



EHN collaborates with trafficking survivors to achieve **their economic freedom.**

IMPACT REPORT 2022

56%

WAGE INCREASE OVER

15 MONTHS

*\*Program outcome national average*

Thank you for  
your support!

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

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## A LETTER FROM OUR CO-FOUNDERS

Empower Her Network opens off-ramps to trafficking victims and closes on-ramps for their children, ending generational cycles of poverty and exploitation.

*There's wake to this work!*



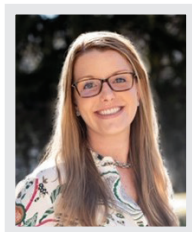
THERE ARE 343 CHILDREN LIVING ABOVE THE POVERTY LINE IN STABLE HOUSING BECAUSE OF THEIR HARD-WORKING MOTHERS, THIS PROGRAM, AND DONORS LIKE YOU.

**We are inspired by what this community accomplishes together.**

Co-Founders of Empower Her Network:

**Kristy Norbert**  
Executive Director

**Abby Fabiaschi**  
Board Chair





**From Carissa:**

*"There is wake to this work, and now that we have the infrastructure in place, we intend to grow! Becoming Ambassador of EHN begins a new journey for me and for all of EHN. I am humbled to be invited as board ambassador and ask that you join me on the bright path we have ahead!"*

**From Nicole:**

*"I am honored to join a group of dedicated board members who are working to multiply the effects of an extraordinary organization. The board chair role is an incredible opportunity to use my own network and experience in career building to add to the life changing opportunities that are offered to EHN members, alumni and advocates."*

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## MEET OUR NEW BOARD MEMBERS

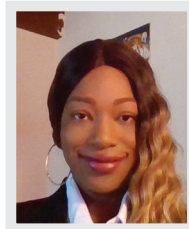
This year marks an exciting beginning for EHN, as career expert and bestselling author **Nicole Williams** joins as our Board Chair, and author, attorney, and national survivor leader **Carissa Phelps** joins as Board Ambassador. **Naomi Glenn** joins the board as our first Alumni Ambassador which EHN will retain a seat in perpetuity for an alumni after her term. Abby will retain an indefinite board seat as co-founder and continues to be an active volunteer and major donor. During this next phase of thoughtful, survivor-centered growth, the network is focused on launching the program in additional trafficking hotbed cities, expanding career and mentorship opportunities to the alumni community, and continuing to be a thought leader in the anti-trafficking movement.



**Nicole Williams**



**Carissa Phelps**



**Naomi Glenn**

*Check out the entire Empower Her Network board and advocates*



2022



## OUTCOMES



**80+**

NOMINATING  
PARTNERS



**100%**

OF THE 155 ALUMNI  
SECURED STABLE HOUSING  
BY PROGRAM GRADUATION



**10**

SERVICE  
AREAS



**155**

EHN ALUMNI



**\$9,850**

AVERAGE INCREASE IN  
SALARY AT THE END OF AN  
EMPOWERMENT PLAN

*Average wage increase  
(from \$19,091 to \$29,759)*



**119**

ACTIVE  
EMPOWERMENT  
PLANS



**343**

CHILDREN LIVING IN  
SAFE HOUSING

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## FAMILIES WE HAVE IMPACTED



Systemic change is forever change. “I grew up surrounded by abuse and poverty. I think sometimes they go hand in hand. My parents were trying to survive and then I tried to survive. Looking back nothing really ever felt like a choice. I’ve worked really hard to make sure that my child doesn’t have that same path forward.

**Because of my work now with EHN, my daughter will have more opportunities and more choices.” EHN Member**



## WHO WE SERVED IN 2022



RACIAL COMPOSITION NATIONAL 2022	
Black: 37%	Asian: 5%
White: 37%	Native American: 2%
LatinX: 18%	Middle Eastern: 1%
AGE & GENDER	
Age Range: 18-69	Female: 96%
Average Age: 36	Transgender: 2%
Average Number of Children: 1.3	Male: 1%
	Gender Non-Conforming: 1%
TRAFFICKED STATUS	
Labor Trafficked: 13%	American Born: 77%
Sex Trafficked: 74%	Immigrant: 23%
Labor & Sex Trafficked: 13%	

## 2022 EMPOWER HER NETWORK ALUMNI REFLECTIONS

*Think about Empower Her Network now in your life, what thoughts/feelings/emotions etc do you have that you can share with us?*

I feel a sense of community and support. I feel seen in where I am and where I am headed now, not where I have been and what happened to me. The EHN west coast retreat connected me with so many amazing women who are excelling in all different areas of life, and it was exciting to connect with fellow survivors and honor where we have been while also praising what we have accomplished and where we are headed. The best was the laughter we had, and we had so much! Also, the holiday party is one of my favorite holiday events every year!



*Find all the Alumni Reflections questions here*



# 2022 EMPOWER HER NETWORK FINANCIAL INSIGHTS



Breaking the million-dollar mark opens up many funding opportunities for us to grow and serve more survivors. We want to continue to incorporate social change by our partnerships, in all sectors.

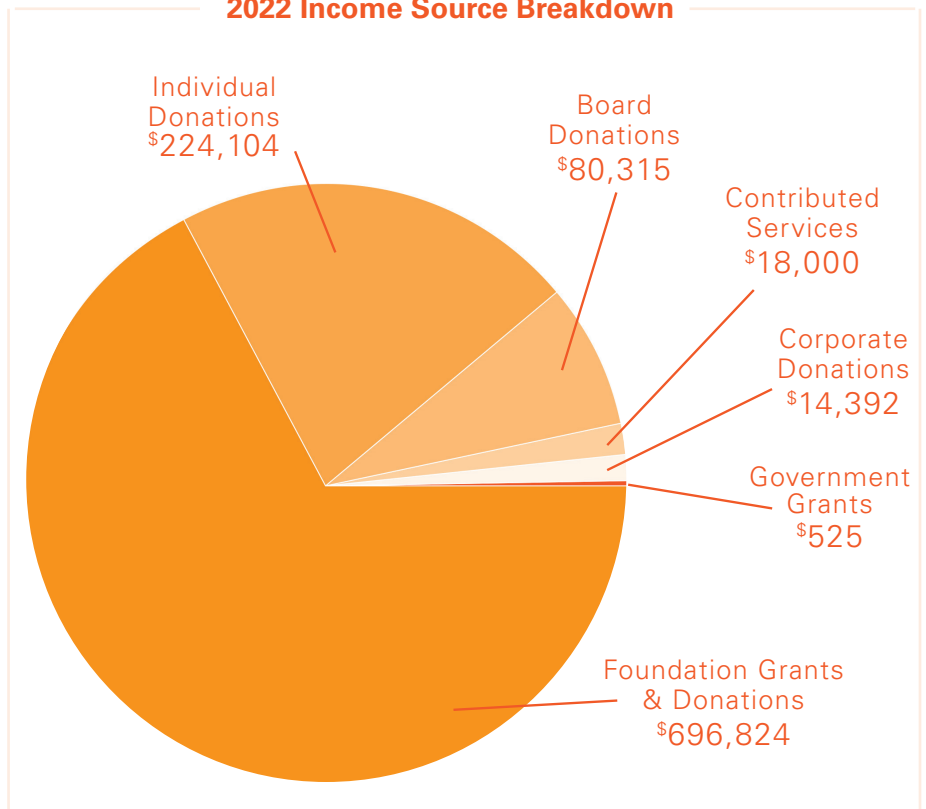
### Operating Expenses

Once again, the NoVo Foundation underwrote all operating expenses, enabling 100% of additional donor dollars to go to programming. Thank you!

### Sustainability Model

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 2022.

### 2022 Income Source Breakdown



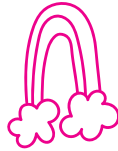
YEAR	REVENUE	EXPENSES**	GROWTH
2017*	\$159,710	\$18,145	-
2018	\$257,225	\$340,821	61%
2019	\$481,018	\$443,675	87%
2020	\$540,382	\$569,550	12%
2021	\$732,282	\$753,174	36%
2022	\$1,034,160	\$964,683	40%

AVERAGE PROGRAM COST BY BUCKET		
Housing	\$2,580	43%
Education	\$1,200	20%
Career	\$540	9%
Advocacy	\$1,680	28%
<b>TOTAL</b>	<b>\$6,000</b>	

\*Launched 11/2017 \*\*Includes funds earmarked for active Empowerment Plans

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## EMPOWER HER NETWORK'S SINCERE GRATITUDE!



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. Major donors below.

Akron Community Foundation	Fiona Davis	National Christian Foundation
Anita Gupta	Foster Family Foundation	NoVo Foundation
Annabelle Bexiga	Gerald Mica	NU Girls
Anonymous	Jessica Huskey	Patricia Glaser
Baltimore Women's Giving Circle	Joan Tassinari	Patrina Foundation
Bay Bridge Marina Slips LLC	Jodie and Spencer Finney	Peter Kurunczi
Bay Bridge Marina Waterfront Restaurant	Jodi Perlman	Quassy Amusements INC
Bethany Lampland	Jody Holt	Quinten & Victoria Tifft
Bob Nichols	John Guckert	Rachel Fissell
Boston Foundation	John Melder	Rachel Schemmerling
Brooke Brink	Jones Junction INC	Ram and Aruna Gupta
Carlos & Ines Silva	Judith Reichman	Renee Carter
Carmen, Pons, Miles & Associates	Justine & Gordon Frisbie	Richard Reed
Cathy Unger	Kathleen Brown	Richard Simone
Change a Path	Ken Pasquale	Robert Hale
Charles & Mary Booth	Kerri Schneider	Samriti Nayyar
Chicago Community Trust	Kim Adams	Sunita Dhawan
Dave Wisner	Kimberly Mehlman-Orozco	Swartz Family Foundation
David & Melissa Robbins	Lena Wyand	The Change Reaction
DeBartolo Family Foundation	Leslie Lurie	The Goddard School
Debra Fabiaschi	Lilah Hilliard Fisher Foundation	The Jensen Project
Ed and Muffy Liebert	Linda Mittelholzer	Tim Shelley
Empower Her Network Board of Directors	Lois Devereaux	Tom O'Neil
Eric Anderson	Margaret Korecky	Town Fair Tire Foundation
Erin Rafferty	Mark & Carol Bachmann	Traci Griffin
Fifth Generation, INC	Mark Stone	Vanita Gupta
Love, Tito's	Meron Makonnen	Velen Thompson
	Michael O'Conner	Verizon
	Michelle Smoot	Violet's Giving Circle
	Nancy Rubin	Weingart Foundation
	Natalie Mica	William O'Malley

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## ABBY'S IMPACT & COMMITMENT TO EHN

As co-founder, Abby will have a permanent seat on the board, and continue to be an active volunteer and major donor.



"We have a proven, scalable solution addressing a national gap in services that ends generations cycles of exploitation and poverty. It is time to make this life transforming program available in all 50 states - Nicole is the right leader to oversee this next phase of explosive growth."

Abby's dedication the last five years and the next five years are unparalleled.

Thank you   
Abby!

### Empower Her Network

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@empowerherus

*\*Empower Her Network is a 501(c)(3)  
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