

# POWERFUL VOICES

Because strong girls become strong women

Heard + Seen =  
Empowerment



# Empowerment



Friends,

Powerful Voices 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 Powerful Voices 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. Powerful Voices 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. Powerful Voices 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

PowerfulVoices 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

PowerfulVoices 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.

## PowerfulVoices’ 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.



“PowerfulVoices 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
<b>Total Assets</b>	<b>\$264,388</b>
<i>Liabilities</i>	
Liabilities	\$12,283
Equity	\$252,105
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$264,388</b>



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  
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Raikes Family Foundation  
Susan Raunig  
Ruth Tressel

### \$1000-\$2499

Emily Anthony & David Maymudes  
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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  
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Tracey & James Denlinger  
Colleen & Michael Eslinger  
Audrey Haberman & Marge McGinty  
Malcolm & Linda Takiar Jenkins

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Anne Kroeker  
Kevin La Chapelle  
Gerard McSharry  
Sarah & Mark Morris  
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Megan Prentiss  
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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  
Beth Beam  
Emma Beckman & Erika Larson  
Hillary Behrman & Steve Johnson  
Jeanette Benton  
Sarah Bishop  
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Leslie Stocker  
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Sarah Studer  
Donald Summers  
Derek Sunday  
Pei Pei Sung  
Brian Surratt  
Helen Swint  
Beth Takekawa  
Lily Tollefsen  
Emma Underwood  
Dave Vanderhoff  
Virginia Mason Medical Center-  
Employee Giving Program  
Sarah Walczyk  
WaMu Matching Gifts Program  
Howard Philip Welt  
Rose Marie Wentz  
Diane Whitman  
Eleanor Wilson  
Linda Winslow  
Jem Wiseley  
Wanda Wong  
Julie Wroble

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YWCA  
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Anne Payne Barker  
Amie Bishop & Renee Holt  
Leslie Chihuly  
Bill Fleming & Steve Zeliadt  
Gretyl & Mike Galgon  
Jill & William Gallagher  
Amy Godfrey  
Randall Hale  
Sheila Edwards Lange  
Legacy of Equality, Leadership & Organizing  
Julie Lewis Paul & Ralph Paul  
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  
Eric Barber  
Bram Barnes  
Chris Batalon  
Baxter, Mary & Michael  
Susan Bean  
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Kamilah Brown  
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Carrie Lee Carroll  
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Sally Clark  
Melissa Collett  
Renee Collins  
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Devon de Leña  
Mark Dederer  
Donna Denina & Ron Antonio  
Eileen Dey

Lucy & Bill Dougall  
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Rhonda Farrar  
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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](http://www.powerfulvoices.org) for the most detailed and current information about these and other opportunities.

### Powerful Voices

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