

# 2018 Annual Report

**SAFE. FREE. HOPEFUL.**



# **We help survivors of violence and exploitation experience economic empowerment so that they may achieve financial security and live safe, free, and hopeful lives.**

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*To protect client privacy, names and identifying details have been changed.*

**Photography:** Jacob Maentz   **Graphic Design:** Lauren Kay   **Copywriting:** Amie Gosselin

## THE PROBLEM

Without a good job with a stable income, survivors of violence and exploitation are significantly at risk for further abuse. **Only client-centered economic empowerment services that restore dignity and control in a survivor's life lead to long-term safety, hope, and freedom.**

### GLOBALLY

**40 million people globally live in modern slavery.<sup>1</sup>**

35% of women around the world have experienced intimate partner violence or sexual violence by a non-partner at some point in their lives.<sup>2</sup>

### THE PHILIPPINES

**Population: 104 million people; 21% live in poverty.<sup>3</sup>**

A source for local and international human trafficking.<sup>4</sup>

10% of the Philippines population lives and works abroad making it one of the largest migrant countries in the world.<sup>5</sup>

1 in 4 Filipina women have experienced physical, emotional, or sexual violence.<sup>6</sup>

1. International Labor Organization, 2017; 2. World Health Organization, 2013; 3. World Bank Development Indicators Database; 4. 2018 TIP Report; 5. United Nations Global Programme against Trafficking in Human Beings; 6. 2017 Philippines National Demographic and Health Survey

# A message from the Executive Director

## Dear Friends,

It is that time again – the time to reflect on the past year, so we can look to the year ahead with renewed clarity and focus.

But first, let me thank you for making 2018 an amazing year for survivors of violence and exploitation in the Philippines.

Last year, 10KW served a record number of people: 466 women and men accessed life-changing economic empowerment services through our programs.

In 2018, we increased revenue significantly through the generosity of our donors and partners. Our US team grew as human trafficking expert, Dr. Laura Cordisco Tsai, became 10KW's Program and Learning Advisor.

As I reflect on 2018, certainly one of the most significant outcomes was the completion of 10KW's first thorough Program Assessment. Our values of curiosity, listening, and expertise led us to conduct the review, to hear the voices of our partners and clients, and to consider

the unique strengths of our program as well as key areas of needed improvement.

The Program Assessment highlighted a crucial reality: It can take a long time for trauma survivors to achieve economic self-sufficiency. And this will not happen without consistent emotional support and access to viable career paths.

For survivors to experience lasting safety, hope, and freedom, they need the commitment and support of qualified practitioners, a community of respect, and access to well-paying jobs that enable them to support themselves and their families.

**It is not a small goal! And it certainly doesn't happen overnight.**

This is the important work you have enabled 10KW to do since 2009. As we move into our 10th year of operations, we



are digging deeper as an organization to provide even more excellent services for survivors.

This year, we will define new measures of success and improve our crisis intervention processes. Our team will grow to enhance the quality of care we offer to women and men in the Philippines. As our team grows, we are committed to effectively supporting staff through improved staff care and training.

On behalf of the survivors 10KW serves and our entire team, thank you. Thank you for giving women and men who have survived violence and exploitation a chance to rebuild their lives one step at a time.



Best,

A handwritten signature in black ink that reads "Jeremy". The signature is fluid and cursive, with a large, sweeping "J" and a trailing flourish.

Jeremy Floyd  
**EXECUTIVE DIRECTOR**





# About 10KW

We work at the intersections of poverty, human trafficking, and gender-based violence in the Philippines, empowering survivors of violence and exploitation to gain agency and dignity through **client-centered economic empowerment services.**

## OUR VALUES

**Dignity.** Protecting and promoting the worth, rights, and interests inherent in us all.

**Listening.** Seeking first to understand the perspectives, experiences, and desires of others, especially those who are marginalized.

**Empowerment.** Helping others determine and achieve their own goals through their own agency.

**Expertise.** Engaging our work with the relevant skills, education, and competency to ensure our services conform to the highest industry standards.

**Curiosity.** Seeking and sharing new methods, models, and strategies to continuously achieve greater impact.

**Collaboration.** Tackling complex problems and creating effective solutions together.

**Genuineness.** Being sincere and truthful in our motives, actions, and words.

## OUR 2018 IMPACT

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**466**

individuals were empowered through 10KW's career counseling, education, and job assistance programs in 2018.

**700**

survivors of violence and exploitation have accessed economic empowerment services, since 2010

**81**

survivors of violence and exploitation were employed in safe jobs with decent pay

**581**

face to face career counseling sessions with clients

**125**

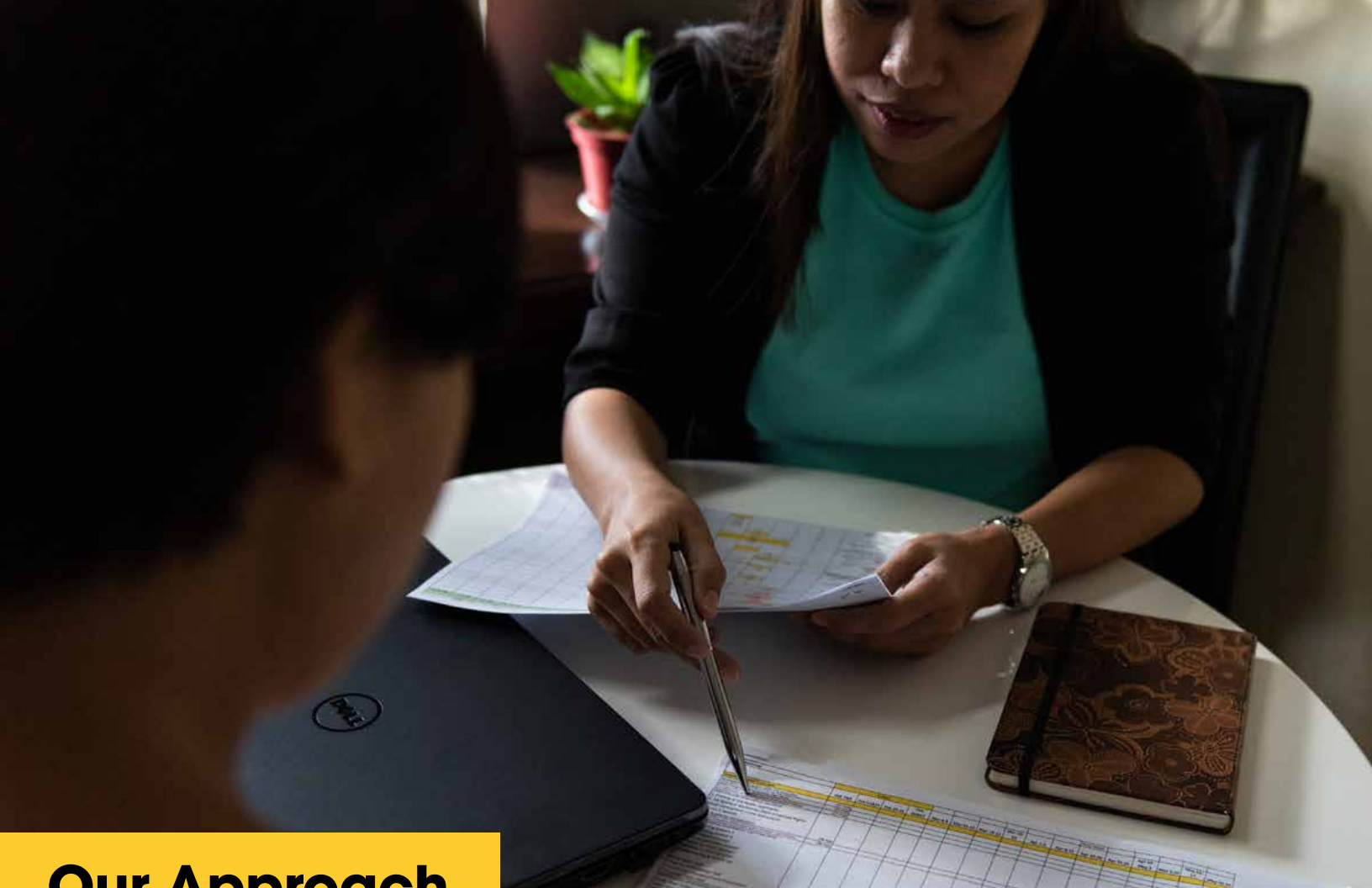
women and men received scholarships to complete their education

**60**

survivors graduated from elementary, high school, college, or vocational training

**24**

partner organizations in the Philippines referred clients to us in 2018



# Our Approach



## SOFT SKILLS TRAINING & EMPOWERMENT

Individualized career planning and soft skills training.



## CAREER COUNSELING

One-on-one professional and personalized career development counseling support.



## EDUCATION SUPPORT

Academic scholarships and tutoring.



## EMPLOYMENT SERVICES

Pre-employment support including resume writing, job searching, and mock interviews.



## WORK IMMERSION

Paid, part-time work in a supportive, caring environment.

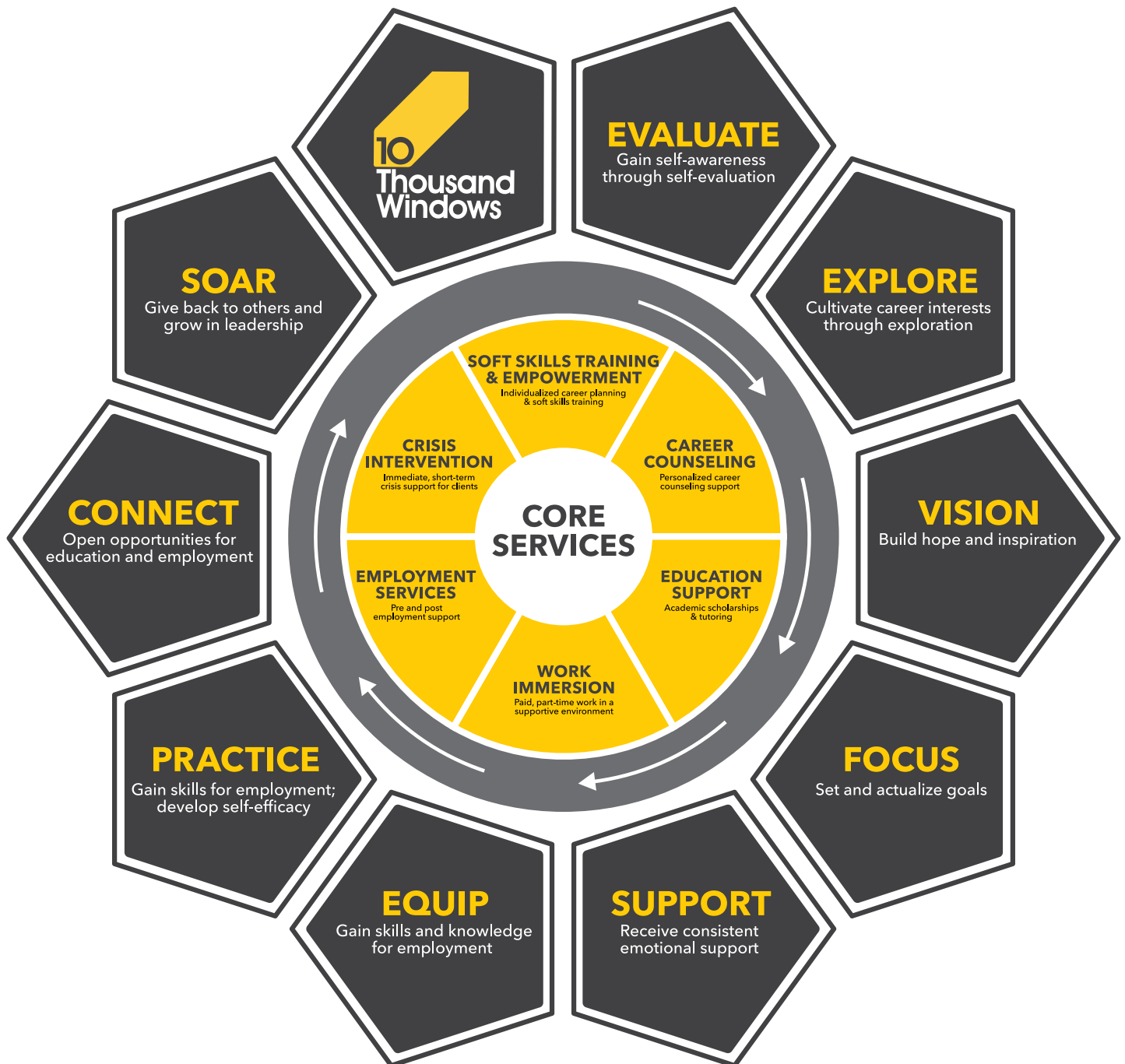


## CRISIS INTERVENTION

Immediate, short-term crisis support for clients.



# Our Program Model





# Once Trafficked, This Survivor Now Leads With Strength: Mahalia's Story

As Mahalia walks down the hallway to check in with her team at the local Philippines IT company where she works, light streams through the 10th floor windows and all of Metro Cebu stretches out before her. Mahalia's favorite part of her job is connecting with staff, asking how they are doing, how they are coping with the demands of work, what worries them.

"I really like managing people," she says. "But not all people like me, who are victims, have their lives or journey turn out like this. I feel really blessed."

As a teenager, Mahalia was lured into a trafficking situation where she was exploited and abused. She was referred to 10KW for economic empowerment support after spending time in a local women's shelter.

But, as Mahalia discovered, simply being free from exploitation didn't magically improve her life. With a young child to care for, she felt the weight of financial pressure and her experience of abuse casting a gloomy cloud.

"It was not easy at all," Mahalia says. "I have neighbors that would make comments and judgments about me because I am a victim. If you do not learn to encourage yourself, you will start to look down and pity yourself, and believe what other people say."

For Mahalia, as it is for most survivors of violence and exploitation, the road to true

healing is often long and complex. In Mahalia's case, there was no silver bullet that made the journey faster or easier.

"I challenged myself to overcome with the help of people who believed in me and encouraged me," Mahalia says.

With the support of her 10KW Career Counselor, Mahalia made a personal career plan and gained relevant skill training for the job she has now.

"10KW helped me a lot to achieve my goals and reach where I am now," she says. "I was able to change myself because of the choices I made. To change rather than to stay in the dark. I really can say that there is a good future ahead of me."

Now, Mahalia is driven by a passion to help other women like herself. At home, Mahalia instills confidence and hope in her young child. At work, her motivation to see other trafficked women succeed informs her leadership.

“Not all victims of trafficking are given the chance to know that there is time to change,” she says. “I told myself that I would become an asset to the organization, to show that change is possible to those people who have been trafficked. **My goal is to tell victims of trafficking that there is still hope.**”



# CAREER COUNSELING

## **10KW Career Counselors are vital to each survivor's journey towards independence.**

In 10KW's 2018 Program Assessment, clients described Career Counselors as the people who encourage them to keep going, help them cope with discouragement, inspire them to think about the future, and with whom they can discuss things that concern them.

Without this level of support, most survivors of violence and exploitation will not experience lasting safety, freedom, and hope.

From the moment a client starts their journey with 10KW, Career Counselors are there.

They sit at the nexus of each survivor's hopes and dreams and their current reality. Career Counselors listen, coach, and listen again. This consistent emotional support, which most survivors of violence and exploitation have not received elsewhere, is so important that Career Counselors often end up feeling like family for clients.

In time, 10KW Career Counselors help survivors see their own value, that they are not alone, and that they have what it takes to face the barriers before them and pursue their dreams.

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**“ I want to make an impact on the lives of girls like me. That whatever challenges, hardships, and obstacles in life, these things can make us strong and will lead us to achieving our goals in life if we do not give up.”**

**– JOCELYN, 10KW CLIENT**

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## **PROGRAM OBJECTIVES**

- **SELF-AWARENESS AND SELF-EFFICACY**
- **EMOTIONAL SUPPORT AND CONSISTENCY**
- **GOAL SETTING AND ACTUALIZATION OF GOALS**
- **BUILDING HOPE AND INSPIRATION**



# 872

**HOURS OF FACE  
TO FACE CAREER  
COUNSELING**





# SKILLS TRAINING & EMPOWERMENT PROGRAM (STEP)

For many 10KW clients, dreaming about the future has never been an option, but this changes at STEP, the starting point for every client at 10KW.

STEP is a foundational program that sets survivors of violence and exploitation on a highly individualized journey of self-discovery, goal setting, and practical skills training.

One of the very first things new clients do is work with their Career Counselor to develop their personalized career plan. This involves thinking about their interests, identifying what they are good at, and considering what they might want to do in the future.

During the STEP program, clients begin to learn the soft-skills they will need, and that

employers are looking for, to achieve their goals and dreams for education and employment.

Visioning, planning, and skills acquisition: This is what makes STEP vital to each client's success.

As survivors dream about the future and then practice showing up on time, resolving conflicts,

“**Thank you for providing us the first step to achieve our dreams.**”

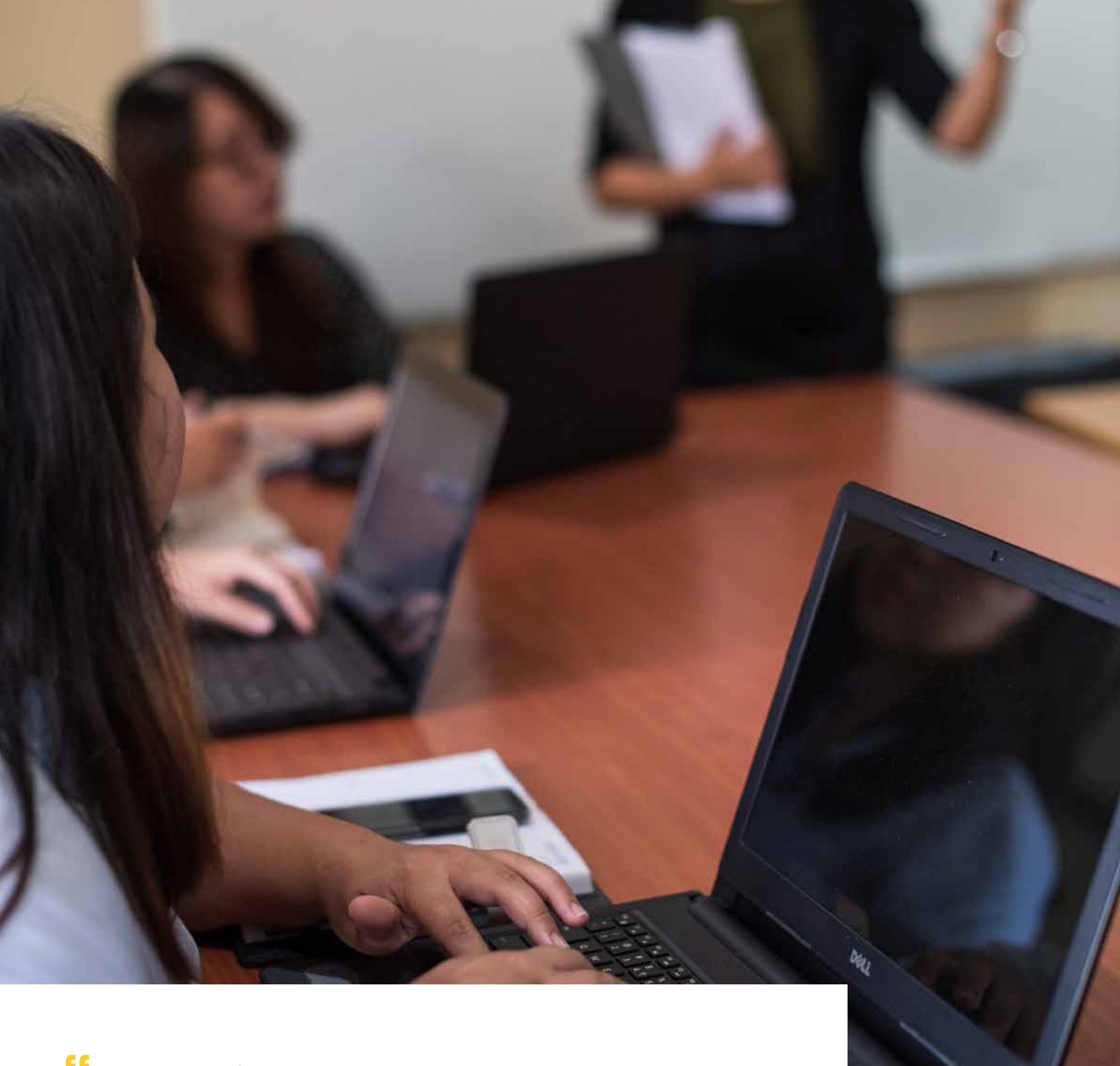
– JULIA, STEP PROGRAM PARTICIPANT

having a positive attitude, and expanding their problem-solving ability, step by step they become resilient and gain the self-efficacy to achieve their goals.

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## PROGRAM OBJECTIVES

- **SELF-AWARENESS AND SELF-EFFICACY**
- **SKILLS BUILDING AND GAINING KNOWLEDGE**
- **EXPOSURE TO OPTIONS AND BUILDING HOPE FOR THE FUTURE**



**“ I will not forget the day when I was chosen to attend STEP. You might wonder why I was so eager and happy to be part of the training. To tell you honestly, I believe it can help me be a better person. Through the help of 10KW, I can be who I want to be. I can make my goals and dreams come to life.”**

**– 10KW STEP PROGRAM PARTICIPANT**

# 102

**CLIENTS  
COMPLETED  
CAREER PLANS  
AND GRADUATED  
FROM STEP**



# Education That Changed A Family's Future: Daniel's Story

A smile spreads across Daniel's face as 10KW's Education Program Manager awards him a scholarship for his fourth and final year of university. By the end of 2019, Daniel will graduate with a Bachelor's Degree in Business Administration, making him the first person in his family to attend and finish college.

Sonya, Daniel's mother, sits on a wooden chair beside him in their living room. She looks like she might burst with pride. Her face, glowing with joy, lights up the entire room.

For a family that has seen, experienced, and suffered much, Daniel's education is changing the course of their lives.

Life on the bare edges of poverty and vulnerability is hardly fair, but Sonya did her very best to provide for her children as a live-in housekeeper for other families. Daniel and his six siblings raised each other. They made meals, mobilized for school, and managed their home while their mom worked away.

When Daniel was a teenager, he heard about a good job in Manila. Like so many other young Filipino men, Daniel felt the weight of responsibility to care for his family and left home before he finished school, lured by the prospect of good wages.

But Daniel's good fortune was too good to be true. He was exploited at work, and later was referred to 10KW for employment and education support. His dream was to get a university degree so he could help his family. His 10KW scholarship helped make that happen, though not without Daniel's own commitment. During the first three years of his degree, Daniel woke up every morning at 4am to make it to his university classes on time.

## Now, his degree is in sight.

A solitary tear catches at the corner of Sonya's eye as she explains what this achievement means for her son, for her, and for their family.

But it's obvious already in the decorative lace draped over the refrigerator, the tidy orderliness of their home, and in Daniel and Sonya's faces lit with pride. Daniel's scholarship is not just a scholarship. For this family, Daniel's education has changed the course of their future. It's enabled them to become financially secure, own their own home, and carry hope for their lives.







# EDUCATION SUPPORT

Around the world, the minimum education standards that are needed to get a good job are rising. This is also true in the Philippines, and often stable employment demands higher level skills, including digital literacy, high school diploma, and even a college degree.

But many survivors of violence and exploitation have been unable to complete their schooling for a myriad of reasons, including their experience of abuse, poverty, family debt, etc. Many survivors face an urgent and immediate need to have an income, and the time it takes to finish high school or college prevents them from finding paying work.

Knowing this, 10KW's Education Support Program offers scholarships for clients who wish to finish their elementary, high school or college-level education, as well as one-on-one tutoring sessions to help them catch up with their learning goals.

But, scholarships alone are not enough. In order to complete their education, survivors need emotional support and encouragement to keep the end in sight. Not only do members of the Education Team spur clients on, they also coordinate with 10KW's Work Immersion Program to offer survivors part-time, paid work while they study for their high school equivalency exam.

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## PROGRAM HIGHLIGHTS

### 125 CLIENTS

received scholarships to study at the elementary, high school or college level

### 60 STUDENTS

graduated from elementary, high school, college, or vocational training

### 125 CLIENTS

received 2-3 hour tutoring sessions in Math, English, Science, and Civics

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## PROGRAM OBJECTIVES

- **SKILLS BUILDING AND GAINING KNOWLEDGE**
- **SELF-EFFICACY**
- **OPENING OPPORTUNITIES**







# WORK IMMERSION PROGRAM

Some of the women and men who come to 10KW have never had any experience in a formal workplace. Others have experienced such severe trauma that their ability to work in the marketplace requires longer term support.

10KW's Work Immersion Program offers short-term and part-time paid work for clients in a safe, supportive environment.

What we hear over and over again from survivors is that they need a job and the income it provides immediately to cover living expenses like food, housing,

transportation, and childcare. 10KW's Work Immersion Program addresses this urgent and immediate need, while opening doors of opportunity for the future for survivors of violence and exploitation.

For some survivors, the Work Immersion Program offers a safe and caring environment to manage the effects trauma while earning an income and gaining experience in the labor market. For others, the program enables them to gain their high school diploma, while still earning much-needed income.

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## PROGRAM OBJECTIVES

- **SKILLS BUILDING AND GAINING KNOWLEDGE**
- **CULTIVATE CAREER INTERESTS THROUGH EXPLORATION AND EXPOSURE TO CAREER OPTIONS**
- **BUILDING HOPE AND INSPIRATION**
- **SELF-AWARENESS AND SELF-EFFICACY**



63

**CLIENTS GAINED WORK EXPERIENCE  
AND PRACTICAL LABOR MARKET  
SKILLS THROUGH 10KW'S WORK  
IMMERSION PROGRAM**



# EMPLOYMENT SERVICES

When job hunting, the old adage, 'It's who you know', applies to survivors of violence and exploitation too.

While education and skills training are crucial in a survivor's journey toward financial independence, they are not enough. Often, half the battle is having a community of support that opens access to the right networks and opportunities, and cheers you on as you pursue your goals.

10KW's Employment Assistance Program connects the dots between clients and employers by building relationships with a range of local businesses and forging new job opportunities for survivors.

To ensure success in the workplace, 10KW also mentors clients in resume writing and interviewing skills, and even provides mock interviews to help survivors confront nervous jitters before they meet prospective employers.

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## PROGRAM OBJECTIVES

- SKILLS BUILDING AND GAINING KNOWLEDGE
- SELF-EFFICACY
- OPENING OPPORTUNITIES

“But with the help of my trainer and classmates, I was able to do it. I have learned things that have helped me develop my self-confidence; how to be myself and to stand on my own during tough times.”

– 10KW CLIENT





**81**

**SURVIVORS OF VIOLENCE  
AND EXPLOITATION WERE  
EMPLOYED IN SAFE JOBS  
WITH DECENT PAY**

**32**

**LOCAL BUSINESSES  
PARTNERED WITH 10KW TO  
OPEN JOB OPPORTUNITIES  
FOR SURVIVORS**

**CLIENTS  
SECURED  
JOBS**

**IN RESTAURANTS,  
HOTELS, BUSINESS  
PROCESS OUTSOURCING,  
MANUFACTURING, SALES,  
RETAIL, AND SOCIAL WORK**



## PARTNERS AND SUPPORTERS

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REPUBLIC OF THE PHILIPPINES  
DEPARTMENT OF EDUCATION



ETHICAL STORYTELLING



## FUNDING PARTNERS

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Akin, Gump, Strauss, Hauer & Feld, LLP

Battea Class Action Services

Bearfoot Management

BTIG

Constellation Advisors LLC

Cornerstone Fellowship

The David & Lucile Packard Foundation

Deloitte Services LP

Equitas Group

EZE Software

Fieldstone Insurance Group

First Republic Bank

Imago Dei Fund

Iron Cove Insurance & Risk Management

Katten

Kleinberg, Kaplan, Wolff & Cohen, P.C.

Menlo Church

New England International Donors

Northern Trust

Quadrangle Consultants

Stewardship Foundation

Trinity Church

Walkers Global

Wells Fargo Securities



## OUR BOARD

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Andrew Means  
CHAIR

Julie Bryce

Emily Fan, J.D.

Jeremy Floyd

Kirsten Foot, Ph.D.

Mike Gogis

Lisa Jackson, Ph.D.

Lance Robinson

Anne Swartz

## OUR TEAM

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Jeremy Floyd  
EXECUTIVE DIRECTOR

Jonna E.  
COUNTY DIRECTOR, PHILIPPINES

Janice U.  
DEPUTY DIRECTOR, PHILIPPINES

Rhea B.  
CLINICAL TEAM MANAGER,  
PHILIPPINES

Laura Cordisco Tsai, Ph.D.  
PROGRAM & LEARNING ADVISOR

Amie Gosselin  
COMMUNICATIONS ADVISOR

Kathryne Tenney  
DEVELOPMENT ASSISTANT

# 10KW Financial Information

## INCOME STATEMENT SUMMARY

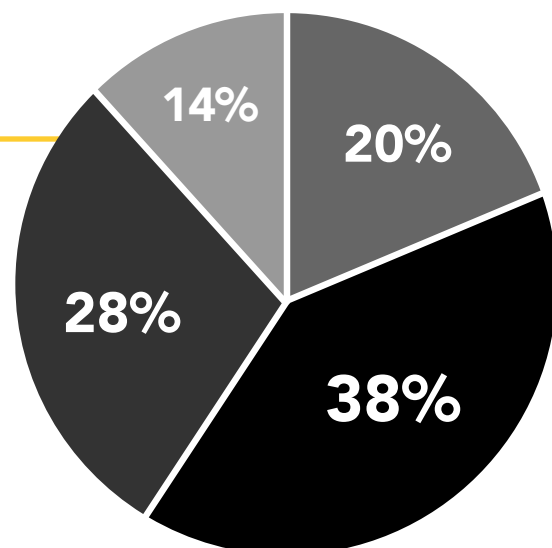
	2018	2017	2016
Revenue	667,223	571,827	537,746
Expenses	567,483	563,515	442,197
<b>NET</b>	<b>\$99,740</b>	<b>\$8,312</b>	<b>\$95,549</b>

## BALANCE SHEET SUMMARY

Cash	380,411	280,739	261,669
Total Assets	402,280	305,926	293,843
Total Liabilities	17,462	20,847	8,930
Total Net Assets	384,818	285,078	284,913
Temporarily Restricted	-	-	-
Unrestricted Financial Assets	384,818	285,078	284,913

## Funding Sources

- 38%** Individuals
- 28%** Foundations
- 20%** Faith Communities
- 14%** Corporate



# Help survivors of violence and exploitation find safety, freedom, and hope.

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- **GIVE**
- **GIVE MONTHLY**
- **HOST AN EVENT**
- **SPREAD THE WORD**
- **FOLLOW US**
- **SHARE WITH YOUR FRIENDS**

## 10ThousandWindows.org

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