

# Renewsiya Foundation Inc.

A world where disadvantaged youth are free to thrive



## Annual Report 2018



# Contents

- 01** Introduction
- 02** 2018 Year in Review
- 03** About Us
- 05** Our Results
  - 05** A Healthy Me
  - 08** Workplace support
  - 10** Research
- 11** Our team
- 12** Financial Statement
- 13** Contact Us

# Introduction



Dr. Melinda Gill  
Director

We might be new and small but, at Renewsiya Foundation, we like to dream big. Although this our first full year as a non-government organization, we have passionately and effectively pursued our dream of developing and implementing programs to empower and equip adolescent girls to achieve health and wellbeing. We have developed curriculums and strategies to help vulnerable youth develop the life skills to reach their potential. And we have conducted world-first research to better understand how to create effective workplaces to enable survivors of abuse and exploitation to succeed at work and in their personal lives. This is just the beginning – we dream and are striving for a bigger impact in 2019!

Thank you for your support in helping to create a world where vulnerable youth are free to thrive.

# 2018

## YEAR IN REVIEW

Together we provided programs and services to:

# 465 YOUTH



# 196

A Healthy Me graduates in government health centers

# 150



vulnerable young people supported in a workplace



# 60

A Healthy Me graduates in refuge shelters & workplaces

# 13



graduates of a newly formalized willpower curriculum



# 2

new academic research partners

# 100



hours of workplace counselling provided

## Our Mission.

We provide programs and services to empower and equip disadvantaged youth to achieve health and wellbeing and to reach their potential.

# ABOUT US

### The Problem.

Disadvantaged youth face significant challenges in life. In the Philippines, where Renewsiya Foundation Inc. was founded, almost one quarter of girls aged between 15 – 24 years are out-of-school in the Philippines, most due to early marriage, child-bearing, or poverty. Thirty six percent of girls in the Philippines have begun childbearing by the age of nineteen, with teenage pregnancies increasing over the past two decades; now being the highest in Asia. The number of new HIV cases is rising exponentially in the Philippines, the highest rates of increase in the world, with youth between the ages of 15 – 24 years most affected.

Filipino youth are also vulnerable to exploitation and abuse. Twenty percent of Filipino children experience sexual abuse, most in their own homes. Over 700,000 Filipinos are thought to be trafficked or enslaved at any time. Furthermore, the Philippines remains a hub for commercial sex tourism, putting children and adolescents at risk of sex trafficking and online sexual exploitation, the latter being reported to be rising rapidly. When rescued, survivors experience significant barriers to successful and sustained recovery and reintegration.

### Our Values.

Empowering. We believe in helping youth identify and own their dreams for the future. This involves listening to and respecting their ideas and values and incorporating them into our programs.

Equipping. Empowering youth without providing the necessary skills to succeed leads to despondency. We believe in designing evidence-based, cost-effective, and scalable programs to equip youth with the knowledge, attitudes, and skills they need to succeed. We believe in partnering with government agencies to ensure they can better serve the needs of their constituents.

Evaluating. We believe that non-profit organizations must be transparent and demonstrate the impact of their work, using a range of best-practice tools to understand and report not only “how much” change occurs but also “why” it happens. reintegration.



## Our Target Populations.

Renewsiya Foundation Inc. focuses on youth who are the most vulnerable to poor outcomes.



Disadvantaged adolescent girls



Young women and girls in refuge shelters



Vulnerable youth lacking core skills to succeed



Survivors of trafficking, exploitation, & slavery

To maximize our impact, we partner with other organizations, including:

- Government institutions providing aftercare & health services to survivors and vulnerable populations
- Non-government aftercare organizations for survivors
- Academic institutions
- Social enterprises provided training and employment to survivors



### Health education.

We have developed and implemented evidence-based and innovative health educational programs which are implemented in workplaces, residential care facilities, and government health centers.



### Workplace support.

We provide workplace counselling and college scholarships to social businesses employing survivors. We conduct research with our academic partners to help address the significant gaps in the aftercare of survivors.



### Medical aftercare.

We provide quality medical assessment and treatment to survivors of abuse and exploitation who are entering the aftercare system in partnership with government and non-government agencies

# A Healthy Me

*A Healthy Me* is a holistic health and wellbeing curriculum to support the development of knowledge, attitudes, life skills, and health behavior which will empower and equip young women to make positive health choices and reach their potential.

*A Healthy Me* utilizes progressive educational methodology, including a flipped-classroom approach, where each participant has her own health journal which contains all the information covered in the group sessions, together with many individual learning and reflection activities. This is combined with group learning sessions to help reinforce desirable knowledge and attitudes, enhance skill development, and assist in relationship development with co-participants and program facilitators.

The program is implemented at three different locations; in a social enterprise supporting vulnerable youth, in refuge shelters providing residential aftercare to girls and women, and in government community health centers.

## Government health centers

- ◆ Municipalities enrolled: 2
- ◆ Health centers participating: 20
- ◆ Facilitators trained: 55
- ◆ Adolescent girls graduating: 196
- ◆ Parents attending: 206
- ◆ Secondary teachers trained: 3000

# OUR RESULTS



This year Renewsiya Foundation was awarded a grant through the Global Stars program of Canadian Grand Challenges. The purpose of the grant is to help scale-up *A Healthy Me* within government health centers in partnership with at least eight Municipal Health Offices across the province of Cebu.

Another grant target is to include government secondary schools in the program. As a result, Renewsiya's Director, was able to train over 3000 secondary teachers employed by the Lapu Lapu Department of Education in Renewsiya's approach to adolescent sexuality and reproductive health.

The community version of *A Healthy Me* has four objectives including to; provide comprehensive health education to adolescent girls, enhance parent-child communication about sexuality and reproductive health, develop positive relationships between the adolescents and barangay health staff, and improve access to “youth friendly health services. The program includes nine educational sessions for adolescent girls and one for parents. All sessions are facilitated by barangay health staff who are trained and supervised by Renewsiya program officers.



## Refuge shelters

Shelters enrolled: 2

Clients graduating: 38

## Workplaces

Workplaces enrolled: 1

Employees graduating: 42

*A Healthy Me* was implemented in two refuge shelters, one being DSWD’s Home for Girls which was facilitated by Renewsiya’s staff.

The curriculum was endorsed by the Social Technology Bureau of DSWD’s National Protective Services Bureau who are continuing discussion with Renewsiya about institutionalizing the program within DSWD residential care facilities across the Philippines.





## Program impact

### Participants

Significant knowledge gains of over 70% were observed in the pre-post participant surveys, particularly about sexual & reproductive health. Participants also reported feeling more confident entering the health center, which was supported by observational data collected by Renewsiya's staff.

### Facilitators

Although facilitators had high knowledge scores in the pre-survey, they also achieved small knowledge gains as a result of the program. Facilitators reported developing positive relationships with the youth and many were hoping to continue this engagement after graduation.

### Parents

In the pilot version of the parenting session, pre and post knowledge about SRH increased by 60%, with reported self-confidence about talking with their children about a range of SRH topics doubling from 4 – 8 out of 10. Most parents (90%) believed the program would change the way they communicated with their children.

“

*We became close friends because of the sessions. (Participant)*

*We enjoy having lunch together after our sessions. It's a good way to bond with them. (Midwife)*

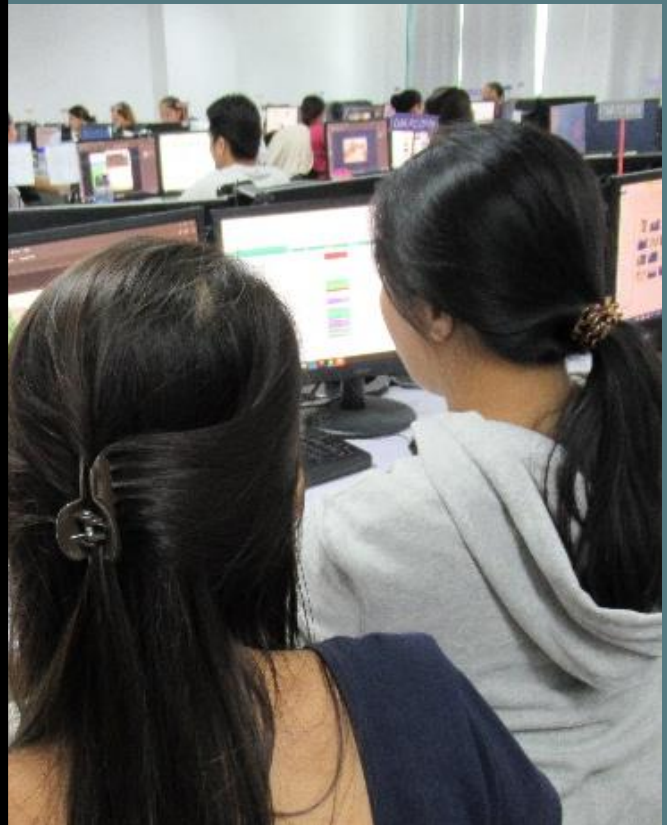
*Through this activity we learned a lot of things that can't be learned outside or through the internet. (Participant)*

*We had a lot of fun. We were able to bond and form friendships. (Midwife)*

”

# Workplace support

Decent employment is a key for successful and sustained recovery for survivors of exploitation and abuse. Without long-term, supportive employment, survivors are at high risk of re-exploitation, ongoing abuse, and poor mental health outcomes. However, there is a lack of evidence-based programs and strategies to support vulnerable young people in the workplace. Therefore, Renewsiya Foundation partners with a social enterprise providing technology-centric employment to survivors to develop these programs and strategies



## Profile of employees

Many of our partners' employees have experienced significant abuse and exploitation prior to employment. Renewsiya's research reveals the significant hardships this population need to overcome.

**1/3** Live below the Philippine poverty threshold on enrolment



**25%** Experience weekly hunger on enrolment



**1/3** Have trauma symptoms on enrolment



**1/2** Have experienced intimate partner violence



**1/2** Have lived in refuge shelters



**35%** Are survivors of human trafficking



**30%** Have been sexually abused



## Counselling

Clients served: 18

No. hrs counselled: 100 hrs.

Employees within the social enterprise often struggle to meet workplace performance expectations with enhanced performance management or have complex personal issues. Renewsiya helps to support these employees through a workplace counsellor. The counsellor provides individualized 'support sessions' using a motivational interviewing approach to help develop readiness for changes and to enhance core skills development.



## Willpower

Programs implemented: 2

Employees graduating: 13

Young people raised in impoverished households often lack the core skills needed to succeed in work and life. To enhance core skills development, Renewsiya Foundation has developed a formal core skills training curriculum; *Becoming a Willpower Athlete*.

The curriculum presents a range of evidence-based strategies to improve self-control to achieve both personal and work-related goals. The approach draws on positive psychology and cognitive-behavioral therapy methodology, where participants learn to identify self-sabotaging thinking and behavior and attempt to replace this with more helpful patterns. This year, Renewsiya's team was able to formalize the curriculum into a workbook and pilot this revised program which is currently in its second iteration.

## Participatory video

Pilot programs: 1

Participants: 5

During 2018, Renewsiya's program officers developed and piloted a core skills program using participatory video methodology under the guidance of Dr. Sammia Poveda from the University of Sheffield. The purpose of the program is to provide an opportunity for employees to reflect upon the company's values and how these values influence their decisions and behavior both in the workplace and at home. Simultaneously the participants learn videography and further develop interpersonal and communication skills. The participants produced a seven-minute video on the theme of integrity and presented the video to the rest of the employees, after which they facilitated a discussion about their video. The program was highly rated by the participants (average 9/10), all of whom found the training very or extremely helpful.

## Case study

Marion became overwhelmed by her family situation and the extra night classes she was taking. Her performance and relationships at work deteriorated. The regular 'support sessions' helped her understand herself and become more able to manage the stresses at home, college, and work. She developed stronger planning and problem-solving skills. Marion's growth was recognized by her work supervisor and she received a promotion. She is now much happier at work and home.

“ The PV training helps me understand the importance of core values at work. This will serve as my guidelines and character for my career path. ”



## Research

Survey participants: 145

Visiting researcher projects: 1

Academic publications: 1

Significant knowledge gaps remain regarding the successful and sustained reintegration of survivors of trafficking and other forms of abuse and exploitation after rescue. Renewsiya Foundation is conducting research to better understand the recovery and reintegration process for survivors in the Philippines. The current focus of the research is the impact of a targeted employment program on the lives of survivors including on household poverty, mental wellbeing, health outcomes, and women's empowerment.

This year, Renewsiya continued partnering with a social enterprise to collect impact data via an employee survey. Now with almost three years of longitudinal data, encouraging improvements in physical, mental, and social wellbeing are being observed. Furthermore, Renewsiya invited external researchers from the United Nations University in Macau and the University of Sheffield to complete qualitative research using participatory video methodology to better understand the determinants of the improvement being observed from the perspectives of the employees.

## Medical aftercare

Patients assessed: 59

Partnering shelters: 3

After exiting the abuse situation, survivors often do not receive adequate medical care due to lack of resources. Renewsiya's medical and nursing staff help to meet this gap, by providing health assessments and treatment to survivors entering aftercare. We have also developed a guidance form and protocol for these medical assessments to enable other shelters to provide more comprehensive, higher quality health care.

# Philippine team



**Dr. Melinda Gill** is the organization's director. She is a physician with a background in family medicine and international health programming. With nine years' experience in health programs in developing countries, she has expertise in curriculum development, program monitoring and evaluation, staff training and capacity building, and women's and children's health. She has been working among survivors of exploitation and abuse and vulnerable adolescents since 2014.



**Vanessa Catan** is a Program Officer at Renewsiya Foundation. She is a graduate of Bachelor of Science in Nursing at Western Mindanao State University and completed a certification program for teaching at Cebu Technological University. She is a registered nurse and a licensed professional teacher. She has experience working with trafficking survivors.



**Rhea Taneo** is a Program Officer at Renewsiya Foundation. She is a licensed teacher with a background in Clinical Psychology. She has experience in special education and community extension services. She is one of Renewsiya's Program Officers for the 'A Healthy Me' program and support the workplace-based programs.



**Monique Paca** is a Program Officer at Renewsiya where she develops and facilitates programs as well as conducts employee support sessions. Monique is an experienced corporate program management analyst and a registered psychometrician. Committed to empowering individuals to overcome their mental health issues, she is completing her Masters in Clinical Psychology.

# OUR TEAM

## Leadership

### Philippine Board

Mr. Joshua Ababa  
Ms. Kate Atilano-Maputol  
Mr. Saminda Dharmapala  
Ms. Kathryn Zamora Porte  
Dr. Melinda Gill

### US Board

Ms. Helen Turner  
Ms. Minori Nagotomo

### Advisors

Dr. Laura Cordiso-Tsai  
Dr. Stephen Gill

## Program partners

### Private sector partners

DataMotivate Inc.  
My Refuge House  
The Father's House  
International Justice Mission

### Government partners

DSWD's Home for Girls  
DSWD's Crisis Intervention Unit  
Department of Health VII  
Cebu Provincial Health Office

# FINANCIAL STATEMENT

Statement of Support, Donations and Expenses  
For the period ended December 31, 2018

<b>Designated Fund:</b>	<b>Php</b>	<b>USD</b>
Grants and Donations	1941112.28	37329
Program-specific Expenses and Salaries & Wages (1)	1087565.47	20915
Excess (Deficiency) of support and donations over expenses	853546.81	16414
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<b>Undesignated Fund:</b>		
Donations	163793.3	3150
Total Support and Donations	163793.3	3150
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<b>Expenses</b>		
Salaries & Wages (2)	323779.99	6227
Subcontractor Fee	20000	385
Social Security Contribution	48289.87	929
13th Month Pay	98238.5	1889
Training Development & Program Expenses	63885	1229
Office Supplies Expense	19890.65	383
Legal and Professional Fees	19892	383
Permits Taxes & Licenses	79727.1	1533
Software Subscription	2639	51
Food Meals & Snacks	690	13
Communication Expense	27097.87	521
Transportation Expense	594.33	11
Depreciation Expense	9636.5	185
Miscellaneous Expense	1350	26
Penalties Surcharges & Interest	2060	40
Bank Charges	220	4
Total Expenses	717990.81	13808
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<b>Total excess (deficiency) of funds over expenses</b>	<b>299,349.30</b>	<b>5,756.72</b>

# CONTACT US



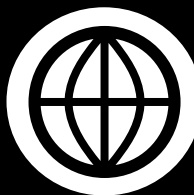
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