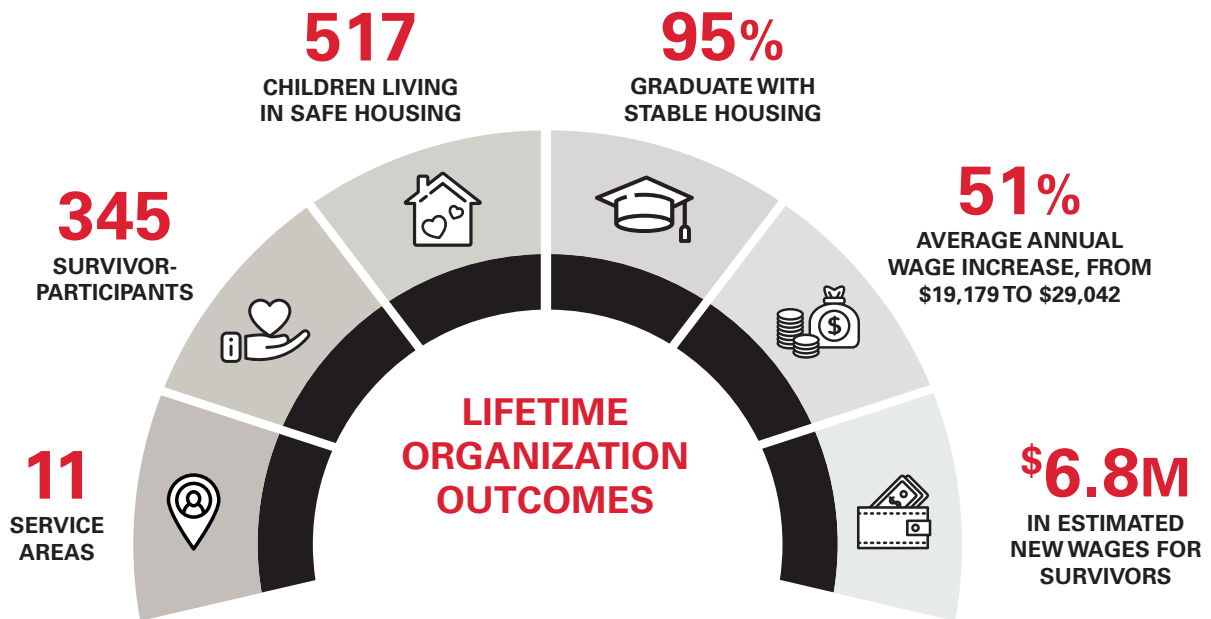
Working as a peer supporter & building an Etsy website for their art



Working as a certified Chemical Dependency Counselor Assistant

2023

OUTCOMES



Did you know?

At least 80% of survivors who do not receive resources specific to human trafficking and long-term support after the moment of crisis are revictimized by traffickers. A 2023 study showed that 83% of survivors had experienced poverty, 40% had a criminal history because of their trafficking experience, and 60% experienced financial abuse by their trafficker. All of which make it extremely difficult to establish a career and secure stable housing. Empowered Network is proud to step in at this critical juncture to provide tactical funding and personalized guidance so survivors and their families can exit the cycle of exploitation and poverty for good.

¹ The Counter Trafficking Data Collaborative.

² Polaris, National Survivor Study, 2023.

WHO WE SERVED IN 2023

Did you know?

More than 49 million people worldwide are estimated to be caught in the cycle of human trafficking or living in modern-day slavery. This includes up to 1,091,000 individuals in the United States. Among them, the overwhelming majority are women of color. A two-year study of suspected human trafficking incidents across the country revealed that 94% of sex trafficking survivors were female, 40% were Black, and 24% were Latinx.⁵



SURVIVORS FROM DIVERSE BACKGROUNDS

43% Black	4% Asian
33% White	1% American Indian
18% LatinX	1% Middle Eastern

SURVIVORS OF ALL AGES & ORIENTATIONS

Youngest: 18	Female: 98%
Oldest: 62	Male: 0%
Average age: 33	Transgender: 2%
Average number of children: 1-2	Nonbinary: 0%

SURVIVORS WITH NUMEROUS ORIGIN STORIES

85% Sex Trafficked	72% Born in America
11% Labor Trafficked	28% Born in Another Country
4% Sex & Labor Trafficked	

Every member's goals are different because every human is unique. This year, Empowered Network was proud to walk alongside survivors as they accomplished everything from earning their GED to starting their own business to getting their driver's license (expanding employment opportunities) to completing their PhD!

³ Global Estimates of Modern Slavery, International Labour Organization / Walk Free / IOM, 2022.

⁴ Global Slavery Index, 2018.

⁵ Bureau of Justice Statistics, Characteristics of Suspected Human Trafficking Incidents, 2011.

OUR SUSTAINABILITY MODEL

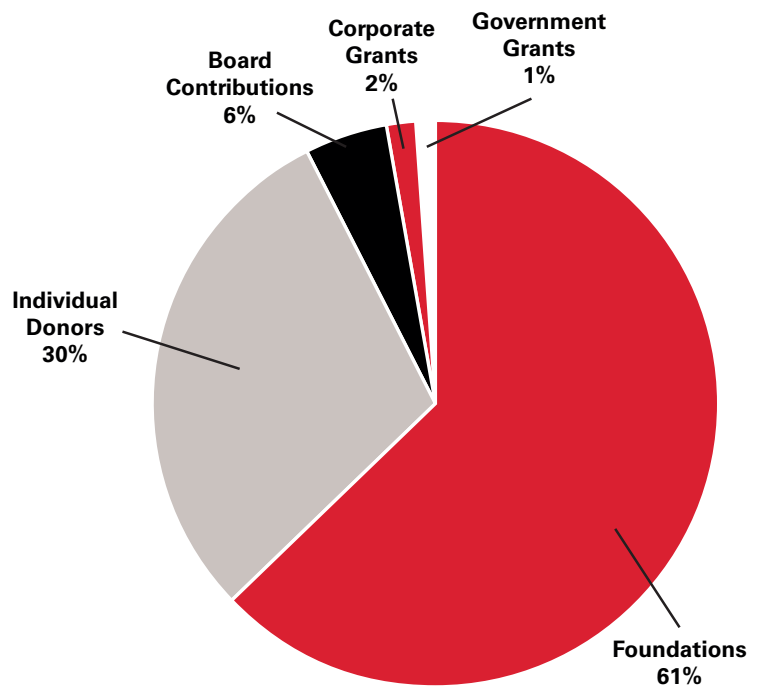
More than 89% of Empowered Network’s funding goes toward survivor programming (compared to a national average of 75%).

YEAR	REVENUE	EXPENSES*	GROWTH
2023	\$1,257,482	\$1,193,385	24%

“I’m excited, free, and overjoyed.... I have made such a big accomplishment with Empower Her.... Don’t give up, even when the odds are against you.”

2023 BY THE NUMBERS

Empowered Network grew 24% in 2023, which allowed us to serve more survivors than ever before, enabling long-term outcomes that lead to economic freedom.



ABOUT OUR **SURVIVOR-CENTERED APPROACH**

Several of Empowered Network's Advocates have lived experience (including some as EN alumni!) and help inform our messaging and approach. In addition, there are currently two voting board members who are survivor-leaders: CEO of Runaway Girl, Carissa Phelps, and CEO of Ending the Game, Rachel Thomas.

Members, as EN calls active program participants, are in the driver's seat of their Empowerment Plan. They develop their own program with advocate guidance, and EN walks alongside them as it's implemented. For many, it's their first empowering experience.

EN meets the member where they are and looks to them to tell EN where they are headed.

The Empowerment Plan is written with the member, not for them. When it's ready, the advocate and member both sign it, establishing accountability on both ends.

The results of all collected metrics are shared openly.

When members graduate, they can opt-in to the Alumni Network, which provides group programming around financial wellness, career mobility, and continued community support.

OUR **FUTURE**

Considered an innovator within the movement, Empower Her Network is honored to share that, after rigorous vetting processes, it is a selected member of the following prestigious initiatives, which support its growth with funding, guidance, and connections:



The Jensen Project
thejensenproject.org



Catalyst Community
[standtogetherfoundation.org/
the-program/](http://standtogetherfoundation.org/the-program/)



The Life Story Initiative
(Rockefeller Philanthropy)
thelifestory.org/about

Empowered Network receives top ratings by recognized third party, nonprofit evaluators:



Charity Navigator
4-star rating at 97%

*Empowered*Network.

THANK YOU FOR EMPOWERING US TO EMPOWER SURVIVORS

Empowered Network is grateful to the donors, corporate friends, and foundations who support us so survivors can achieve their dreams and economic freedom. We would like to extend a particularly big thank you to the below major donors, including The Bliss Group, whose CEO (and Empowered Network board member) Cortney Stapleton donated her team's talent and time to work with us on this brand refresh pro bono.

FOUNDATIONS & CORPORATIONS

Akron Community Foundation
ALC & Co., LLC
Annenberg Foundation
Bay Bridge Marina Slips LLC
Change a Path
Foster Family Foundation
Gulf Coast Community Foundation
Hartford Mutual Insurance Company
Julian and Lois Brodsky Foundation
Juliet Ashby Hillman Foundation
Law Office Renee C Guckert LLC
Lilah Hilliard Fisher Foundation
Mark/Trece Inc
Metropolitan Contract Carpets Inc.

Nord Family Foundation
Office for Victims of Crime (OVC)
Patrina Foundation
PayPal Giving Fund
Rockefeller Foundation
SAFE in Washington
Spartan Surfaces
Stand Together Foundation
Swartz Family Foundation
The Change Reaction
The Goddard School
The Jensen Project
The Traffic Group
Town Fair Tire Foundation

INDIVIDUALS

Aileen Adams
Alice LeBlanc
Anita Gupta
Ann Hollister
Anonymous
Aruna Gupta
BrandsMart USA

Brett Cohen
Brooke Istook
Brooke Perlman
Carlos & Ines Silva
Carrie Le
Casey Georgeson
Chantel Waterbury
Chetana Gowda
Clare Ludgate
Crystal Walker
Dawn Bodenchak
Deb Fabiaschi
Derek Smoot
Elizabeth Molland
Eric & Emily Anderson
Evan Fytros
Fiona Davis
Gerald Mica
Jennifer Medina-McCormick
Jessica Nazareus
Joan Tassinari
Jodi Perlman
John Guckert

John Lordan
Kathy Sapitowicz
Kermit Robinson
Kerri & Sean McKeever
Kevin & Abby Wittnebert
Lena Wyand
Linda Crane
Linda Mittelholzer
Lisa Specht
Marcy Maybaum
Mark Wolfson
Mary Trinkle
Maureen O'Toole
Nicole Bouvier
Nicole Williams
Pat Marckesano
Preya Tarsney
Renee Carter
Rhoda ChenChiu
Ross Goodman
Ryan Wodele
Sarah Aibel
Sarah Steyert

Sarah Tintle
Sergio Loureiro
Stewart Lucas
Susan Aversa
Susan Schnall
Theodore Washburn Jr
Traci Griffin
Tyler Wisner
Velen Thompson
Vince Struble
Virginia Bensingier

"EN helped support me with my personal and professional goals towards long term economic and financial independence and connected me with a community I feel inspired by and supported within."

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