

A group of five women are standing outdoors in a city setting, surrounded by greenery and tall buildings in the background. They are dressed in traditional Indian attire, including sarees and kurtis. One woman is wearing a red and yellow patterned sari, another a white sari with a green shawl, a third a maroon kurta and pants, and a fourth a white sari with a blue shawl. They appear to be engaged in a conversation. The overall atmosphere is bright and natural.

international
Sanctuary

ANNUAL REPORT 2015/16

Empowering survivors of sex trafficking

International Sanctuary empowers girls and young women rescued from sex trafficking to embrace their true identity and worth. Thanks to our dedicated supporters, volunteers, financial partners, and advocates, we are able to save and change lives. Through education and employment, survivors are learning to live lives of freedom and purpose.



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A WORD FROM OUR BOARD

At International Sanctuary (iSanctuary) we are humbled by each young woman who has the courage to walk through the sanctuary doors and rebuild her life. We are thankful for our supporters, partners, and committed volunteers who know and believe that each human life has value. Our mission is to empower survivors rescued from sex trafficking to embrace their true identity and worth. Together we can accomplish our vision to increase our impact by opening 10 sanctuaries globally by 2020.

International Sanctuary experienced significant growth in 2015. We set ambitious goals for the year, and not only achieved those goals, but surpassed them. This report details our progress and highlights how our organization is truly transforming lives through our program.

Over the course of 2015 we:

- » Developed our next generation sanctuary operating model to reflect our deep expertise in restoring lives in healthy workplace settings and the latest research in trauma-informed care, character development, and education.
- » Increased revenue by over 50% by expanding our network of customers, wholesalers, and donors.
- » Expanded our leadership capacity across the entire organization. 100% of our employees have completed our career fitness process that aligns their development plans with their career strengths and goals.

- » Sponsored 1/3 of our participants to serve in leadership roles.
- » Developed and implemented financial and supply chain management capabilities, including data collection automation with point of purchase changes to inventory, purchase orders, and sales tracking. Our financial systems and controls were recognized as compliant during our 2015 external review.
- » Nurtured and supported milestone events within the lives of our participants. Through our healthy workplace community, we have the honor of providing "the firsts" in our participants' lives - such as the first job, bank account, apartment, well-care visit, wedding celebration, and friend. Our loving care over the past eight years is starting to be reflected in future generations.

Our efforts would not be possible without those who graciously walk alongside and contribute to International Sanctuary. We are extremely grateful to those who believe in the mission of International Sanctuary and the work that is being accomplished.

Thank you so much for making a difference in the lives of each young woman!

with sincere gratitude,



Robert Yi
Chairman of the Board

PROGRESS OVER THE YEARS



2008

2007

- » iSanctuary was founded in Mumbai, India
 - » Stephanie began working with survivors, average age of 15 years old
-

2008

- » Wendy visited India and accepted position as Co-Founder
 - » First sale of handcrafted jewelry in Long Beach, California
 - » Worked with 15 survivors in 1 aftercare home
-

2009

- » iSanctuary's translator promoted to Regional Coordinator
 - » Served young women and girls in 3 aftercare homes in Mumbai
 - » First volunteers helped with community events and home parties
-



2010

2010

- » Opened first sanctuary center in Mumbai, India
 - » Employed 28 survivors in India
 - » Began serving survivors rescued in Orange County, California
-

2011

- » Prevention program began with Oasis Women's Federation
 - » Partnerships were created with local and international task forces
 - » Served a total of 200 survivors to date
-



2012

2012

- » Expanded to larger sanctuaries in Mumbai, India and OC
 - » First survivor to attend university
 - » Added staff positions to support organizational growth
-

2013

- » Expanded to serve 8 aftercare homes as well as sanctuary centers
 - » Joined Congressman Royce's Anti-Trafficking Committee
-



2014

2014

- » Rebranded and launched social enterprise as PURPOSE Jewelry
 - » Expanded India sanctuary to accommodate more survivors
-

2015

- » Designed The Academy program
- » New leadership roles were created for survivors
- » Mumbai sanctuary expanded again, a 2nd unit was added
- » International online tutoring program launched

ABOUT INTERNATIONAL SANCTUARY

MISSION: International Sanctuary empowers people rescued from trafficking to embrace their true identity and worth.

VALUES:

» **HANDCRAFT BEAUTIFUL CREATIONS**

We transform lives by helping people see themselves as God sees them – worthy, dignified, beautiful, and strong.

» **PASSION WITH PERSPECTIVE**

We are able to be discerning and optimistic by keeping a long-term perspective and measuring success in small doses in the fight against trafficking.

» **HEART TO SERVE**

We demonstrate our genuine care for one another by affirming each other, celebrating together, and forgiving one another.

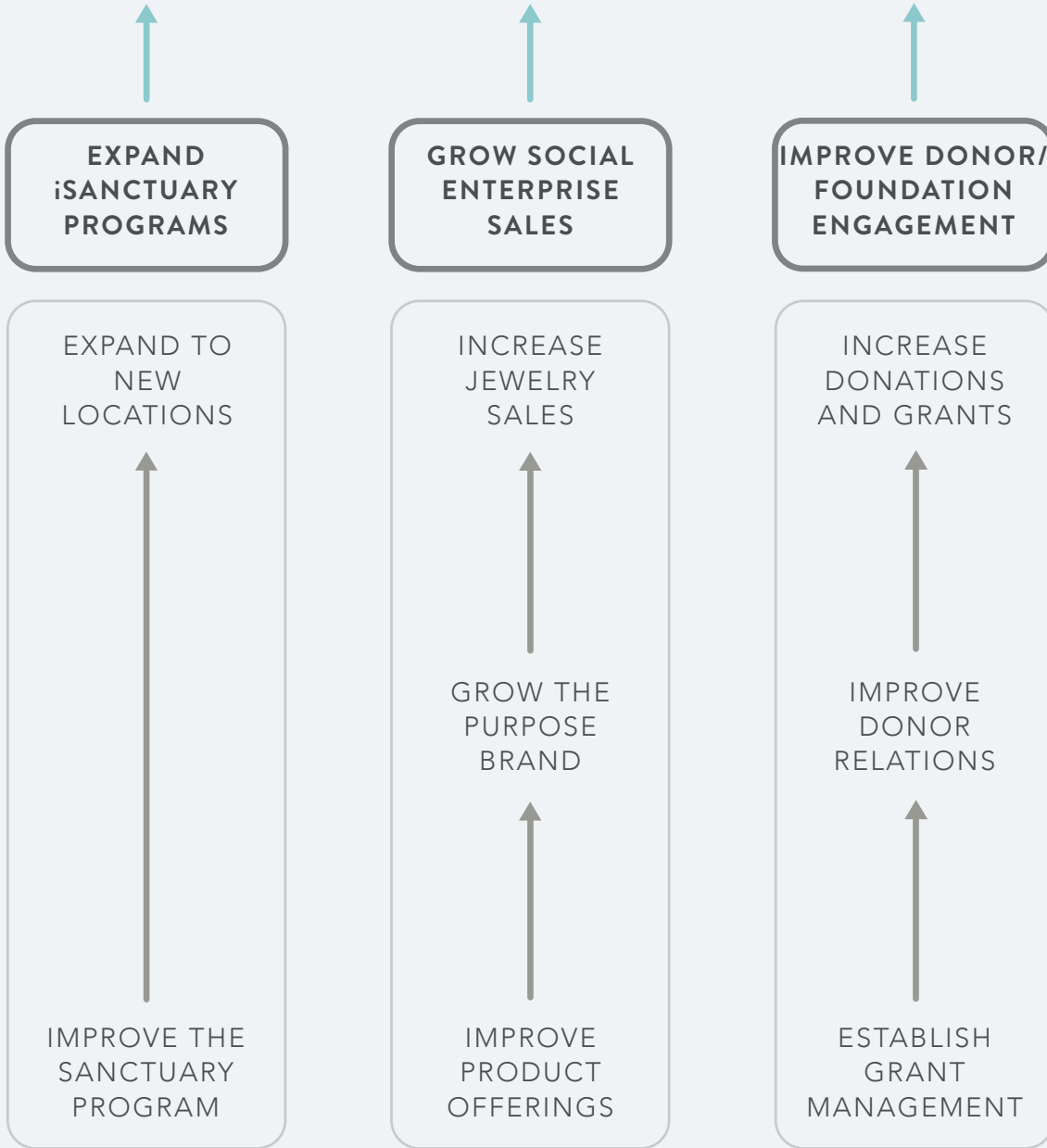
VISION: By 2020, we will establish 10 sanctuaries where girls and women join healthy workplace communities empowering their transformation into survivors, fueled by loyal advocates who are inspired by our purpose.



77% of survivors listed COMMUNITY as the most important aspect of International Sanctuary.

Strategic Plan

STRENGTHEN COMPREHENSIVE AFTERCARE FOR SURVIVORS OF SEX TRAFFICKING



CAPABILITIES

DEEPEN COLLABORATIVE PARTNERSHIPS

GROW CAPABLE LEADERS

IMPROVE COMPELLING COMMUNICATION

STRENGTHEN FINANCIAL STEWARDSHIP

OUR IMPACT

In 2015 we provided quality holistic care to survivors of trafficking, through the implementation of our highly successful aftercare program.

- » 5,000 days of employment provided
- » 78% of survivors say they have made a best friend at the sanctuary center
- » 25 young women employed full-time
- » Doubled Mumbai sanctuary space



- » 43% increase in jewelry sales
- » 93% increase in contributions
- » 47% increase in network

- » 100% of staff completed strength-based development
- » 32% of survivors in emerging leadership program
- » Created Academy program
- » Implemented U.S.-India online tutoring program

Our Model

Our social enterprise model is more than a source for funding: it is a foundation for transformation. Through increases in product demand we are able to expand our employment and provide jobs. Employment leads to financial independence and the context where long-term relationships can be formed, education can be applied, and healing from trauma can occur. Donations contribute to the tangible care of survivors and the resources needed to teach young women to thrive in a safe and loving environment. We strive to be a survivor-led organization, so growth in participant development directly translates into enhanced organizational capabilities and the ability to further increase our revenue and expand our impact.

"We don't have families to guide us and show us how to grow and how to live life. So iSanctuary is that for us. iSanctuary is where I not just see myself, but others, going through ups and downs, moving forward, and teaching each other something every day. Those of us who don't have families, we need that." - *Alka, 23 years old



Survivors in LEADERSHIP

With the creation and implementation of leadership roles, we've seen the establishment of a survivor-led organization. With this development, young women are given responsibility as they acquire a diverse set of job skills related to their areas of interest and passion. Lives are being transformed.

SURVIVORS ARE:



Running Import
& Export Teams



Aiding in
Jewelry Design



Assisting
in Education



Attending
Law School



Working in
Bookkeeping



Teaching
Jewelry Crafting



Mumbai SANCTUARY

Words from the young women at our sanctuary:

IN 2015, I AM MOST PROUD THAT...

"I did not give up when it was tough."

"I was promoted to leadership."

"I saved money for the future."

"I passed 12th standard in school!"

"I moved out on my own."

"I made healthy choices for my baby."

DID YOU KNOW?

iSanctuary partners with the Oasis Mumbai Woman's Federation Group to employ women who are vulnerable to trafficking. Working with women in the slums of Mumbai, iSanctuary provides a fair wage and resources to women who are at risk due to poverty. These women are able to provide for themselves and their families, while maintaining their freedom.

“

“Growing up with my family, I thought I knew what love was. But I didn't really understand what it meant to be loved until I came to iSanctuary.” - *Hardeep, 26 years old

THE ACADEMY

This past year we prepared to launch the iSanctuary Academy. The Academy is a revolutionary program, educating participants through a trauma informed approach. The mission to empower and prepare individuals for a lifetime of sustainable decision-making and self-care is accomplished through four core areas: education, income, health, and community.

The Academy is an opportunity to expand our commitment to our participants by engaging them on a holistic level. Participants develop their academic abilities, personal strengths and professional skills in structured classes as part of their workday.

MISSION: The Academy empowers and prepares survivors for a lifetime of sustainable decision-making and self-care.

LAUNCH DATE: June 27, 2016 **LENGTH OF PROGRAM:** 3 years

In 2015 we were able to:

- » **OBSERVE AND CONNECT:** Through assessments, interviews and focus groups we analyzed participants' current knowledge, abilities, mental state, priorities and hopes.
- » **ANALYZE AND DESIGN:** We examined the information gathered, incorporated best practices in the field, and consulted educational experts. We developed a curriculum, policies and benchmarks for The Academy.
- » **PLAN AND PILOT:** We identified and adopted the resources required: technology, learning materials, and staff. Structural adaptations were made in our center to facilitate an effective learning environment.
- » **ENGAGE AND ROLL OUT:** A local teacher, an administrator and a social worker were hired. The staff developed lesson plans, progress trackers and procedures.





HOPE *for the future*

THE NEXT GENERATION

iSanctuary strives to empower young women and show them just how valuable they are. They are able to have hope for the future and fear no longer has control over their lives.

Ana*, part of our Mumbai sanctuary, welcomed her first-born child this year: a daughter. We spoke with Ana a few weeks before her baby was born about her hopes for the future. She said: "I didn't get much good for myself, so I will make sure my child gets the best I can give."

This is a young woman who at a previous time could not have comprehended bringing a baby girl into the world. To her the world was a place where women and girls were exploited and abused. Now she was able to welcome her newborn daughter with joy and celebration, knowing that she and her child will have a bright future ahead.

Ana is an example of a brave mother who has broken the generational chains of trafficking and prostitution. Her children will grow up seeing their mother happy, valued and loved. This is proof that hope is winning. As our program grows, our goal is not just to empower the participants we work with, but to ensure their families feel the effects for generations to come. As we see the additions of husbands and children, we are working to create stronger, wiser families.

“iSanctuary always helps all the girls with what they need, no matter how difficult, they are always there. And they make us feel like a family.” - *Raksha, 19 years old

A BETTER FUTURE

iSanctuary is focused on serving participants' current needs and instilling life-skills and self-sufficiency to allow for a healthy and sustainable future.

These women will now be able to provide loving and stable environments for their children where babies can grow up without fear of exploitation. An environment where children can dream of a bright future because they will grow up educated and their mothers can provide for them. An environment where they are safe, valued, and loved. We are seeing these types of environments being formed through mothers like Ana.

At iSanctuary, the second generation represents the long-term victories that we have been fighting for, knowing that our participants have all of the knowledge and resources to succeed.

COMMUNITY

In a recent survey of iSanctuary Mumbai participants, 77% described the community environment as the element they value most about their experience. Over half described the sanctuary as family.

It is vital to build community for human trafficking survivors. Many have complex social histories that often include neglect and betrayal by those closest to them. Isolation is one of the primary means that traffickers use to coerce and dominate. Any sense of belonging to a community has been stripped away.

Rebuilding community is critical to healing. Simply providing employment, support, counseling, or education is not enough; it is the community that ties each of these things together and creates long-term impact. We recognize that while they are ready to move ahead with new chapters in their lives, the young women are still struggling to formulate their identities.

iSanctuary rebuilds community, develops trust, team work, and care. We encourage participants to follow their dreams, and make positive choices for the future. We rally together to encourage each iSanctuary woman to become the best version of herself in an environment that is safe and loving.

With each birthday we celebrate, wedding we attend, and birth we welcome, iSanctuary is seizing the opportunity to cultivate community. We rejoice in the fact that these women now have a bright future to look forward to and a powerful legacy to leave behind.

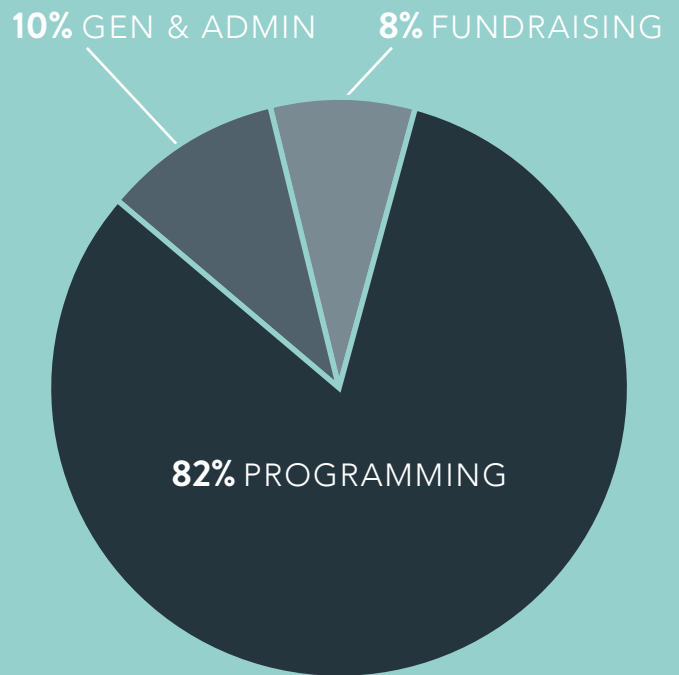


FINANCES

FINANCIAL STEWARDSHIP & EXPENSES

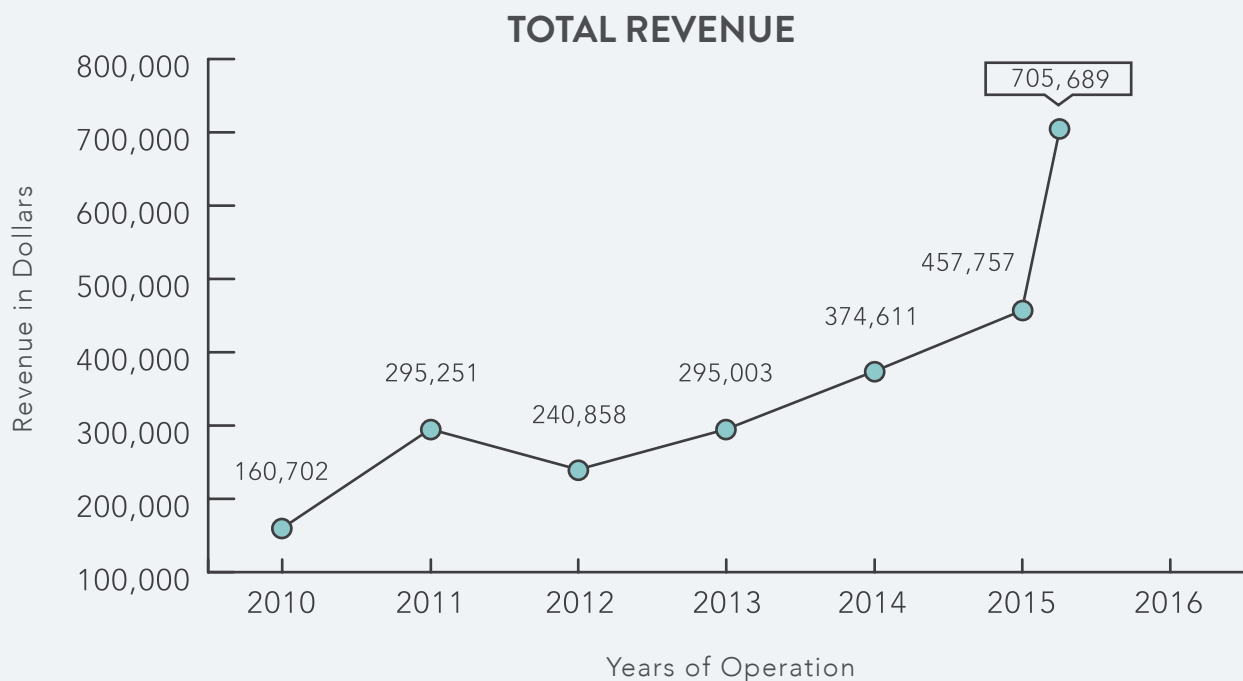
International Sanctuary is deeply committed to maintaining the highest level of financial integrity and excellence. Every dollar earned and given to us bears with it the obligation to invest in employment, empowerment, and expansion.

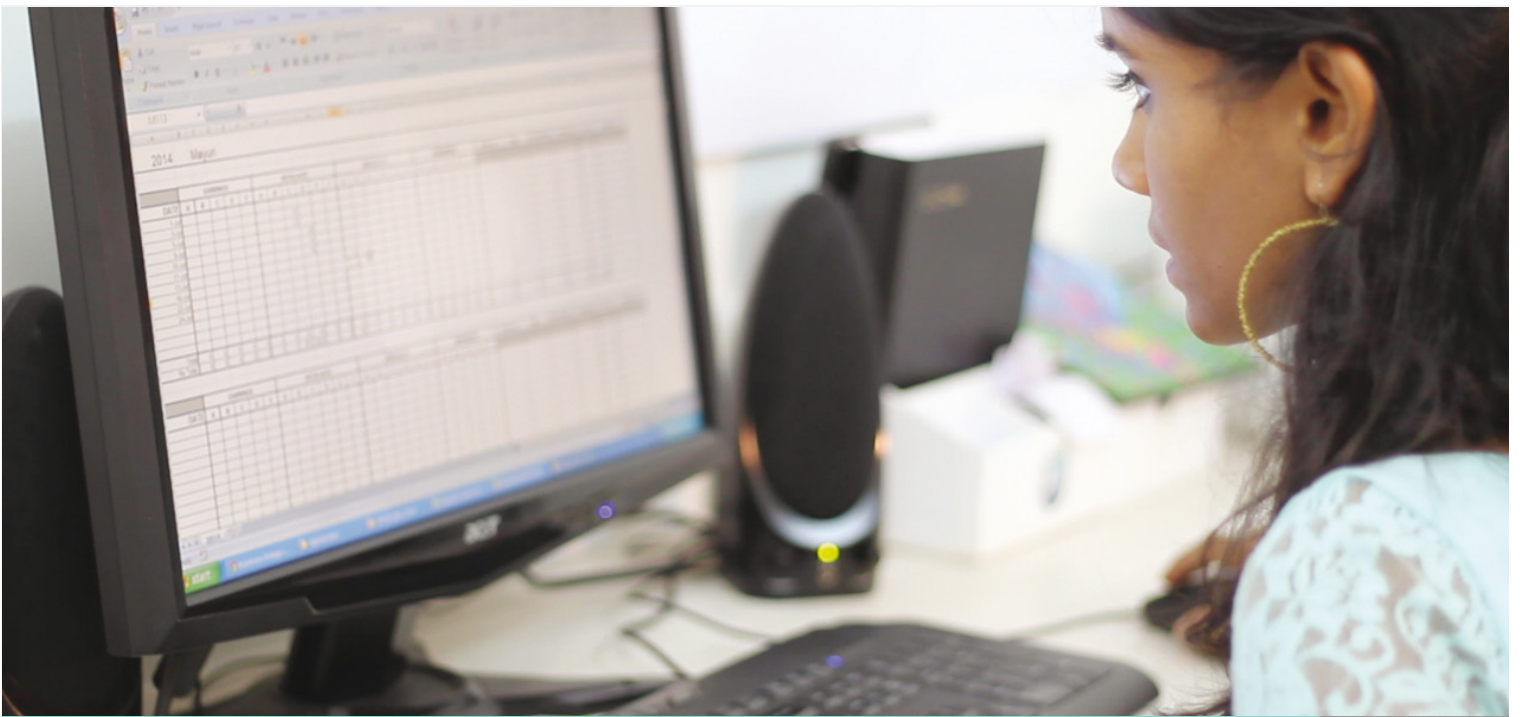
Externally reviewed financial statements are available upon request.



GROWTH

This impressive growth is due to broad acceptance of our brand by wholesalers and the strength of our program as recognized by corporate and individual donors. During 2015, our financial statements and underlying processes were reviewed by an independent auditing firm and deemed in compliance with accounting standards.



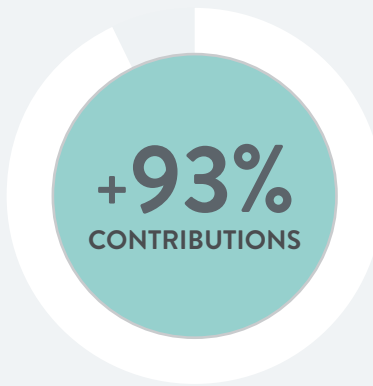


Every survivor attends financial classes, is taught how to budget, open a bank account, and save for the future.

Sustainability

Over our eight years of operation, we have grown our top line revenue 18% per year with 2015 contributions increasing over the prior year by 93% and contributions increasing by 43%. The jewelry sales generate 73% of revenue, with contributions and grants providing the balance. Because of the strength of our social enterprise, we are able to direct every dollar donated specifically to survivor care.

2015 GROWTH PER REVENUE CHANNEL



73% of revenue is generated by jewelry sales.



STATEMENT OF FINANCIAL POSITION

<u>ASSETS</u>	FYE 2016	FYE 2015
Cash	\$ 268,288	\$ 135,876
Accounts Receivable	35,107	13,470
Inventory	49,278	72,696
Prepaid Expenses	6,135	3,235
Property and Equipment, net of Accumulated Depreciation	<u>7,341</u>	<u>3,606</u>
TOTAL ASSETS	<u><u>\$ 366,150</u></u>	<u><u>\$ 228,883</u></u>
 <u>LIABILITIES AND NET ASSETS</u>		
Accounts Payable	\$ 9,897	\$ 9,041
Accrued Expenses	4,836	2,033
Deferred Revenue	<u>940</u>	<u>664</u>
TOTAL LIABILITIES	15,673	11,738
Net Assets, Unrestricted	320,477	217,145
Net Assets, Temporarily Restricted	<u>30,000</u>	<u>-</u>
TOTAL LIABILITIES AND NEW ASSETS	<u><u>\$ 366,150</u></u>	<u><u>\$ 228,883</u></u>

STATEMENT OF ACTIVITIES

<u>SUPPORT AND REVENUE</u>	UNRESTRICTED	FYE 2016 TEMPORARILY RESTRICTED	TOTAL	FYE 2015 TOTAL
Sales	\$ 511,859	\$ -	\$ 511,859	\$ 357,814
Cost of Sales	(125,352)	-	(125,352)	(83,014)
Gross Profit	386,508	-	386,508	274,800
Contributions	163,233	30,000	193,233	99,943
Other	2,284	-	2,284	743
Total Support and Revenue	552,025	30,000	582,025	375,486
<u>EXPENSES</u>				
Program Services	328,935	-	328,935	224,018
Supporting Activities				
Management and General	44,665	-	44,665	85,366
Fundraising	55,402	-	55,402	26,622
Total Supporting Activities	100,068	-	100,068	111,988
Total Expenses	429,003	-	429,003	336,006
Change in Net Assets	123,022	30,000	153,022	39,480
Net Assets, Start of Period	217,145	-	217,145	177,665
Prior Period Adjustments	(20,361)	-	(20,361)	-
NET ASSETS, END OF PERIOD	\$ 319,806	\$ 30,000	\$ 349,806	\$ 217,145

Our VISION

Our Vision is to expand to 10 sanctuaries globally by 2020, providing employment to young women rebuilding their lives. Join us in our mission to expand and aid more young women rescued from sex trafficking and build futures of hope, freedom, and joy.



Over the next two years iSanctuary plans to open sanctuary centers in Uganda, Mexico, Cambodia, and the Philippines.

THANK YOU

God gives us bigger dreams than we could ever imagine on our own. He also equips us and places people in our life to help bring those dreams to fruition. For everyone who has been on this journey with International Sanctuary, there will never be enough words to convey the immense gratitude I have for the amazing talent, endless work, passion for giving back, and innumerable sacrifices you have all contributed to International Sanctuary's cause.

A thousand thank yous to our generous donors who partner with us in our work; to the U.S. team who keep this train moving; to our India team who are in the trenches and literally touch the hands of angels; to our countless volunteers who always come through for us time and time again; and to our loyal retailers and customers who faithfully spread the word about International Sanctuary's work. I am incredibly grateful for you!

Grace & Peace,



Stephanie Pollaro
Founder

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International Sanctuary empowers people rescued from trafficking to embrace their true identity and worth.

International Sanctuary is a 501(c)(3) non-profit. All charitable gifts are tax deductible.

*Names published have been changed to keep survivor anonymity.

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