

Empower Her Network walks alongside survivors
as they **rewrite their narrative on their terms.**

EMPOWER HER NETWORK

2021 IMPACT REPORT



A LETTER FROM OUR CO-FOUNDERS:

Empower Her Network rejects the systemic structural power in many social programs. Members, as EHN calls active program participants, are in control of their own solution. When we listen to survivors and support each other, amazing things happen.

- The network meets members where they are; they tell us where they're headed
- Empowerment Plans are written with members, not for them
- Advocates and members both sign it, establishing accountability on both ends
- When a setback occurs, advocates do not pressure members—the network adjusts to their lives

When members graduate, they are welcomed into an alumni network, which has a representative in each location. This self-managed group offers continued support and camaraderie.

Empower Her Network is committed to a composition and staffing structure that reflects the diversity of the community served and includes a survivor leader in every facet of the organization, from the voting board to the program committee and staff. EHN advocates reflect the field well. 75% are women of color, speaking many languages and possessing expertise and thought leadership in the trafficking field.

Now in our fifth year, it can be said with absolute certainty: the program works. Alumni are harnessing resources provided by this donor community to successfully dismantle generations of exploitation and poverty. We continue to be inspired by the life transformations possible when societal barriers are removed and awed by the fierce determination of survivors on the rise. We wake up each day honored and humbled to be able to witness and learn from the bold resilience of survivors.

Thank you for your trust, involvement, and support.

Co-Founders of Empower Her Network:

Kristy Norbert
Executive Director

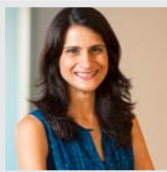
Abby Fabiaschi
Board Chair



Kristy Norbert



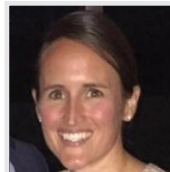
Abby Fabiaschi



Puja Dhawan



Chetana Gowda



Kerri McKeever



Maureen O'Toole



Lisa Specht



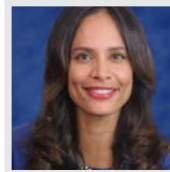
Summer Taylor



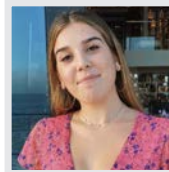
Rachel Thomas



Wade Trimmer



Crystal Walker



Brooke Perlman
Junior Board Member

We are a survivor-centered, donor-transparent, tech-savvy, talent-attracting NGO with astounding member outcomes.

With a community of over 200 survivors and 1,700 supporters, Empower Her Network continues to dismantle generational cycles of exploitation and poverty.

ONE YEAR AGO, I WAS STUCK...

As a trafficking survivor, a victim of the foster care system, and a single mother, I found myself living with a friend trying to make ends meet. A mentor nominated me to Empower Her Network because she knew that I could get “unstuck” if I had guidance. One year later and I have accomplished the following:

- Stable living for myself and my son
- Budget that I can maintain
- Vehicle that has been paid off, so I have reliable transportation
- Back in school to get my GED to continue my education

All of this has been on my terms, with my advocate pushing me, cheering for me, and

removing barriers when I needed help knocking them over. Thanks to Empower Her Network, I am off writing my next chapter and couldn't be more excited!

There are many survivors out there who need help like I do. They need someone walking alongside of them and creating a plan to reach independence. I now know my power and that I am worth it. I am empowered.

WATCH OUT WORLD.

– EHN Member



OUR COMMUNITY

Having been stripped of basic human rights, survivors face different combinations of intimidating but not insurmountable obstacles: trapped in the minimum wage poverty spiral, held back by housing barriers with bad credit or no credit, unable to afford vocational or education opportunities. Empower Her Network funds those tangible needs while curating confidence, igniting hope, and establishing focus.

OUTCOMES

Empower Her Network has tracked outcomes since day one and they are astounding! **To date, all 111 alumni have successfully secured permanent housing and experienced an average wage increase of \$8,792 annually (from \$18,015 to \$26,807 in 18 months or less).**

This is often only the beginning; many survivors graduate as they complete an education, vocation, or certification program with a more promising career path.



There are

217

CHILDREN

now living above the poverty line and in safe housing thanks to their mothers' hard work and donors like you!

RACIAL COMPOSITION	
Black: 42%	Asian: 3%
White: 32%	Native American: 1%
LatinX: 21%	Middle Eastern: 1%
POPULATION SERVED	
Immigrant: 26%	Labor Trafficked: 13%
American Born: 74%	Sex Trafficked: 84%
Labor and Sex Trafficked: 3%	Average Age: 34

SOLUTION EXAMPLES



Advocacy

- Collaborating on viable career paths with specific goals and timeframes
- Establishing a budget and fiscal best practices
- Advising on financial aid/scholarship opportunities and applications
- Navigating housing voucher programs, acting as a reference, liaising with landlords on philanthropic exceptions to credit minimums, and preparing for tenant interviews
- Sharing a strengths-based approach to self-worth and encouraging expansion of the survivors' inner circle for the future



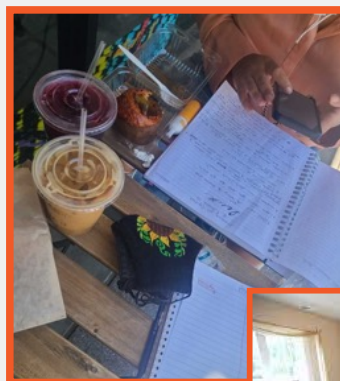
Schooling

- Covering the delta between aid and tuition for employed survivors
- Funding a promising vocational path when no aid available
- Paying for the "hidden expenses" that often stand in the way of taking advantage of scholarships like used books, registration fees, and commuter passes
- Temporarily cover childcare so that survivors can participate in promising training/vocational opportunities



Housing

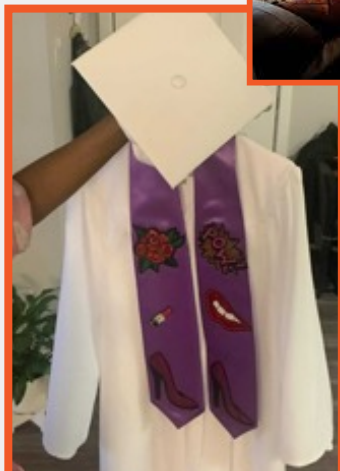
- Covering security deposit/last month rent to overcome financial hurdles in securing a first apartment a survivor can otherwise afford
- Purchasing necessary household essentials such as beds, basic cookware, etc.



Member and Advocate working on goals!



It's always a celebration to move into a safe apartment!



Graduation gown for member's big day!

ALUMNI NETWORK

This year, Pali Adventures in California donated a luxury camp for EHN to host an alumni retreat. It was there that the idea of a more official, survivor-run alumni group took hold.

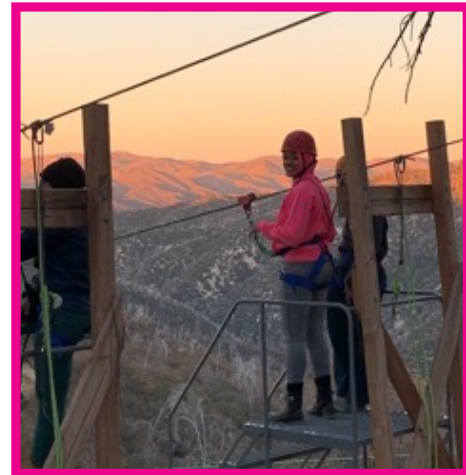
The Alumni Advisory Network now has bylaws and a charter with representatives in each city. At a high level, the mission is to empower each other during the next phase of moving forward, create/network future opportunities for those pursuing additional goals, and consult on EHN programming when needed.

The network looks forward to tapping into the mindshare and leadership within this up-and-coming group.

Moving forward, there will be a dedicated seat on the voting board for an alumni leader.



Alumni connecting at the retreat!



Board member Rachel Thomas ready to zipline!

Being with **FELLOW ALUMNI OF EHN**

was exactly what was needed. For three days, I was around other survivors going after their dreams and finding joy in life. I left rejuvenated, inspired, and connected to a group of sisters for life.” - EHN Alumni

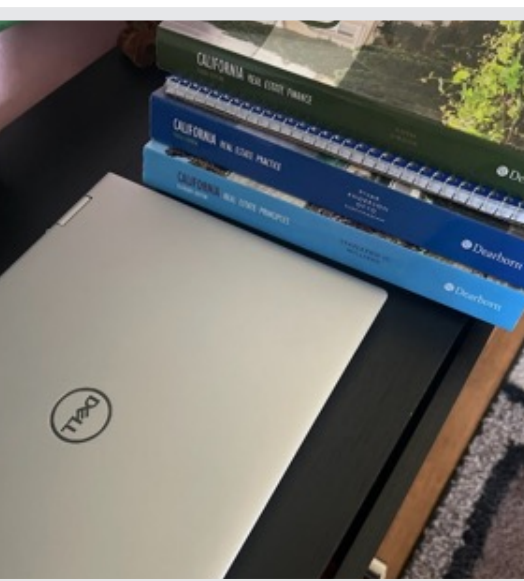




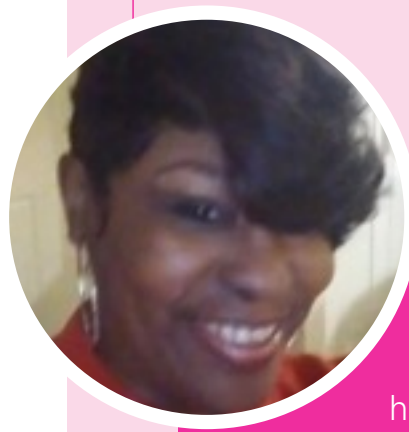
California advocates Camille Mica and Jessica Hernandez get together after months in covid isolations.



Dinner in ATL with EHN and our partner community!



Member's computers and books from her EP to continue her accounting degree!



HELLO

Empower Her Network!

"I escaped sexual exploitation in 2018 and went to a safe house. After six months of working on stability, I was nominated to Empower Her Network. It was exactly what I needed to continue down my path! My Empowerment Plan helped me transition from a safe house into an apartment, both with funding and with navigating the process. My advocate was there for me every step, encouraged me, and pushed me toward my goals. Through my Empowerment Plan, I turned over a whole new leaf and took advantage of every class/webinar/meeting I could join with EHN! I am now a proud alumna of Empower Her Network. I represent the Atlanta region on the Alumni Advisory Network, providing strength and continued hope for one another. I'm excited to welcome new members into this amazing group of people."

"Empower Her Network has given me a lot of resources and tools for success, but the biggest gift I was taught is that I have a voice and can use it! I feel very empowered to live a productive life!"

- Camille Briggs, EHN Alumni

FUNDING

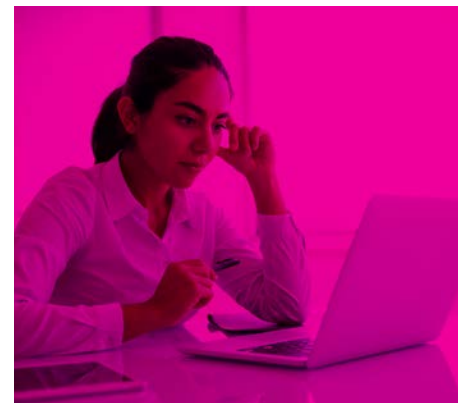
While each Empowerment Plan is unique, the average cost in 2021 to break down societal barriers and put a survivor in a true position of fiscal independence was \$6,000. EHN pays expenses directly to the third-party provider (i.e., landlord, school), not the survivor.

FINANCIAL OPPORTUNITY

In 2019, after tremendous due diligence evaluating over 400 anti-trafficking programs, NoVo Foundation selected Empower Her Network as a Life Story Grantee. This three-year funding plan underwrites all operating expenses through the end of 2022, allowing 100% of additional donor dollars to go to programming.

“Change A Path is thrilled to partner with Empower Her Network to support survivors in their program. By empowering survivors to be in the driver’s seat of their goals, they will reach fiscal independence and break the cycle of exploitation and poverty.”

- Shannon Rogers, Change a Path President



EHN’s

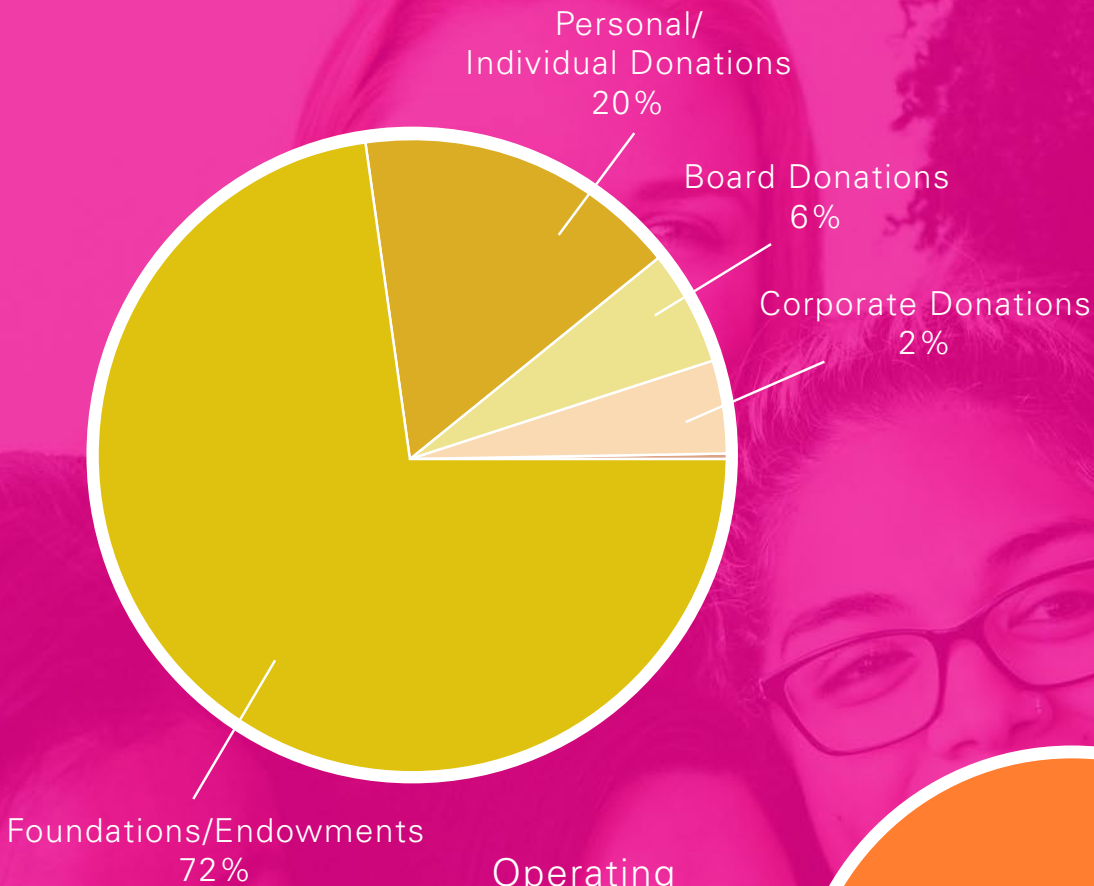
TECH-SAVVY

approach enables unique donor experiences where funds can be tied to a location, service bucket (housing, education, or employment), and/or to sponsor a specific Empowerment Plan. Reach out to learn more!

YEAR	NEW PLANS	PARTNERS	REVENUE	GROWTH
2017*	4	2	159,000	–
2018	26	13	257,225	61%
2019	51	34	481,018	83%
2020	65	46	540,361	12%
2021	72	62	653,360	21%

*2017 ran from Oct-Dec

2021 FINANCIAL IMPACT



***National Average for Program Expenses: 76%**
Overhead | Bridgespan
<https://www.bridgespan.org/insights/library/philanthropy/overhead>

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.

SUPPORT SURVIVOR BUSINESS!

Check out these EHN rockstars who have started their own businesses! Support them by becoming a customer!



Black Girl Alchemy, blackgirlalchemy.com

Black Girl Alchemy was founded by member Keisha Head. They are the best soaps in the business and would make amazing gifts anytime of year. Keisha said *"As a survivor of Domestic Sex Trafficking I know first hand how important it is to have a solid foundation to stand upon, especially long-term. Since connecting with Empower Her Network and adding the organization as a support it has given me the ability to move forward with my dream of owning a business. In 2020 after surviving Covid -19 I fell in love with soap making. The entire process was therapeutic. I also loved the idea of going natural from the outside in. Nurturing your skin is one of the highest levels of self care. However, the idea was just that... an idea. I could never find the resources I needed to fund my business start-up. Empower Her Network was able to assist me with help to ensure stability which has strengthened the foundation on which I can stand upon. Long-term support is needed to continue the healing and growth (both professional and personal) as Survivors navigate the journey to wholeness."*



Ashley Chesney, From the Ashes, ashleychesney.org

Looking for a good book of faith and healing? Ashley Chesney had a dream of writing this, and her dream came true in 2021 while working with EHN. Her book, From the Ashes is a memoir that is an educational tool to help readers understand the subject of human trafficking on a deeper level. This personal story is about finding freedom and redemption after experiencing the dark web of drug addiction, sex trafficking, and the commercial sex industry. Ashley's faith and healing led her out of the life of exploitation to help others who are still trapped. Visit her website to learn more or pre-order: www.ashleychesney.org.



Endless Chocolate and Balloons, [instagram: endless_chocolate_and_balloons](https://www.instagram.com/endless_chocolate_and_balloons)

Starting as a side hustle and a passion, EHN member Luna Moliere took to instagram to build her event business. Endless Chocolate and Balloons customizes chocolate covered treats, balloon garlands, and goodie bags for all occasions. Chocolate covered strawberries, strawberry bouquets, breakable hearts, and more. . Luna wants you to contact her for samples and events! You won't be disappointed.

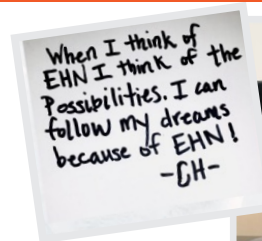


Saved by Grace Through Faith, savedbygracethroughfaith.org

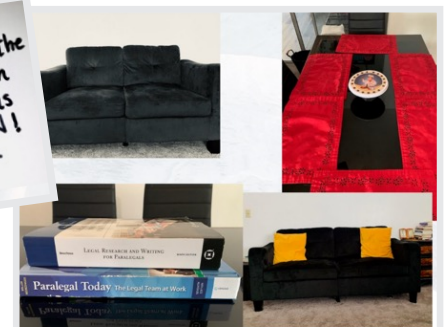
EHN Alumni Stephanie Jones recently launched her ministry website: <https://www.savedbygracethroughfaith.org> Stephanie wants EHN readers to know, "Saved by Grace through Faith is a ministry dedicated to breaking down the walls of religion. Our goal is to transparently share our real life Christian walk and candidly share how we are working every day to build our relationship with God. We share real life experiences and conversations on our website along with a weekly podcast Tuesdays at 7 pm CST. Follow us on Facebook at Saved by Grace through Faith and Instagram @ savedbygracethroughfaith21." Thanks for being amazing Stephanie!



Celebrating the holidays zoom Family Feud style with members!



Member studying to be a paralegal! EHN helped with furniture for her house as she embarks on her educational journey.



MEET OUR NEWEST BOARD MEMBER

Welcome Crystal Walker!

As Vice President of Communications at Aetna, she is a guiding light for board strategy, giving contacts, and helping us get the word out!



To read full bios on the engaged, entrepreneurial board, program committee, and local advocates of Empower Her Network, please visit our website empowerhernetwork.org/team.



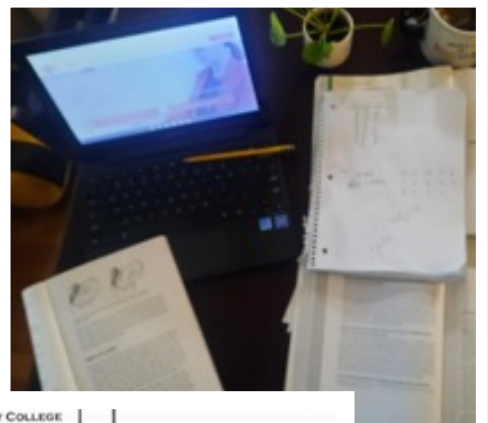
Dorsey Jones, a powerful Survivor Leader, joined EHN speaker series in 2021 to motivate and inspire all of us to be thoughtful about what to "carry" around with us! Thank you Dorsey!



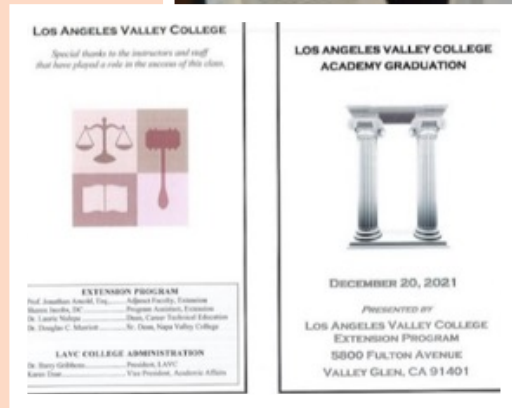
"Our ability to provide such individualized, tailored support is one of the most wonderful things

about EHN. Programmatic guidelines ensure equality, but that's where one size fits all ends. As a member of EHN, each survivor charts their own path: their Empowerment Plans are not defined by the past, they are reflections of each person's dreams and goals. It is so rich and affirming to be able to see each member shine with their own unique light."

- Kate Okamoto, NYC Advocate



Member studying and taking classes!



Graduation day from LA Valley College for a member!

THANK YOU

Empower Her Network extends our deepest gratitude to donors, corporate friends, and foundations who support Empower Her Network so survivors of trafficking can achieve fiscal independence.



Gupta Family

NoVo Foundation
create. change.

**Renee Guckert and
MD Golf Tournament**



Life Story Grantee

**Ed and Muffy
Liebert**



**Lilah Hilliard
Fisher Foundation**

Lulu **FROST**

**Empower Her
Network Board**



CONNOLLY
DERMATOLOGY

**Hunt Lane
Capital**



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



LEXUS OF CHERRY HILL
WHERE THE FINEST AUTOMOBILES RESIDE



**India Heritage
Center**

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



**Matthew
Perlman**



**Liebert Family
Foundation**



**Schnall Family
Foundation**

local revival



**O'Neil Family
Foundation**

Empower Her Network

8 North Ridge Lane
New London, CT 06320
410.456.9905
empowerhernetwork.org



@empowerherus

knobert@empowerhernetwork.org



@empowerherus

*Empower Her Network is a 501(c)(3) federal tax-exempt nonprofit, EIN #82-2102421