

POWERFUL VOICES

Because strong girls become strong women

Heard + Seen =
Empowerment



Empowerment



Friends,

PowerfulVoices celebrated our 13th anniversary in 2008. Last year, 432 youth participated in gender-specific programs for girls at seven Seattle and Renton public middle and high schools, King County Juvenile Detention and throughout the community.

One example of the importance of our programs comes from our in-detention Instructional Coordinator, Gloria Womack. Gloria facilitates health and wellness groups and shared a remarkable story about a conversation regarding human trafficking. The girls discussed prostitution and how they didn't mind being called a 'ho' because of the money. All but one girl in the group of was or had been involved in prostitution. One girl was adamant about how being involved in the sex industry was not a

big deal and asserted that she knew how to protect herself. After hearing about the horrific incident, all the girls fell silent. Soon after, the others began telling stories of how they themselves and friends had been involved in similar situations. The girl who was originally adamant about human trafficking not being a big deal spoke-up and stated that, "nobody wants to do it." The rest of the girls were very supportive vocalizing how women get involved for different reasons and how difficult leaving that life is. The conversation allowed girls to examine their lives' circumstances in a way that perhaps they had not before: critically and within the company of supportive peers and adult mentors. This kind of trust and disclosure allowed our staff to provide critical follow-up referral services.

In addition to direct services, capacity building was a priority for PowerfulVoices in 2008. Capacity Building is unequivocally vital to any organizations sustainability, fidelity, and overall success. One strategy to increase our capacity was to tap into the resources of our local community. As a multi-year funding recipient of Social

big deal and asserted that she knew how to protect herself. After hearing about the horrific incident, all the girls fell silent. Soon after, the others began telling stories of how they themselves and friends had been involved in similar situations. The girl who

Venture Partners, as one example, we gained some of the biggest-hearted, skilled and smart volunteers seeking meaningful philanthropic and service opportunities. PowerfulVoices is a grateful beneficiary of such talent and is stronger for it.

Looking forward in 2009, our programs will be responsive to the growing and evolving demands of our community. We will increase our youth employment program from summer to year-round, our program evaluation and training capacity will be further developed and we will launch our next strategic planning process. Impart, due to the global financial jolt, we are humbly reminded of hope, opportunity and clarity. Namely, we are grateful for you. PowerfulVoices achieved many successes in 2008 because of our devoted staff, volunteers, donors, partners, girls/families and loved ones.

With Gratitude,

A handwritten signature in black ink, appearing to read 'Tanya Kim'.

Tanya Kim
Executive Director

A handwritten signature in black ink, appearing to read 'Lara Underhill'.

Lara Underhill
President, Board of Directors

“Because of Girls RAP, I worry a lot less about being judged, I can actually say what I think and not worry about what other people think. I can communicate better, expressing myself more.”

Girls RAP Participant



Mission

Powerful Voices fosters adolescent girls’ development by providing programs and promoting social justice so girls can realize their dreams, engage their communities and shape a better world.

Vision

All girls grow into strong women.

Our Purpose

Powerful Voices has been providing free, innovative, evidence-based programs to adolescent girls since 1995. We believe all girls deserve opportunities to grow into strong women. We recognize that many girls face adolescence without resources to help them grow and thrive. We work in public schools and within the juvenile justice system—places where girls benefit from our unique, positive, all-girl programs.

Powerful Voices’ Program Goals

Personal Power

Develop girls’ personal strength so they become powerful advocates for themselves and for others.

Safety

Prevent girls’ victimization and help girls transcend harmful conditions so they can live the lives they desire most.

Activism

Encourage girls to develop critical thinking, knowledge, and skills so they can work to make the world a better place.

Adult Guidance & Support

Ensure that girls experience positive relationships with supportive adults so girls are inspired to become strong women.

Positive Girl Culture

Transform the culture among girls so that every girl is valued and respected.



“Powerful Voices makes me feel more confident about telling someone how I feel, if I am not feeling equally treated just because I am a girl!”

Girls RAP Participant

About Our Programs



“We learn something new every day and it helps us other than in our group or outside of Girls RAP because there are actual problems that we can deal with even though they might not happen right then and we know how to deal with them with the help of Girls RAP.”

Girls RAP Participant

Girls RAP

(Rights! Action! Power!)

Girls RAP (Rights! Action! Power!), a youth development program for 10-14 year old girls, serves approximately 180 participants each year in five Seattle public middle schools. Girls at Denny, Hamilton, and Washington Middle Schools participate in after-school groups and one-on-one mentoring with skilled instructors to investigate issues and concerns most relevant to them. Girls discuss issues such as body image, racism, cultural identity, stereotyping, media messages and school bullying. Each school group selects a project subject which they explore in depth.

Girls at Aki Kurose and Meany Middle School participate in weekly girls' health class where they earn credit while learning valuable information specifically geared towards adolescent girls. Topics include their bodies, healthy relationships, community resources, social justice, dangers of addiction and more.

Each summer, girls from all five schools participate in a four-week intensive leadership and educational day camp where they can develop positive relationships with girls from the other Girls RAP schools and explore issues and build skills in greater depth.

Powerful Impact

In 2008, Girls RAP helped girls to:

- Gain self-confidence
- Develop strong friendships with other girls in their groups
- Examine their judgments of others
- Attain a high level of media literacy
- Notice positive change in themselves and others
- Learn to speak out and stand up for themselves



“Girls are sometimes put in a box and stereotyped, in Girls RAP we learned how to step out of that in a way. I also learned that girls should be treated with respect and to respect themselves and not let people walk all over them.”

Girls RAP Participant





“The best thing about STAGES is that they don’t lecture us, they encourage us to succeed.”

STAGES Participant

Powerful Impact

In 2008 STAGES helped girls to:

- Increase their access to health services
- Gain knowledge and positive decision making skills
- Set and reach their summer employment goals
- Build positive peer experiences in groups
- Build positive relationships with adults

STAGES

(Strength through All-Girl Education and Support)

STAGES is youth development program for 14-18 year old girls, and annually serves approximately 235 participants in or at great risk of entering the juvenile justice system. Powerful Voices offers integrated health workshops and one-on-one referral support services in detention each week. We work with several community partners to co-facilitate workshops, which provide a space for girls to voluntarily gather while incarcerated.

CHANGE is a weekly girls group that operates during the school year and serves as a diversion program through Superior Courts. In the community sites we work with up to 26 girls at risk of school drop-out or incarceration. Girls participate in health and wellness workshops and monthly community service projects.

Case Management/Youth Advocacy operates in partnership with Seattle Team For Youth (STFY). Our Case Manager/Youth Advocate works with up to 35 girls, ages 11 to 21 years old, with the focus on 8th, 9th and 10th graders, struggling with complex issues and academic underachievement. Our combined one-on-one and girls support group approach emphasizes elements of motivational interviewing and is asset-based.

Through a partnership with Seattle Youth Employment Program we offer a seven-week summer youth employment program—DYVAS (Develop Your Voice & Speak), which serves up to 13 girls from Seattle and King County. Our employment program encourages

self expression, activism and the value of using one’s voice to communicate ideas and opinions, along with concrete employment skills like workplace expectations and creation of résumés and cover letters.

POP

(Powerful Outreach Project)

Powerful Outreach Project was initiated in 2007 to deepen the community’s understanding of PV through outreach efforts and to be a part of a larger movement of direct service and community education and interaction. In 2008 our JustServe AmeriCorps Member, in partnership with staff, developed infrastructure including purpose, volunteer specifications, training needs and potential outreach opportunities. This project is an essential piece in organizational building; as an organization grows within a community, it must expand its outreach in these communities. POP links the organization to the grassroots movement of community involvement in youth and girls advocacy through volunteerism, curriculum dissemination and by informing the community of our work. It combines direct service with organizational advocacy and outreach and capitalizes on community volunteer energy, hours, passion and expertise.

Highlights: What We Did

“When you are on the verge of giving up on education that’s when you realize you need to step your game up and you don’t want to be a failure in life so. STAGES helped me to realize that I value education.”

STAGES Participant



- Powerful Voices worked toward social justice for girls by engaging girls in local and national community organizing.
- Over 200 girls involved in our STAGES program received information and referral services linking them to vital resources like healthcare, housing, education, youth advocacy, community projects and more.
- Powerful Voices’ Case Manager celebrated the high-school graduation of seven girls she’d been working at throughout 2008.
- Board Member, Daveda Russell spoke at the Women’s History Assembly which more than 100 youth attended in the King County Juvenile Detention facility.
- Powerful Voices represented the health needs of girls at a national girls’ health forum in Washington D.C.
- Staff and girls developed a year long Employment Curricula for our in-detention program funded by Seattle Youth Employment Program.
- Forged partnership with Alder Academy as another point of contact for girls involved in juvenile justice system
- Over 450 community members attended our 8th annual luncheon raising over \$100,000 to support our programs for girls.

Organization Report Card

- 432 Girls served in 2008
- 696 Individuals who gave generously to support our work
- 117 Volunteers and interns in 2008
- 110 Workshops facilitated for incarcerated girls
- 53 Girls participated in our weekly health class
- 99 Girls attended our weekly after school programs
- 13 Girls completed our summer employment program
- 33 Girls received case management and follow up services
- 20,000 Number of hours girls and staff connected in groups and 1:1 mentoring
- 30 Number of hours spent on coalition advocacy
- 8 Number of coalition’s staff serve on
- 4000 Number of girls served since we were founded in 1995.

Powerful Voices

Thank you to the following board, staff, interns and youth leaders for their many contributions in 2008:

Staff

Rita Alcantara, *Program Director*
 Chera Amlag, *Development Assistant*
 Tyler Bosma, *Office Manager*
 A'yana Carroll, *CHANGE/DYVAS Coordinator (2008)*
 Chel Cendana, *Instructional Coordinator*
 Seferiana Day, *JustServe AmeriCorps*
 Devon de Leña, *JustServe AmeriCorps*
 Jennifer DeLong, *Luncheon Coordinator (2008)*
 Nanette Fok, *Grant Writer*
 Jimmy Harrop, *Bookkeeper*
 Tanya Kim, *Executive Director*
 LaRosia Lewis, *JustServe AmeriCorps (2008)*
 Erica Merritt, *Instructional Coordinator*
 Ann Muno, *Associate Director & Co-founder*
 RaGina Sampson, *Case Manager/Youth Advocate*
 Claire Schroeder, *Instructional Coordinator (2008)*
 Katherine Shulock, *JustServe AmeriCorps (2008)*
 Sarah Walczyk, *Director of Development & Marketing*
 Blak Washington, *Youth Advocate (2008)*
 Gloria Womack, *Instructional Coordinator*

Interns

Danielle Krogh-Baird (2008)
 Kateri Schaaf, *UW MSW Intern (2008)*
 Mika Smith, *Development Intern (2008)*

Board

Jennifer Berry, *Secretary*
 Cathy Carl
 Cedric Davis
 Anne Fontaine
 Minty Jeffrey
 Linda Jenkins
 Jessica Jones
 Melanie Roberson (2008)
 Daveda Russell
 Rachel Schindler
 Sarita Siqueiros, *President*
 Laura Swapp
 Ruth A. Tressel, *Interim Treasurer*
 Lara Underhill, *Vice President & President*
 Brian Wainscoat, *Treasurer (2008)*

Youth Leaders

Ressie Brown
 Nia Hart
 Leah Heck
 Anise Leffall

Financial Health

2008 Organizational Budget: \$597,800

Statement of Income and Expenses

<i>Income</i>	
Individual Donations	28%
Foundation Grants	45%
Corporate Grants and Sponsorships	10%
Government Grants and Contracts	17%

Expenses

Administrative	10%
Fundraising	16%
Program	74%

Statement of Financial Position

<i>Assets</i>	
Cash	\$121,743
Pre Paid Expenses	\$5,321
Promise to Give and Receivables	\$136,566
Fixed Assets	\$766
Total Assets	\$264,388
<i>Liabilities</i>	
Liabilities	\$12,283
Equity	\$252,105
TOTAL LIABILITIES AND EQUITY	\$264,388



We recognize that community involvement and coordination is vital to our success. We highly value our collaborative relationships. Thank you to all our community partners.

**PowerfulVoices
Community Partners**

Aki Kurose Middle School
Alder Academy
Amara Parenting & Adoption Services
Asian Counseling & Referral Service
Asian Pacific Directors Coalition
Asian & Pacific Islander Women & Family Safety Center (APIWFSC)
B-Girl Media
Casey Family Program
City of Seattle, Team For Youth
City of Seattle, Youth Employment Program
Cleveland High School
Columbia City Interagency Academy
Communities Against Rape & Abuse
Denny Middle School
Franklin High School
Freedom School – People’s Institute – RiseOne – AFSC
Friends of Youth
Governors Juvenile Justice Advisory Committee
Group Health Cooperative
School-Based Health Center
Group Health Cooperative’s Teen Health Clinics
Hamilton International Middle School
Harborview Center for Sexual Assault and Traumatic Stress
Home Alive
King County Juvenile Detention
King County Superior Court
Marguerite Casey Foundation
Meany Middle School
Microsoft Diversity Group
Miller Community Center
Minority Executive Directors Coalition
Neighborhood House
Non-Profit Staff Development Coalition Project

Northwest Girls Coalition
One by One Foundation
Operation: Sack Lunch
Opportunity Skyway
Passages Northwest
Pinay sa Seattle
Planned Parenthood
Pongo Publishing
Pyramid
Rainier Beach Community Center
Rainier Beach High School
Reinvesting in Youth
Renton Area Youth and Family Services
Renton/Skyway Boys and Girls Club
Salvation Army Domestic Violence Prevention
Sartori Education Center
Seattle Human Services Coalition
Seattle King County Gang Prevention Taskforce
Seattle Parks and Recreation
Out-of-School Time Program
Seattle Public School District
Seattle Public Schools Prevention-Intervention Services
Seattle & King County Public Health
Social Venture Partners
Solid Ground, JustServe
AmeriCorps
Sound Mental Health
South Lake High School
Team Child
Teen Link
The Right Brain
Treehouse
University of Washington School of Social Work
Washington Middle School
Washington Women’s Foundation
Women’s Funding Alliance
World Affairs Council
Yesler Community Center
YMCA Metrocenter Street Soldiers
YMCA Transitions
Youth in Focus
Youth Speaks Seattle
YouthCare
YWCA BABES Network

Many generous in-kind contributions are made each year to PowerfulVoices. These help keep our costs down and support our efforts to build strong relationships with individuals and businesses in the community. Thank you to our 2008 in-kind donors.

In-Kind Donations

8 Limbs Yoga Center
Rita Alcantara
Clare Barboza
Ben Bridge Jewelers
Birth and Beyond
Bocz Salon
Bootyland
Lisa Sackett Camacho
Jennifer Capoot
Marti Casey
Costco
Dahlia Spa
Delaurenti
Andrew Dixel
Eleven Winery
flora and henri
Girl Scouts of Western Washington
Washington
Gramma’s Garden Nursery
Kendall Hom
Intiman Theater
Tanya Kim
Christina Mallet
Massage Envy
Leah McCollough
Midori, Inc
Angela Mitchell
Andrew Morrison
Ann Muno
Newhauken Arts LTD
Anank Nunink Nunkai
Robin Ogburn
Plasteel Frames

QFC
Daveda Russell
Safeway
RaGina Sampson
Rose Sampson
Seattle Children’s Theatre
Bua Sengkham
Barbara Shulock
Starbucks
Swoon Boutique Spa
The Copper Vine
The Essential Baking Compnay
The Paramount Club
The Seattle Art Museum
Tom Douglas Restaurants
Tougo Coffee
Erin Vey
Brian Walczyk
Sarah Walczyk

PowerfulVoices values the time, talent and energy that volunteers bring to the organization. Volunteers help plan events, help with administrative tasks, serve on our Board of Directors, and support our programs. Thank you to our 2008 volunteers.

Volunteers

Carrie Abernethy
Jo Anderson
Nina Auerbach
LaRond Baker
Bram Barnes
Sarah Blysm
Alexa-Rae Burk
Ginger Calamussi
Marti Casey
Whittnee Chen
Kari Connor
Lauren Cooley
Michele Costanza
Angela Dy
Julie Edsforth
Kasi Farrar
Elizabeth Fiattarone
Suzanne Grueb
Josh Harris
Terry Hayes
Wilda Heard
Stephanie Hegland

Kendal Hom
Leah Idler
Nina Jenkins
Amanda Lasnik
Douglass Leek
Jessica Livingston
Susan Loosmore
Kathleen Malaspina
Nancy McCaughey
Leah McCollough
Jennifer Moore
Denise Morris Kipnis
Elaine Myers
Christi Nelson
Lori Noto
Tyanne Olson
Peggy O’Reilly
Kevin Phaup
Brooke Pinkham
Lorraine Quiambao
Helen Redman
Robin Rigdon
Melanie Roberson
Jon Rosen
Amanda Rubeck
Sara Ryerson
Bua Sengkham
Anthony Short
Katherine Shulock
Silja Talvi
Cassandra Williams
Sheena Williams

“In the future we can reflect back on what we have learned in Girls RAP and teach other kids about it. In a way the values we learned will help us later in life because they are about respect. Respect yourself first and you come first, and others should respect you.”

Girls RAP Participant



Donor List

Our diverse base of funding is an essential component of Powerful Voices' strength. The contributions received from individuals, foundations, corporations and government sources have helped to ensure that our innovative programs continue to serve the girls who need them most.

\$10,000 and up

Bill & Melinda Gates Foundation
Chensteino'malleysven Foundation
City of Seattle: STFY
Educational Legacy Fund
The Bill & Melinda Gates Foundation
Islands Fund
King County Safe Communities
Medina Foundation
Schaar Whelpton Foundation
Schuler Family Foundation
Social Venture Partners
David & Maryanne Tagney Jones
Maryanne Tagney Jones & David Terry Jones
Wells Fargo Bank

\$5,000-\$9,999

eWomenNetwork Foundation, Inc
King County Community Research Center
Tony & Margaret Laliberte
Microsoft Diversity Group
Microsoft Matching Gifts Program
Northwest Children's Fund
One Family Foundation
YMCA- OST-Out of School Time
Rachel Schindler & Dan Woodman
Women's Funding Alliance

\$2500-\$4999

Cedarmere Foundation
Eileen Fisher, Inc.
Kirkpatrick Family Foundation
Molly & Blake Nordstrom
Raikes Family Foundation
Susan Raunig
Ruth Tressel

\$1000-\$2499

Emily Anthony & David Maymudes
Aurora Medical Services
Bader Martin
Judi Beck & Tom Alberg
Beim Foundation
Jennifer Berry
Conner & Byrne Family Fund
Dorsey & Whitney Foundation
Andrea Durbin
Anne & Jack Fontaine
Glaser Foundation
Leslie Ann Hay
Shaula Massena
Microsoft Matching Gifts Program
Peggy O'Reilly Brown & Stanley Brown
Julie Packard
Kevin Phaup & Cathy Wissink
Judy Pigott
Andrea & Alan Rabinowitz
Rainier Investment Management
Daveda Russell
Sarita Siqueiros Thornburg & Jeremy Thornburg
Walt Smith
Solid Ground-Penny Harvest Program
Gary Tabasinske
Tellumind Foundation
Lara Underhill
Brian Wainscoat
Wells Fargo Foundation
Wells Fargo Insurance Services
Windermere Foundation
Sasha Peters Wolfe
Zevenbergen Capital Investments LLC

\$500-\$999

Susan & Richard Ahearn
Dawn Aiken & Miguel deCampos
Bill & Melinda Gates Foundation, Matching Gifts Program
Cindy Blais
Marti Casey
Cash Gifts
Michele Costanza
Creative Planning, Inc.
Tracey & James Denlinger
Colleen & Michael Eslinger
Audrey Haberman & Marge McGinty
Malcolm & Linda Takiar Jenkins

Kasey Kiesz
Jenny Kim
Anne Kroeker
Kevin La Chapelle
Gerard McSharry
Sarah & Mark Morris
Deb & Tom Weeks Oyer
Megan Prentiss
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Anita Susan Schindler
Paul & Lori Shoemaker
Starbucks Corporate
Rita Swanson
Laura Swapp
Mary & Henry Underhill
Maggie Walker
Washington Women's Foundation

\$250-\$499

Anonymous
Tyler Bosma
Kari Connor
Crew Foundation
Deborah & Dale Erickson
Daewoo Kim
League of Women Voters of Seattle
Elizabeth Marks
Kevin Miller
Ann Muno & Kevin Alexander
Mylene Padolina
Quyen Pham & BJ Ong
Rat City Rollergirls
Renton Area Youth & Family Services
Anthony Short
Robert & Barbara Shulock
Stephen Sussman
Gary & Ange Tressel

\$100-\$249

Rita Alcantara
Negin Almassi
Jo Anderson
Kate Andrejack
Delia Armendariz
Kyle Bailey
LaRond Baker
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Emma Beckman & Erika Larson
Hillary Behrman & Steve Johnson
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Tamika Hebert
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Stephanie Hegland
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Kathy Henwood
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Charles Hillis
Jason & Norea Hoefl
Theresa Hoy
Margaret Hunt
Leah Richardson Idler & Jeff Idler
Marnee Iseman
Dale Johnson
Malcolm Jollie & Anne Giesel
Jessica Jones
Regina & Edward Jones
Marna Kagele
Tymmony Keegan
Tanya Kim
Tari Kinateder
David Kitchell
Kory & Therese Kumasaka
Michelle Kumata
Tony & Margaret Laliberte
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Organizing
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Elise Lufkin
Jeannie Macnab
Antoinette Malveaux
Sarah Martin & Chris Schenck
Lindsay Pedersen
Robert Pregulman
Julie Rolling & Jared Leising
Brian Ware
Shirley Wilson

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Wilhelmina Amlag
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Sheree Anderson
Jessica Andrade
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Donna Bahn-Anderson
Louise & John Baker
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Bram Barnes
Chris Batalon
Baxter, Mary & Michael
Susan Bean
Jeff Benton
Sabine Blumenthal
Bobby Bonds
Carina Borja
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Mary Pat Bowman
Kristin Bozard
Karen Brandvick
Rich Brooks
Theautrey & Regina Brown
Kamilah Brown
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Ebony Burnside
Lyn-Felice Calvin
Krista Camenzind
Carrie Lee Carroll
Chel Cendana
Center for Career Alternatives
Andrea Chatard
Marissa Chavez
Monica Cheng
Sarah Childs
Lilian Christian
Kari Clark
Michelle Clark
Sally Clark
Melissa Collett
Renee Collins
Diane Coyne
Lesley Crawford
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Jodie King
Felicia Kline
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Amy Kuntz
L. Christy Landry & Charles Hahn
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Tim Mitchell
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Elena Moreno
Nate Moxley
Shirley & Ron Muno
Elaine Myers
David & Christine Nelson
Abel & Erin Nelson
Kristi Nelson
Dorothy Ng
Chris Nishiwaki
Eric Nygren
Alissa O'Dell
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Sarah Paine
Christine Parker
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Ryan Perrault
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“The benefits of Powerful Voices groups are basically the information and resources that they give. There should be more conversations like this, a place where we can talk about issues, nothing should be off limits.”

STAGES Participant

How You Can Help

You can help girls become strong women. Through Powerful Voices, you can make a difference to girls and young women at crucial points in their lives. Your contribution is needed to ensure that our innovative programs continue to serve the girls who need them most. Here are three ways to get involved:

Donate - We rely on the generosity of individuals, corporations and foundations to support the work we do. Make a financial or in-kind contribution to Powerful Voices and/or inform us of grant opportunities. We also

appreciate planned giving and bequests. Please give us a call for more information at 206-860-1026 x206.

Attend Our Annual Luncheon: Our 9th annual luncheon will be held on October 8, 2009.

Volunteer - Your time is the most valuable thing you have to give. Visit our website at www.powerfulvoices.org for the most detailed and current information about these and other opportunities.

Powerful Voices

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