



15th Anniversary  
2010 ANNUAL REPORT

# Powerful Voices

*Helping girls become strong women*

Dear Friends,

In 2010, Powerful Voices celebrated its 15th year and, thanks to your support, we are a mature, resilient organization helping adolescent girls—especially those who need us the most—to become strong women.

One sign of our strength was the adoption of a comprehensive strategic plan which identifies three overarching and inter-connected strategic goals that build upon our success of the last 15 years.

At Powerful Voices, we think holistically about girls, their families and our community's health. Within this context we:

- Impact the quality of girls' relationships and pride in their identity,
- Ensure stability in girls' lives by impacting safety and health,
- Open doorways to education and employment and
- Engage girls in grassroots policy and advocacy

Here's how your support benefitted the 365 girls that we served in 2010:

100 girls in King County Youth Juvenile Detention participated in workshops designed to prevent sexual victimization and promote wellness and opportunities to succeed once they are adjudicated.

Over 20 girls who participated in our intensive Youth Advocacy (YA) program demonstrated academic outcomes including improved school attendance, staying enrolled in school for 90 days, retrieving school credit, retrieval or passing the WASL.

90% of girls who participated in PV's employment program demonstrated improvement in one or more job readiness skills (attitude toward work, self-confidence in ability to obtain a job, understanding workplace expectations and knowledge of resume writing, interviewing and internships).

150 youth and adult allies attended the first annual *Girlvolution!* Conference at which youth presented workshops on a variety of topics including include trafficking, girls' exploitation, homophobia, media literacy, communication and sexism, racism in the criminal justice system, teen pregnancy and family issues and how they affect youth success. Participants reported feeling inspired to continue to work for social justice after the conference.

In an anniversary year, it is fitting to think about the long history we have of serving girls. This year we reached back to girls involved in our program since we began. They tell us that they are more motivated to do well in school, have communication skills that improve their peer and family relationships and that community activism is an enduring value they possess.

As a board and staff, this is an exciting time for PV. The road ahead is long and the success of PV has been, in no small part, due to your unwavering commitment - THANK YOU!! We will continue to seek your voice, and highlight our efforts, to support strong girls in becoming strong women.

In service,



Cedric Davis, President  
Board of Directors

## 2010 - 2103 Goals



# 15 year anniversary!!

When Julie Edsforth, Laura Culberg, and Ann Muno came together in 1995 to found Powerful Voices did they know they would be able to reflect upon an organization 15 years later and see the profound difference PV has made in the lives of literally thousands of girls?

Fifteen years of experience of doing hands-on work, Powerful Voices is instilling leadership skills, fostering the development of critical thinking, and promoting the individual potential in adolescent girls. Since starting its programs, Powerful Voices has served more than 5,000 young women in the Seattle-King County area.



	1995		2010
organizational growth	1	Programs	5
	3	Staff	10
	*	Volunteers	85
	\$6,998	Budget	\$578,800

In 2010 we celebrated our 15<sup>th</sup> year by launching a girl-led conference, expanding our employment program, conducting an alumna study and using new data to drive program design.

Numbers of girls served in our 5 core programs

Program	Girls
1 Juvenile Justice	100
2 Middle School	49
3 Employment	23
4 Case Management	34
5 Girlvolution Conference and Girl Justice Trainings	150

## 2010 Highlights:

- We increased employment programs from one to three 12-week programs that provide professional development while introducing a social justice analysis to promote activism within girls' communities.
- A group of 9 youth activists led a community organizing effort by presenting hour-long workshops on issues impacting youth to over 120 community members at our first annual Girlvolution Conference.
- Girl Justice and Powerful Practices Trainings are now available to support community advocates and professionals to promote and strengthen gender and culturally responsive services to youth.
- Our program staff completed a year long program quality assessment and now facilitate and evaluate all our programs with the national Youth Program Quality Assessment tool.

# Powerful Voices' Program Goals

## 1. Personal Power.

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

## 2. Safety.

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

## 3. Activism.

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

## 4. Adult Guidance & Support.

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

## 5. Positive Girl Culture.

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



## 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 was founded in 1995 by three visionary women to improve the lives of girls. For fifteen years, Powerful Voices has been providing free, innovative, evidence-based programs to adolescent girls. 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 middle schools and within the juvenile justice system—places where girls benefit from our unique, positive, all-girl programs.

## Our programs help 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
- 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



## PROGRAM IMPACT

At Powerful Voices we think holistically about girls, their families and our community's health and wellbeing. Within this holistic context, we seek to make an impact in the following four areas: relationships and identity, safety and health, education and economics, and policy and advocacy.

### Identity & Relationships

*Ensure girls connect to their personal values, take pride in their identity, develop healthy relationships with others so girls can meaningfully contribute to their communities and live the lives they most desire.*

#### Impact Approach

Use group and 1:1 programming to encourage healthy relationships, practice media literacy, minimize girl drama, transform the culture among girls to one that is based in respect of self and others. We believe that all of our programs teach girls to value themselves, their education and positive girl culture.

#### Rationale

Relationships are central to healthy female adolescent development, yet negative, harmful, media-fed values in mainstream culture often inform how girls relate to one another. Additionally, intimate partner violence, bullying and the rise in school gang activity all are operating in the context of relationships. Our programs are a vital, one-of-a-kind opportunity to explore values and identity as girls build healthy peer and adult relationships and transform the culture among girls. These experiences have a lasting impact on how girls understand their identity and form relationships over their lifetime.



### Safety & Health

*Prevent girls' victimization, address social/emotional development and promote healthy decision making to address health and safety disparities.*



education and resource access is foundational to healthy decision making, yet the school and juvenile justice systems are unable to address these gender specific needs.

#### Impact Approach

Use group and 1:1 programming to fill gaps in girls' social/emotional development, their tools for health and reproductive decision-making and increase the access they have to housing and traumatic stress treatment. Our health education and workshops address best practice curriculum related to girls' safety, social/emotional development, relationships and health decision making.

#### Rationale

Middle school is a key developmental time to address girls' health and safety issues, as patterns of violence and mental illness start early. Girls in the juvenile justice system – with victimization rates estimated as high as 80% – have little or no access to information that could prevent revictimization. A safe environment for health

## Education & Economics

*Provide girls with knowledge of how education affects economic success; and develop critical thinking, self-advocacy and employment skills to address education and employment disparities.*

### Impact Approach

Use group and 1:1 programming to develop girls' self-advocacy, critical thinking and employment skills to address education and employment disparities. The added employment challenges court involved girls and those from traditionally marginalized backgrounds by providing a safe place to discuss and practice dominant culture workplace expectations.



### Rationale

Greater educational attainment results in better employment opportunities and higher income. Girls of color continue to lag far behind in educational achievement and employment readiness; specifically, drop-out rates, pregnancy rates, truancy rates and wage gaps are highest for African-American, Latina, Pacific Island and Native American girls. Immigrant Asian American English Language Learning (ELL) students are underserved and unsupported, experience academic difficulties and are stigmatized.

## Policy & Advocacy

*Support girls and the community to work together on girls' issues to promote equity and make the world a just place for everyone.*



### Impact Approach

Use outreach, training and advocacy to develop critical thinking, knowledge, and skills to raise awareness and move society in a more gender-responsive and equitable direction. We believe that girls' involvement in community service and service learning are fundamental to our social justice agenda. Areas of focus include group education and outreach directed at individual change in working effectively with girls, understanding their needs and changing beliefs and norms that are harmful to girls. Another area of focus is policy advocacy directed at changes in systems including improved juvenile justice, education, health and housing.

### Rationale

Significant disparities in economic, education, health and juvenile justice outcomes for girls of color still exist. In addition, girls' desire to be a leader, as well as their involvement in programs to develop leadership skills, declines with age. Our programs develop leadership skills in tandem with awareness of inequity based on gender, race, class and other forms of discrimination. Policymakers, the community and those responsible for girls' development are among those we try to engage. Together, girls and adults can use these skills to advocate for next-generation gains in education, juvenile justice, employment, health, safety and interpersonal relationships.

# Powerful Supporters

## Powerful Voices Staff

Rita Alcantara, Program Director  
Tyler Bosma, Operations Manager  
Devon de Leña, Instructional Coordinator  
Nanette Fok, Grant Writer  
Jimmy Harrop, Bookkeeper  
Tanya Kim, Executive Director (2010)  
Alma Dea Michelena, Development Associate  
Ann Muno, Senior Program Analyst & Advocate  
Molly Pencke, Employment Program Coordinator  
Sarah Insel, Case Manager/Youth Advocate  
Sarah Walczyk, Director of Development & Marketing  
Gloria Womack, In-detention Coordinator (2010)

## Powerful Voices Board

Jennifer Berry (2010)  
Cathy Carl, Vice President  
Stephanie Cone  
Cedric Davis, President  
Maureen Emerson Feit  
Anne Fontaine (2010)  
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Melanie Roberson  
Rachel Schindler  
Jane Shanklin  
Leslee Treleven  
Ruth Tressel  
Tim Morones, Treasurer  
Nhadira Johnson (2010)

## Special Event Chairs

Rebekah Drapkin, Spring Event  
Stacey Kryman, 15th Anniversary Soiree

## Powerful Voices Interns

Madeline Clifford, AmeriCorps (2010)  
Emma Sando, AmeriCorps (2010)  
Courtney Mummert, AmeriCorps  
Margarita Schupp, AmeriCorps  
Natalie Juge, UCSC Student Intern  
Alanna Martin, UW MSW Student

## Powerful Voices ActiveVistas

Dede Adhamoum  
Francesca Barrajas  
Diane Juhl  
Sasha Ife Sobers-Outlaw  
Teddy Wright

## Adult Participants-ActiveVistas

Bana Abera  
Katharine Egan  
Grace Harrison  
Holly Johnson  
Elena Tarassova  
Yecelica J Valdivia  
Sheena Williams

## Youth Advisory Board

Sarafina Kariuki  
Abrehet Francis  
Ezekeil Agustin  
Mary Powell  
Cynthia Maina  
Sumaiya Johnoson  
Shevelle Sweat



# Financial Health

## Statement of Income and Expenses

### Income

Individual Donations	31%
Foundation Grants	35%
Corporate Grants and Sponsorships	23%
Government Grants and Contracts	11%

### Expenses

Administrative	7%
Fundraising	14%
Program	79%



## Statement of Financial Position

### Assets

Cash \$80,290

Prepaid Expenses \$3,858

Promise to Give and Receivables \$43,852

**Total Assets \$128,000**

Liabilities \$8,663

Equity \$119,337

**Total Liabilities and Equity \$128,000**

2 Brown Chicks Farm  
 Aki Kurose Middle School  
 Alder Academy  
 Amara Parenting & Adoption Services  
 Asa Mercer Middle School  
 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  
 Franklin High School John Stanford Public Service Academy  
 Freedom School – People’s Institute – RiseOne – AFSC  
 Friends of Youth  
 Garfield High School  
 Garfield Teen Life Center  
 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  
 Interagency School  
 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  
 Parent Trust  
 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  
 SANCA  
 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  
 Summer Search  
 Team Child  
 Teen Link  
 Theatre for Development  
 The Right Brain  
 Treehouse  
 University of Washington School of Social Work  
 Washington Bus  
 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

# Program Partners

“Because of Powerful Voices, 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.”

-Program Participant

“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.”

-Program Participant



*Many generous in-kind contributions are made each year to Powerful Voices. 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 2010 in-kind donors.*

# In-kind Donations

8 Limbs Yoga Center	Molly Pencke
AlphaGraphics #297	Nancy Calos Nakano
Amanda Rubeck	Nanette Fok
Amber Flame	Paint the Town
Anank Nunink Nunkai	PCC
Andrew Dexel	Piecoras Pizza
Andrew Morrison	QFC
Angela Mitchell	Rita Alcantara
Ann Muno	Riversong
Anne Fontaine	Robin Ogburn
Bana Abera	Safeway
Ben Bridge Jewelers	Sarah Walczyk
Bootyland	Seattle Aquarium
Carol Penke & Bob Otterson	Seattle Children's Theatre
Casey Family Programs	Seattle Repertory Theater
Cedric Davis	Sera Day
Costco	Simone Griffen
DDB	Starbucks
Devon de Leña	Sylvia Griffen
Erin Vey	Tanya Kim
Girl Scouts of Western Washington	Ten Mercer
Intiman Theater	The Copper Vine
Jane Shanklin	The Essential Baking Company
Jason Stanfield	The Paramount Club
Kasi Farrar	The Seattle Art Museum
Kendall Hom	TJ Max
Landmark Theaters	Tom Douglas Restaurants
Linda Jenkins	Waterfront Seafood Grill
Mei-Lan Hom	Woodland Park Zoo
Midori, Inc	

“When I was in middle school, in sixth grade... I was angry with how things in my life had played out... I honestly don't know what type of person I would be without Powerful Voices.”

~ Alumna

*Powerful Voices 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 2010 volunteers.*



# Volunteers

Abrehet Francis  
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Amber Flame  
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*Powerful Voices strives to accurately recognize every donor and greatly appreciates all individuals and organizations that fund the work that we do. If you are not listed or if there is a correction to your listing, please accept our apologies and inform us at 206-860-1026*

# Donors

## \$20,000 and up

Bill and Melinda Gates Foundation  
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 Social Venture Partners  
 United Way of King County  
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## \$5,000-15,000

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“This program is single-handedly getting my daughter through middle school.”  
- A parent on PV Programs

## 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 3 ways to get involved:



### 1. Make a Gift

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.

### 2. Attend our Events

We hold several events throughout the year, including fundraisers, program celebrations and trainings. For more information visit our website.

### 3. 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.

“I value the support that I have gotten from the group because I don’t really get it outside of here or at home, so coming to the group I get a lot of support. So now I get to look at what I want out of my life and how I want it to look like when I get older.” –Program Participant

“The best thing about Powerful Voices is that they don’t lecture us, they encourage us to succeed.”  
–Program Participant

# Milestones

Helping girls become strong women for 15 years

# Powerful Voices

1620 18<sup>th</sup> Avenue, Suite 100, Seattle, WA 98122 206.860.1026

[www.powerfulvoices.org](http://www.powerfulvoices.org)