Emerge Global Interim Progress Report to Dining for Women

November 1 – April 1, 2012

1. Please share a brief description of what has been accomplished so far, including progress on the goals and objectives of the program DFW is funding. What impact has been made through DFW funding?

Programmatic Impact
Since receiving funding in October, we have:

- **Worked with 82 girls in three different centers** (two run by the Sri Lankan government and one run by Salvation Army). Participants have:
  - Participated in the Emerge Beads-to-Business and Life Skills workshops. Girls at the Salvation Army home have also participated in Mentorship sessions – see question 3 for an explanation of why this component has not been brought to all homes. Through these workshops, girls have developed their business acumen and strategic thinking skills as well as learned about basic nutrition, reproductive health, crisis management, finding safe work and basic job readiness, financial management, and community development. They have also developed their self-confidence, communication and presentation skills, and practiced working independently and as a group.
  - Made $12,938 of jewelry, generating $6469 in savings for their futures.
  - You can see some of our program participants' quotes in Appendix 2 of this report.

- **Formalized our Peer Educator Internship Program**, which enables program alumnae to work with Emerge part-time while continuing to develop professional skills, impact programs, and stay connected to current participants. Since our grant, we have engaged two Peer Educators in helping teach Emerge programs and run our work (you can read a story one of them wrote about her time with Emerge in Appendix 2). This has provided opportunities for program alumnae to shape our programs in a direct way and helps engage current program participants through real examples of what is possible.

- **Improved the content of our programs and our staff's capacity to implement them**:  
  - Developed concrete lesson plans for our Mentorship Program (which, previously focused more on relationships with mentors and now includes curriculum to facilitate these interactions while also developing participants' soft skills and reinforcing material learned in the Beads-to-Business and Life Skills workshops).
  - Enhanced our focus on mental health by incorporating regular PHQs (patient health questionnaire) and TSQs (trauma screening questionnaire) to monitor participants' mental health status.
  - Trained our staff in new counseling techniques through a partnership with a local group called Samutthana as well as training them in the "tree of life" model, a type of narrative exposure therapy that was developed in Africa for post-traumatic stress.
  - Refined our Life Skills lessons based on feedback.
Societal Impact
Since we received our DFW funding, we have worked hard to increasing awareness of sexual violence in Sri Lanka, and through such awareness also reduce the stigma against our program participants and create opportunities for survivors of abuse. We are pleased to have made a great deal of headway in this area, including a partnership with this year’s Miss Sri Lanka, as well as being featured in a number of local press opportunities such as Good Morning Sri Lanka and Sri Lanka’s Sunday Times. In May, Emerge will be featured on the cover of Hi Magazine, Sri Lanka’s biggest society and popular culture magazine.

Our main accomplishments in this area include:
- Partnership with Miss Sri Lanka (see her quote in Appendix 2)
- Emerge jewelry now featured in Barefoot, a major Sri Lankan store
- A variety of press since the DFW grant, including:
  - **Empowering Women** – *Sunday Times* (Sri Lanka), March 25, 2012
  - **Talented Lower Gornal musician tunes up for charity concert this weekend** – *Dudley News* (United Kingdom), March 20, 2012
  - **A Humanitarian Emerges** – *Eastern Magazine*, Winter 2012 (see pages 16-19)
  - **Good Morning Sri Lanka** – Watch Part 1 here (starting at 7:00) and Part 2 here- December 26, 2011
  - “**Beading the Odds**” – *The Nation- EYE Article* (Sri Lanka), November 13, 2011
- Partnership with Vagina Monologues at MIT to increase awareness of our work in the USA and raise funds through their production

2. Has anything changed in regards to the original program goals and objectives?
Since applying for our Dining For Women grant, we have incorporated a 10-week Reproductive Health unit into our Life Skills program (thanks to a small grant from the International Youth Foundation). This has been received with enthusiasm by program participants and partners. We feel that this has strengthened our program and ability to deliver on our goal of enabling these courageous young women to become healthy, self-sufficient and confident adults.

3. Have you experienced any significant challenges or obstacles in implementation? If so, how are you addressing them?
Our Mentorship Program, while incredibly important to the girls, has been more difficult to scale than we expected. We have an incredible group of enthusiastic mentors who have come monthly to the Colombo-based shelter in which we work (run by Salvation Army). However, finding mentors who can travel consistently to homes that are farther away has been challenging. It is critical that we find mentors who are very dedicated as we found that when mentors are unable to come due to work or personal obligations, program participants take their absence very personally as they are terrified of being abandoned. We have therefore been very careful to expand our Mentorship program to the other two homes until we are sure that it will be a success.

We are changing our strategy in order to make this growth a success. Instead of doing one-on-one mentoring, which has benefited some participants tremendously and led to multiple let-downs for other
participants, we are now going to host small group mentoring sessions. Two mentors will work with a small group of girls at each session. This way, if a mentor cannot make it, there is still consistency for participants. We are expanding our Mentorship Program to one of the government-run homes in May (about an hour outside of Colombo). After a successful pilot of this new strategy, we will expand the Program to the third home, which is about an hour and a half outside of Colombo.

4. Has the timeline for the program changed from the original funding application?
The timing of our programs are on track, with the exception of the Mentorship component, which we have been slow to scale in order to ensure positive psychological impact on program participants.

5. Has funding changed for this program? For example, have you received unexpected funding from another source?

**Funding and Donations**
- We have continued to fundraise from individuals to support our work through sponsorships and general donations.
- We also received $15,000 in donated beads from Bead Express in the US, which we have shipped to Sri Lanka.
- Last year, we received small grants from Starbucks and the International Youth Foundation (for program growth and the incorporation of reproductive health into our curriculum). No other major funding was received since DFW funds were disbursed.

**Increasing Our Self-Sufficiency**
- Local income generation:
  - This year, we launched a kids party program to help generate funds for our work in Sri Lanka. Through this program, we provide games and activities during parties (including bracelet-making) while raising awareness about our work and generating revenue.
  - Local jewelry sales – we are working to increase our local sales presence in Sri Lanka to increase awareness about our work and the girls of Emerge.
- Local fundraising:
  - In partnership with Miss Sri Lanka, we have begun hosting local events to help raise funds for our work.
  - Building off of our local public presence, we will also begin targeting local companies for corporate funding.

6. How much of the original DFW restricted funds have been disbursed and how much remain to be disbursed?
$17,354 has been disbursed out of the $30,902 that Emerge received from Dining For Women. We have $13,548 remaining, which is on track with our expectations as many costs were up-front costs (beads and supplies). Appendix 1 includes a complete financial breakdown.

Please also note that we had initially designed our budget for the estimated $35,000 that we would receive. Based on the funds that were actually raised, we have found ways to cut ~$4,000 from the budget while completing the project. Please see Appendix 1 for our proposed revisions and explanations.
### Appendix 1: Finances

DFW check was written in early October but Emerge received and deposited it at the end of October. We therefore started tracking our DFW grant on November 1. The below represents our financial data until April 1. We have also included a proposed revised budget, based on areas we were able to cut costs in order to reduce the budget by $4,000+

<table>
<thead>
<tr>
<th>Category</th>
<th>Item</th>
<th>Description</th>
<th>Quan</th>
<th>Initial Budget</th>
<th>Money Spent Nov 1 -April 1</th>
<th>Proposed Revised Budget</th>
<th>Explanation of Proposed Changes</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Program Staff</strong></td>
<td>Chief Program Coordinator Salary</td>
<td>2/3 of full-time salary for 12 months</td>
<td>12 months</td>
<td>$4,660</td>
<td>$2,623</td>
<td>$6,295</td>
<td>Full-time salary instead of 2/3 time. She is working full-time across 3 homes (instead of hiring an additional staff as expected)</td>
</tr>
<tr>
<td></td>
<td>Programs Development Officer Salary</td>
<td>2/3 of full-time salary for 12 months</td>
<td>12 months</td>
<td>$4,466</td>
<td>$2,522</td>
<td>$6,053</td>
<td>Full-time salary instead of 2/3 time. She is working full-time across 3 homes (instead of hiring an additional staff as expected)</td>
</tr>
<tr>
<td></td>
<td>Program Coordinator (new home)</td>
<td>Full-time salary for 9 months</td>
<td>9 months</td>
<td>$4,019</td>
<td>$0</td>
<td>$0</td>
<td>Did not need to hire this additional staff person. Instead, first two program staff are now working full-time on these three homes</td>
</tr>
<tr>
<td></td>
<td>Peer Educators (former participants)</td>
<td>12 visits per month</td>
<td>12 visits/month</td>
<td>$1,118</td>
<td>$1,118</td>
<td>$1,118</td>
<td>No changes to this in order to stay in budget - we used up more than expected because Peer Educators came in twice as often as we had expected. We will use other money raised to cover rest of Peer Educator stipends this year.</td>
</tr>
<tr>
<td><strong>Sri Lanka Admin</strong></td>
<td>Sri Lanka Office Manager</td>
<td>50% of full-time salary for 12 months to work on program needs (recording pre/post surveys, handling beading and jewelry inventory, etc)</td>
<td>50% of salary for 12 months</td>
<td>$2,476</td>
<td>$883</td>
<td>$2,118</td>
<td>Were able to hire someone at lower salary than expected (Rs. 35,000/month base salary with taxes comes to Rs. 40250/month instead of 42500 per month as expected). 50% of salary comes to $2118 annually</td>
</tr>
<tr>
<td><strong>Program costs: Self-Sustaining post start-up (recovered through jewelry sales)</strong></td>
<td>Beading Materials</td>
<td>Approx $3.11 of materials per item (raw material price plus clearing materials into country)</td>
<td>3240</td>
<td>$10,024</td>
<td>$5,882</td>
<td>$9,000</td>
<td>We were able to lower this amount based on donated beads</td>
</tr>
<tr>
<td></td>
<td>Jewelry Bags</td>
<td>Approximately $0.75 per bag, total 2160 bags</td>
<td>2160</td>
<td>$1,620</td>
<td>$679</td>
<td>$679</td>
<td>Ordered fewer bags than expected (900) and use sales profits to purchase more</td>
</tr>
<tr>
<td></td>
<td>Jewelry Tags</td>
<td>Approximately $0.05 per tag, total 2160 tags</td>
<td>2160</td>
<td>$108</td>
<td>$0</td>
<td>$92</td>
<td>Will order fewer than originally expected and use sales profits to purchase more</td>
</tr>
<tr>
<td></td>
<td>Product to Market costs</td>
<td>Initial shipments of beads to Sri Lanka and initial shipments of products to US</td>
<td></td>
<td>$1,500</td>
<td>$726</td>
<td>$1,000</td>
<td>Based on initial data of cost of shipping, we will only need ~$1000 (we found a cheaper shipping company)</td>
</tr>
<tr>
<td><strong>Program Costs: Ongoing</strong></td>
<td>Beads-to-Business start up materials</td>
<td>Beads-to-business work book, bead box and initial supplies for 90 girls</td>
<td>90</td>
<td>$961</td>
<td>$287</td>
<td>$500</td>
<td>Cost of initial supplies has gone down.</td>
</tr>
<tr>
<td></td>
<td>Workshop Transport Costs</td>
<td>Transportation of staff and program supplies for 12 months to girls’ centers</td>
<td>12 months</td>
<td>$2,097</td>
<td>$962</td>
<td>$2,097</td>
<td></td>
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<tr>
<td></td>
<td>Exit costs</td>
<td>Certificates at the conclusion of each of 4 stages of Beads-to-Business program for 90 girls</td>
<td>90 girls x 4 stages</td>
<td>$350</td>
<td>$82</td>
<td>$350</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Bead containers</td>
<td>New bead jars and plastic tubs for transporting supplies</td>
<td></td>
<td>$100</td>
<td>$90</td>
<td>$100</td>
<td></td>
</tr>
<tr>
<td><strong>Dining for Women Costs</strong></td>
<td>DVD Production and Shipping Costs</td>
<td>DVD production and shipping to DFW chapters</td>
<td></td>
<td>$1,500</td>
<td>$1,500</td>
<td>$1,500</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td></td>
<td></td>
<td></td>
<td>$34,999</td>
<td>$17,354</td>
<td>$30,902</td>
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From Stephanie Siriwardhana, Miss Sri Lanka, Emerge’s new Celebrity Spokesperson:

"Being a woman, the cause Emerge Global stands for is obviously very close to my heart. Many of us have been blessed to never endure the hardship and trauma that many girls in Sri Lanka, and throughout the world, sometimes silently, have to go through. There are too many innocent young girls here who have their dreams and hopes for the future ripped away from them due to sexual abuse and the stigma that comes with it. Unfortunately there are also many other odds against these girls and so I think what Emerge does is magical and inspirational. It gives these young girls a second chance, not only to dream, but, to make their dreams a reality through concrete means of empowerment, self-sufficiency, education and support."

-Stephanie Siriwardhana

Participant Quotes

The following quotes were collected in April 2012 from Emerge participants. We have used participant’s initials to protect their confidentiality.

“I didn’t know how to go back to society and live but I know now because Emerge has taught me. This is so important! I know have the confidence to go back into society. I have learnt the skills to run my own business and I am hoping to have a dress making shop that takes orders for sewing.

I love the mentoring program. We look forward to meeting the mentors and they bring us great joy. The mentors talk to us and ease our burdens and give us sound advice in our day-to-day problems and also for our future.”

–HARMN

“I didn’t know how to run my own business. Now I know how to venture into a small business of my own because the Beads-to-Business curriculum taught me the steps of how to start a business. I have also learnt how to crochet and I hope to use some of the money I received from Emerge from the jewelry sales to market my product. I am confident that I will be able to achieve this goal.

Life skills taught me about healthy planet, how to handle my finances and about personal hygiene.”

–DDMDI

“There are many girls like us who have no hope or future. Please find them and help them so that they can have a stable income, a good future and have the confidence they need to face society.”

–ISDMN
A cool breeze wrapped around her body and swept away. As if to take something of mine away, Varsha thought. Well, at one time, a lot of her beautiful life was snatched away she thought, by a monster. Memories of a time long ago unraveled in her mind, unbeknownst. The little girl who used to play house in a tiny pair of shorts had grown into a woman now, her name Varsha (Rain). The only relative she had in the world was her mother. Her father had left them when she was very young.

They did not live in a comfortable environment. They did not have the means for that. Varsha helped her mother the best she could, cutting mud bricks to earn a living. She was as beautiful as she was innocent. Her beauty did not go unregistered in many prying and greedy eyes around them. Her mother was always anxious, always careful about Varsha’s safety. Yet, the unexpected happened. A tragedy that would move even the gods above. A monster who could not bear the young woman’s beauty raped her. Crushed, all she could do was to cry like the rain that she was named after. She was only fifteen and pregnant. Her mother was devastated but helpless. They did not have money for law suits. Since she was still a minor, she was taken under the care of the Probation Authority.

Her dreams were so far away from reality. She realized she had to face the unexpected and live with it. She was placed in a shelter. There was no love there for her. She felt a rising anger at this society full of injustice. Day after day passed by. One morning a lady teacher visited the home. Varsha thought she was an angel sent from above to save her. Her name was Nirukshi. Varsha's heart was full again. She called this lady Mama Nirukshi, to show her love. Mama Nirukshi worked in an organisation called Emerge. They taught young girls like Varsha to face life and be strong and independent. They learned to make beautiful bead necklaces. Varsha made many beautiful pieces, each an intricate weaving of color and texture. She was happy once again. Mama Nirukshi loved Varsha as much as all the other girls, which was a lot. The founder of Emerge was a foreign lady named Alia. She was a social worker. Varsha loved Alia Akka (Akka - “Elder Sister”) as much as Mama Nirukshi. She was happy again because of them. In the meantime, Varsha turned eighteen and was given the chance to return home. She gave her child to a shelter for children and returned home, with many hopes and dreams.

She wasn't alone, Emerge was there with her all the way. They had deposited money for her, for the necklaces she made. Varsha learned a lot about life from Emerge. She started her own enterprise. She loves Alia Miss and Mama Nirukshi who helped build her life toward success. She has many things in place of what she had lost. She won, finally through the determination in her heart.
Appendix 3: Emerge Photos

a. photo of a bracelet made by an Emerge participant

b. girls making jewelry in the Beads-to-Business workshop at the Ranmuthugala Home for Girls, a home run by the Sri Lankan government
a. Amanda Van Dort, our Sri Lanka Country Director, explains Emerge to a group of girls at one of Emerge’s new kids parties. Through the Emerge kids party program, parents can support Emerge’s mission while providing fun-filled birthday party activities for their children, including games and bracelet-making.

b. Girl power! The beautiful results of the kids party bracelets.

c. Stephanie Siriwardhana, Miss Sri Lanka, is Emerge’s new celebrity spokesperson. The partnership was announced in Sri Lanka’s Sunday Times.
a. Girls play “net ball” after purchasing sports equipment through their Community Fund. The Community Fund is composed of $0.25 USD for every product that the girls make. Twice a year, they work together to create and implement a communal project.

b. Girls enjoy spending time with local women during their favorite day of the month - the Emerge Mentorship Program

Photos property of Emerge Lanka Foundation, 2012
a. The Emerge team (and others) participated in a workshop on the “tree of life” model for post-traumatic stress, a tool developed in Africa as a type of narrative exposure therapy. This is one of several new techniques being introduced into Emerge’s programming.

b. Sithara, one of our Peer Educators, proudly hands over a certificate to a program participant for her completion of the first stage of the Beads-to-Business program.