

 INTERNATIONAL SANCTUARY

hope · dignity · freedom

ANNUAL REPORT 2018/2019



*At International Sanctuary, all of us have
a voice and we are listened to -
I am able to speak and am respected -
it's a place of joy and freedom.*

- A Young Woman in the Mumbai Sanctuary



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Our Mission & Values

International Sanctuary empowers girls and women escaping human trafficking to embrace their true identity and worth.



Heart to Serve

We demonstrate our genuine care for one another by affirming each other, celebrating together, and putting each other's needs ahead of our own.



Handcraft Beautiful Creations

We strive to help girls and women escaping human trafficking see themselves as God sees them- worthy, dignified, beautiful and strong.



Passion with Perspective

The fight to end human trafficking will not be won overnight. We are able to be discerning and optimistic by keeping a long-term perspective.

Word from Our Board Chair

Dear Friends of International Sanctuary,

You give her the opportunity. We give her the tools.
She builds her future.

It's powerfully simple. But simple it is not.

Women around the world are trapped in poverty and cultures where they are invisible; they are fed last, educated the least, and conditioned to serve, not lead. Without power, they have no hope. Traffickers gain control of the vulnerable by providing false hope. And they maintain control through deception and isolation. The process of escaping human trafficking extends far beyond the point of rescue and that's where our work begins.

International Sanctuary exists to empower girls and women escaping human trafficking to embrace their true identity and worth. The journey to freedom is through employment in our social enterprise, Purpose Jewelry. Living our value, "handcraft beautiful creations", we transform lives by helping girls and women see themselves as God sees them – worthy, dignified, beautiful, and strong – by creating loving, trauma informed workplace communities full of peace, joy, hope, fun, respect, and dignity.

But, empowering traumatized women is messy. It is a two step forward, one step backwards, reality. But these are our people, this is our calling, and we are honored to join them on their personal journey to freedom marked by the key milestones of safety, worthiness, growth, and servant leadership.

I recently read Melinda Gates' insights about how marginalized women become empowered in her new book, "The Moment Of Lift" and found that her insights mirror our own and capture the essence of our program:

"A girl who is given love and support can start to break the self-image that keeps her down. As she gains confidence, she sees she can learn. As she learns, she sees her own gifts. As she develops her gifts, she sees her own power; she can defend her own rights. That's what happens when you offer girls love, not hate. You lift their gaze. They gain their voice."

While each participant's journey is as unique as they are, empowering women escaping human trafficking entails helping them feel safe and worthy so that they can have the confidence to learn and grow and the character to use their gifts to contribute to the world around them.

The journey to freedom is powered by love – your love as you generously give her the opportunity, our love as we give her the tools, and the love she learns how to receive and give to others as she builds her future.

Kind Regards,



Susan Cramm
Board Chair



The Need

Human trafficking is a \$150 billion dollar industry with millions of people being held in bondage and exploited for profit around the world.

Once survivors have escaped, without a safe, proper support system, many find themselves trapped in a cycle of poor decision making. **International Sanctuary stands with each girl as she learns to navigate these decisions that come with her new freedom.** She is given the ability to make her own choices, whether good or poor, while a supportive community surrounds her.

*Source: Polaris Project



25%

of victims are children

40.3 MILLION

human trafficking victims globally

75%

of victims are women

Girls and women escape from trafficking. **THEN WHAT?**

The Journey to Freedom

OUR PARTNERS' ROLE

Once young women have escaped, agencies around the globe provide extraction, shelter, legal services, and basic needs, but THEN WHAT?

International Sanctuary provides the missing piece on the journey to freedom.

INTERNATIONAL SANCTUARY'S ROLE



Our Model

Through four core components survivors learn to embrace their true identity and worth.



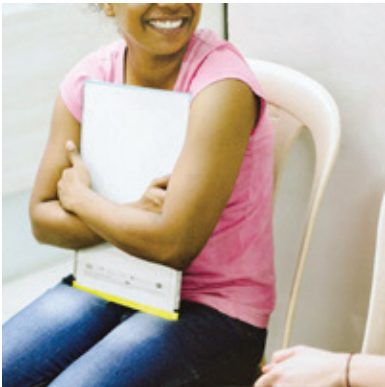
INCOME

When survivors enter the work environment they are treated with dignity and respect. They receive regular paychecks, open a bank account, and are taught to save for the future.



EDUCATION

Girls and women, regardless of age or ability, are provided access to education. Subjects include reading, math, computer skills, language, life skills, and personal finance.



HEALTHCARE

International Sanctuary provides access to ongoing healthcare for girls and women, as well as mental health care, counseling, life training skills, and one-on-one mentoring.



COMMUNITY

Each Sanctuary, standing in partnership with like-minded organizations, provides a trauma-informed community where participants begin to foster healthy relationships, build trust and safely grow.

Our Philosophy

The care provided through International Sanctuary is deeply rooted in a passion with perspective. Healing from trauma does not occur overnight. The road to recovery is long; but the commitment International Sanctuary makes to each and every girl is for life.

The trauma endured by victims of trafficking often becomes their identity. Every action made by International Sanctuary serves to remove the label of trafficked victim, allowing them to step into their new reality of freedom and embrace their true identity of who they were created to be.

Safety - There is a temptation to create a safe environment that is devoid of challenge, and consequent disappointments, and, therefore, out of step with the realities of the world. We refuse to see our participants as victims. The moment they walk through the doors of our sanctuary, they are victors - courageously stepping out of their circumstances and into their future. To help in this transition, we provide a physically secure workplace and an emotionally safe environment. We explain workplace policies and expectations and interact respectfully and lovingly by investing time getting to know who they are and helping them avoid and manage emotional responses when they find themselves responding from their past rather than their present.

Worth - The young women at International Sanctuary experience feelings of shame and lack of self-worth. We help them see themselves as we see them by treating them with respect, listening when they want to talk, asking for their opinions, and assigning work so that they can experience the joy of challenge and accomplishment. At first, they see their value through what they produce and they celebrate their accomplishment by signing their names, as artisans, to each jewelry piece they make. But, over time, in partnership with our loving staff, they recognize their unique passions and gifts and that the beauty that they are creating mirrors their beauty as a creation.

Growth - Most of young women at International Sanctuary have a fixed mindset in that they believe that they are today what they will always be. We help them transition through goal setting, accountability, and reflection on progress over time. The goals encompass every aspect of our program - income, community, health, and education - and reflect their role and current capabilities.





The Program

International Sanctuary's framework guides each young woman through her growth and development.

APPRENTICE

INCOME

I am trusted and valued as a person.

MEASUREMENT:

Makes 75-100 pieces per month

ARTISAN
TRAINEE

I earn a living wage in a stable way.

MEASUREMENT:

Makes 75-100 pieces per month

ARTISAN

I am able to save for the days ahead.

MEASUREMENT:

Makes 100-200 pieces a month -
75% advanced

ARTISAN
MENTOR

I am working towards my goals.

MEASUREMENT:

Makes 175-225 pieces a month -
75% advanced

HEALTH

I am accepted for who I am.

MEASUREMENT:
Does not harm self or others

I am growing in knowing myself.

MEASUREMENT:
Receives counseling and preventative healthcare

I am able to make healthy choices.

MEASUREMENT:
Has the ability to take critical feedback, demonstrates self care

I am practicing consequential thinking.

MEASUREMENT:
Has the ability to care for and encourage peers

EDUCATION/SKILLS

I understand what is expected of me.

MEASUREMENT:
Learns and practices basic skills

I am learning about my unique skill sets.

MEASUREMENT:
Develops further skills

I am mastering critical skills.

MEASUREMENT:
Practices basic professional habits, demonstrates planning abilities

I have strong leadership potential.

MEASUREMENT:
Assists in defining outcomes for production related activities

COMMUNITY

I am protected and safe.

MEASUREMENT:
Asks for help and builds relationships

I know I am accepted in this community.

MEASUREMENT:
Forms healthy relationships and is not afraid of vulnerability

I am growing in responsibility.

MEASUREMENT:
Demonstrates confidence in teaching new girls

I reach out for help and support.

MEASUREMENT:
Works with trainees in skills and production related goals

What is a Sanctuary?

Generous charitable gifts have led International Sanctuary to grow to serve four different countries with a total of five Sanctuaries worldwide. Each Sanctuary offers employment for girls and women escaping human trafficking through the organization's social enterprise, PURPOSE Jewelry. But our Sanctuaries offer more than the empowering acts of earning an income and obtaining job training; they give girls and women a community to belong to, where they are able to heal and grow and experience unconditional love.

The purpose of each Sanctuary is to be a place of refuge and safety for every girl and woman escaping human trafficking. While each Sanctuary operates to aid the production and sustainability of our social enterprise, the first priority is always the survivors' well-being. No matter how large our organization grows, every Sanctuary will always be a welcoming place where girls and women are able to safely grow and heal.

International Sanctuary has witnessed the success of their model time and time again. They have seen girls and women in the Sanctuaries pursue further education including college and law school, marry strong, supportive husbands, and choose to have babies and care for their children. Though the ultimate goal is for them to transition out of the Sanctuary, they will always have the community of the Sanctuary supporting them.



Lives Transformed

In the past year, International Sanctuary worked with 89 young women around the world. The young women have made great strides in each aspect of the program.



INCOME

96% of young women have a bank account

3,852 hours of jewelry training conducted

12,413 cumulative days of work provided



EDUCATION

7,570 hours of on-site academic support provided

3,796 hours of professional skills education and special information provided

87% of young women are literate



HEALTH

3,342 hours of personal skills group sessions conducted

1,144 hours of individual counseling, case management, and mentoring provided

96% of young women have an average or higher self efficacy score



COMMUNITY

100% of women are engaged in the International Sanctuary community

89% of women report satisfaction with their job and the International Sanctuary community

Sanctuaries at a Glance



UNITED STATES

O.C. Emergency Sanctuary

Opened March 2019

Conducted a Feasibility study and Needs Assessment

Surveyed all Orange County anti-trafficking partners

Non-profit partners providing services to survivors of human trafficking

Designed and modified the program to collaboratively align with local partners

O.C. Sanctuary

Opened 2009

24 women employed since opening

838 cumulative days of work provided (participants work part-time)



INDIA

Mumbai Sanctuary

Opened 2007

240 women reached since opening

5522 cumulative days of work provided

100% of participants report feeling moderately to highly engaged in the Sanctuary community

3164 cumulative hours of education support provided

93% of young women have a bank account

90% of young women are literate

1016 cumulative hours of personal skills group sessions provided

100% of participants report average or higher self-efficacy

In four regions around the world, girls and women are welcomed into Sanctuaries, working together and learning how to live in freedom.

MEXICO

Tijuana Sanctuary

Opened September 2017

24 women reached since opening

1026 days of work provided

72 hours of education provided

80% of women have a bank account

79% of women are literate

125 hours of personal skills group sessions provided

Top self-esteem quotes:

"I feel that I am a person of worth, at least equal to others."

"My supervisor cares about me as a person."

UGANDA

Kampala Sanctuary

Opened September 2017

21 full-time jobs provided to women escaping human trafficking

4979 days of work provided

540 hours of education provided

100% of women have a bank account

87% of young women are literate

1843 hours of personal skills group sessions provided

Top workplace community engagement quotes:

"There is someone at work who encourages my development of my skills, strengths, and interests."



Hands of Freedom

Volunteers are an integral part of International Sanctuary.

We value each volunteer and the great impact they have on the organization through our Hands of Freedom.

Acting as a modern day “quilting bee,” groups of friends join together to support women escaping human trafficking. They perform easy tasks that help prepare jewelry made by the women in our Sanctuaries such as jewelry tagging and bagging, quality control checking, and gift box assembly. The groups decide how often they want to meet and can be made up of any number of people.



27
Hands of Freedom events

1,031
hours of impact

+200
members

eTutions

eTutions is an online tutoring program that allows our U.S. based volunteers to weekly connect with young women in our Mumbai Sanctuary. They “meet” using the online meeting platform, and teach a program focused on reading, vocabulary and comprehension.



432
hours of tutoring

54
hours per student

+2
grew 2 grade levels

Strike Out Slavery

International Sanctuary is honored to join Major League baseball teams, players, and fans in saying “enough is enough.”

International Sanctuary is honored to be one of the 13 partner organizations affiliated with Strike Out Slavery. The campaign was first started two years ago by Deidre and Albert Pujols to raise awareness for human trafficking. The Strike Out Slavery events take place at various Major League Baseball (MLB) stadiums across the country, allowing baseball fans from all over to learn about the insidious global human trafficking trade. At each event partners of Strike Out Slavery, including International Sanctuary, have a booth where people learn how they can help in the fight against human trafficking. Fans even get to enjoy a concert after the games by Strike Out Slavery partner musicians!

Since its inception, the Strike Out Slavery campaign has continued to grow. In March, Deidre and Albert Pujols were honored by the United Nations with the 2019 Humanitarian Award for their work with the campaign. International Sanctuary was honored to support Mrs. Pujols in this achievement.

Deidre Pujols + Wendy Dailey at the
United Nations Women For Peace Banquet



“I never expected that this would be so much more than a job for me... to be accepted in a community where my past was not a topic of whispers or shame... to learn new skills and to be reminded that I was worthy of love and belonging not because of what I did or didn't do, but simply because I am a woman, a human being”

- A young woman at
International Sanctuary



Freedom Story

Ten years ago, Neha* was introduced to International Sanctuary while living at a shelter in Mumbai, India. She had been placed there shortly after escaping human trafficking. Growing up in a broken home, she experienced evil in this world at such a young age. At just 15 years old she was taking the first steps to rebuilding her life by attending International Sanctuary jewelry classes. Last year, through hard work and perseverance, she was promoted to Sourcing Manager for the entire Sanctuary. Her confidence and negotiating skills made her the perfect candidate for this position.

What started off as weekly trips to the marketplace to purchase materials, turned into assertive negotiations with new and established vendors. After witnessing Neha's personal and professional transformation, the Mumbai Sanctuary leaders knew she was ready for a more advanced role. Neha now helps lead the sourcing efforts in Mumbai, and speaks with confidence when referring to both the relationships in the marketplace she has formed and the sources she uses!

Neha's daily life includes more than just sourcing. In the mornings, Neha attends the Academy at our Mumbai Sanctuary, where she receives lessons in English, math, social sciences, Hindi, and life skills. Neha has been focusing on her studies and will soon be able to take her 12th level exams!

We are so grateful to have Neha as a part of the International Sanctuary community and to have her servant leadership continue to pave the way for other young women in our program.

*Name has been changed to keep anonymity.



Changing Lives Through Social Enterprise

12,413
days of work provided

255
retail accounts

45
events held

43,000
pieces sold





The Brand

PURPOSE makes up 60% of International Sanctuary revenue.

PURPOSE Jewelry is beautifully crafted by young women escaping human trafficking.

By purchasing with PURPOSE, you are providing hope, dignity, and freedom to women and girls around the world.

Young women escaping human trafficking are playing a critical role in the social enterprise, participating in every step of the process. They are able to learn a useful skill, while earning a fair wage and obtaining job training, empowering them to be stronger, wiser women.

AS SEEN ON:

TED

O THE OPRAH
MAGAZINE

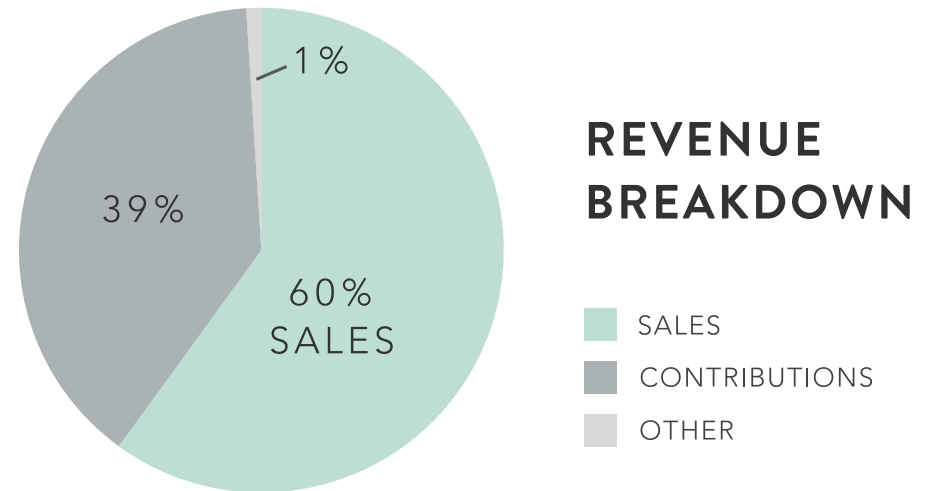
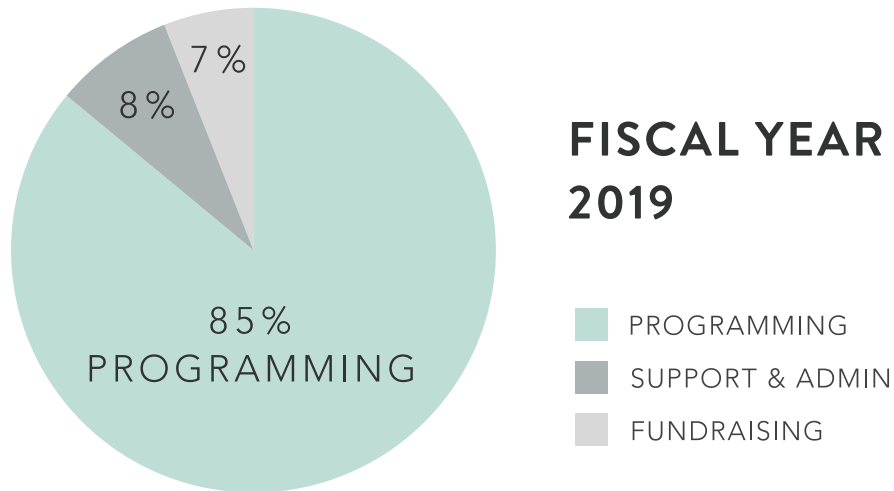
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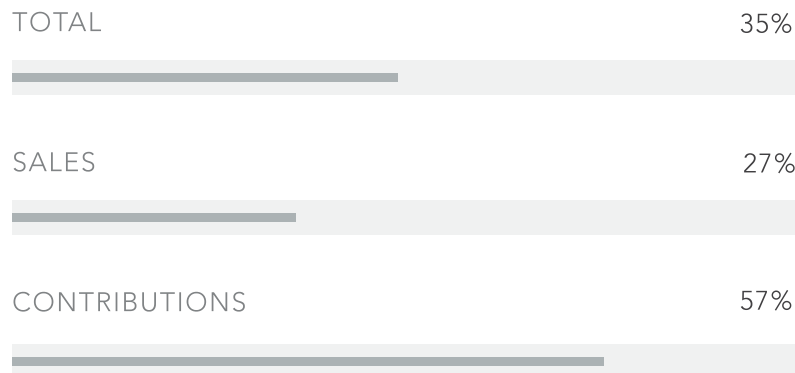
Darling,

Financial Stewardship & Expenses

International Sanctuary is committed to maintaining the highest level of financial integrity. Every dollar entrusted to us, through purchase or donation, bears the responsibility to invest wisely in empowerment, employment, and expansion. Our expansion efforts would not be possible without the generosity of our partners and the faithful giving of our financial supporters.



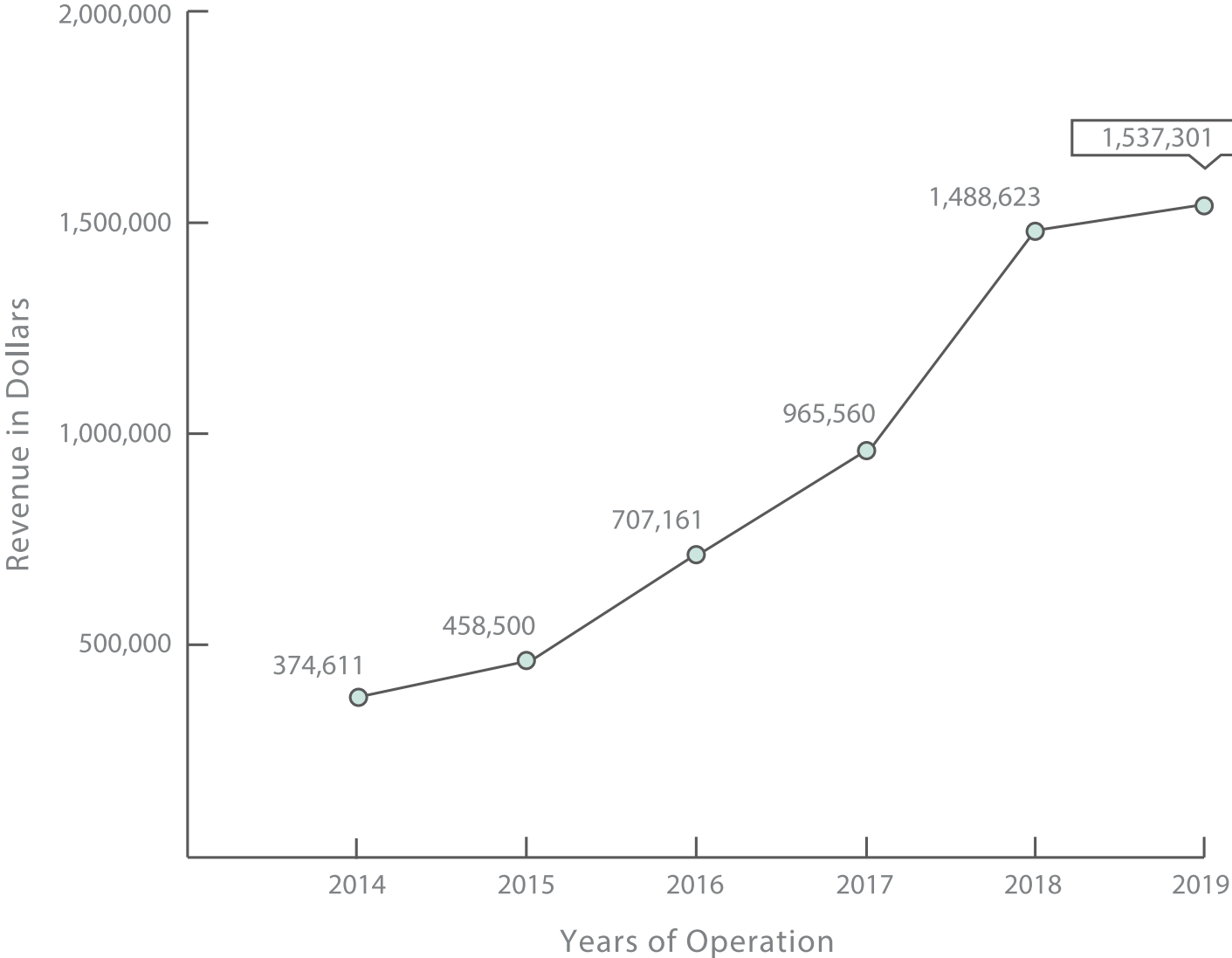
5-YEAR ANNUALIZED GROWTH RATE



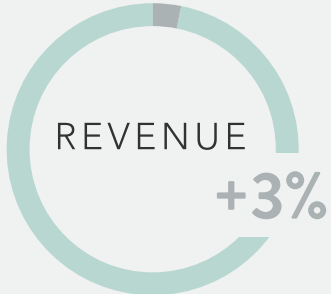
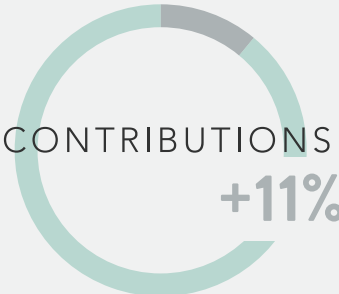
Sustainability

At every new Sanctuary, in the initial two to three years we invest and build capacity to maintain quality and raise production to match expected Sanctuary growth and sales expectations. We do this through our brand - PURPOSE Jewelry. PURPOSE Jewelry is a strong brand through which we manage growth in the current Sanctuaries and plan for new ones.

Total Revenues



REVENUE GROWTH



Statement of Activities

REVENUES	FYE 2019	FYE 2018	FYE 2017
Sales	924,628	909,954	749,437
Contributions	600,681	542,485	214,824
Other	11,992	43,184	1,299
TOTAL REVENUES	1,537,301	1,488,623	965,560
EXPENDITURES			
Program Services	1,143,911	1,066,035	815,924
Supporting Services	100,163	107,933	78,886
Fundraising Services	85,300	88,883	65,333
TOTAL EXPENDITURES	1,329,374	1,262,851	960,144
CHANGE IN NET ASSETS	207,927	225,772	5,416
NET ASSETS			
Beginning of Year	569,934	350,807	345,391
Increase/Decrease in Net Assets	207,927	225,772	5,416
Prior Period Adjustment	-	- 8,169	-
NET ASSETS, END OF YEAR	777,861	568,410	350,807

Statement of Financial Position

ASSETS	FYE 2019	FYE 2018	FYE 2017
Cash	542,611	406,548	162,370
Accounts Receivable	29,897	48,739	64,090
Pledged Receivable	0	0	50,000
Inventory	260,120	181,796	91,036
Prepaid Expenses/Loans Receivable	15,059	6,213	27,989
Fixed Assets	24,361	15,544	14,051
Accumulated Depreciation	15,388	- 11,686	- 6,201
TOTAL ASSETS	856,660	647,154	403,335
LIABILITIES AND NET ASSETS			
Accounts Payable	69,769	69,340	51,093
Deferred Revenue	9,030	9,404	1,435
TOTAL LIABILITIES	78,799	78,744	52,528
NET ASSETS			
Net Assets, Unrestricted	662,234	418,410	350,807
Net Assets, Temporarily Restricted	115,627	150,000	0
TOTAL NET ASSETS	777,861	568,410	350,807
TOTAL LIABILITIES AND NET ASSETS	856,660	647,154	403,335



2020 Vision

By December 2020, International Sanctuary aims to launch five new Sanctuary communities in our existing regions. Through requests from collaborative partners, International Sanctuary will deepen our impact to reach more girls and women around the world.

Using the strength of our existing Sanctuaries, we will launch a new Sanctuary, through outreach efforts where girls and women learn from each other and grow together. Similar to our five existing Sanctuaries, each new Sanctuary will start with a small group of women who establish the values of the Sanctuary community to ensure it's a safe healthy place where girls and women belong.

The new outreach efforts will have the support of the parent Sanctuary, leading and guiding it to maturity, as girls and women are invited into a safe community where they can heal, grow, and thrive.

“At International Sanctuary, all of us have a voice and we are listened to- I am able to speak and am respected- a place of joy and freedom.”

-Young woman at International Sanctuary

Each girl and woman escaping from human trafficking will know this deep in her soul.

Thank You from Our President

Faithful Friends of International Sanctuary,

For twelve years, our doors have been open to ensure girls and women escaping from human trafficking have had a safe, loving community where they belong. A place where they can heal from the horrors they've experienced, learn to trust other human beings, and grow into who God created them to be.

I am humbled by the miracles that take place in our Sanctuaries on a daily basis: friendships which replace loneliness and distrust, laughter coming from resilient souls that never thought they'd smile again, and the abundance of personal achievements is truly inspiring. By nurturing relationships, working and learning side by side, the Sanctuaries are the communities where lives are transformed. Thank you for standing with us as we compellingly aim to multiply every minute, dollar, and volunteer invested to help a young woman.

International Sanctuary gives girls and women the opportunity to live the life they deserve. Thanks to you, they are able to learn, grow, and heal to become who they were meant to be.

Thank you for being part of the journey.



Wendy Dailey
Co-founder & President

“That day that I took the job changed everything. The scars that I carry from the years of abuse will never go away, but each day they are healed a little more through community and the knowledge that I am empowered through my own work to provide for my family and make sure my children and I are safe, healthy, and whole.”

- A young woman in the International Sanctuary





“A girl who is given love and support can start to break the self-image that keeps her down... As she gains confidence...she develops her gifts, she sees her own power. That’s what happens when you offer girls love, not hate. You lift their gaze. They gain their voice.”

- Melinda Gates

 INTERNATIONAL SANCTUARY

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