



Renewsiya Foundation Inc. Annual report 2019

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Introduction

I am excited to present Renewsiya Foundation's 2019 Annual Report. As I peruse our activities and impact, I keep asking myself - "Did we really achieve all of this in just one year?" Of course the answer is, "Yes we did!". Our program reach broadened significantly, both in the community and workplace, whilst we continued to develop and implement new programs and services to address the needs of vulnerable youth. Simultaneously we continued our focus on research. During 2019 we conducted five research projects to better understand the population we serve and ensure our programs are effective.

However, we did not achieve these results alone. We are enormously grateful to our program, academic, government, and funding partners who work alongside us. We are thankful for you too! Together we are creating a world where vulnerable youth are free to thrive.

Dr. Melinda Gill
Renewsiya Director



2019 Our results



Willpower graduates

55 

1

Research publication

200+

Vulnerable youth supported at work

50
Community programs

514 

A Healthy Me graduates

↑ 60%
health knowledge



5
Research projects

208

Midwives, nurses, and teachers trained



125
Clients counselled

15,000
hours of counselling

Our approach

Who we are

We are a team of highly committed health, psychology, and education professionals who provide programs and services to empower and equip disadvantaged youth to achieve health and wellbeing and to reach their potential.

Who we serve

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 & abuse

What we do

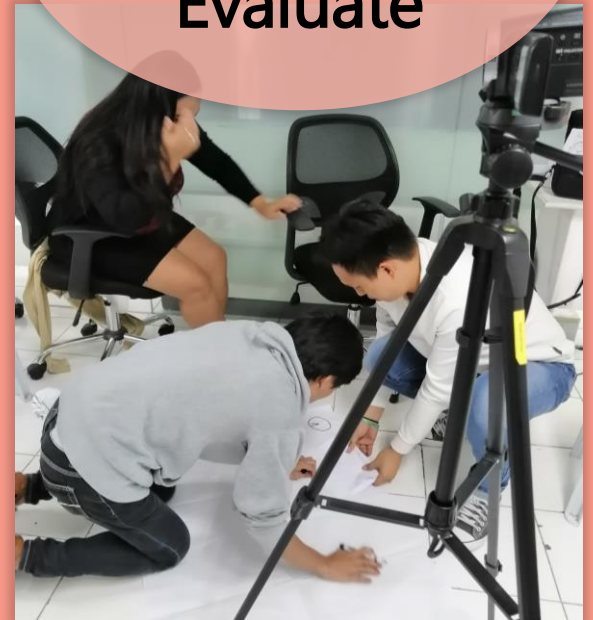
Our team implements a range of programs and services across workplaces, residential aftercare facilities, and the community in partnership with:

- government institutions providing aftercare & health services to survivors and vulnerable populations
- other non-government aftercare organizations for survivors
- academic institutions, and
- social enterprises provided training and employment to survivors

To ensure we understand the issues we address and are implementing effective responses, we conduct research which is undertaken both by our own team and in partnership with external academic partners. We share our findings and experiences with our partners and other stakeholders to help create learning communities which provide high quality programs and services to those we serve.



**Empower
Equip
Evaluate**



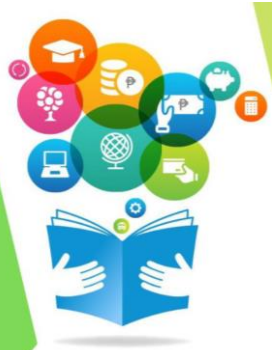
Our programs and services

Learning to Learn

This educational program teaches new workplace trainees the attitudes and skills needed for successful learning. Topics covered include failure, growth mindset, identifying knowledge gaps, curiosity, lifelong learning, and problem solving and planning skills.

Managing my Money

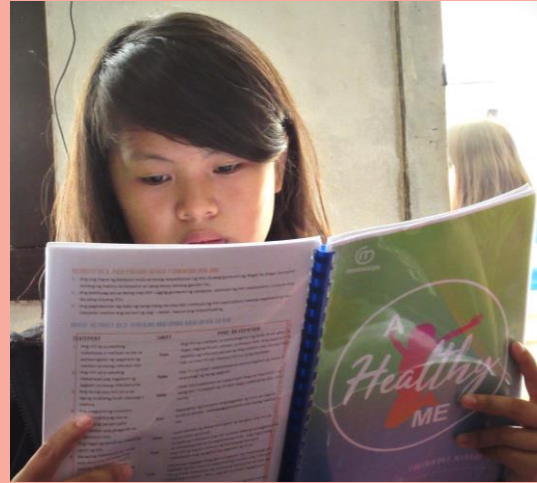
This program imparts a range of financial literacy skills such as budgeting, saving, and negotiation, to enable employees to have a strong financial future.



Workplace counselling

Employees from vulnerable backgrounds often struggle to meet workplace performance expectations due to complex personal and mental health issues. Renewsiya supports these employees through a workplace counsellor. The counsellor provides individualized 'support sessions' using a range of therapeutic approaches to enhance recovery and core skills development.

A Healthy Me



'A Healthy Me' is a holistic health and wellbeing curriculum supporting the development of knowledge, attitudes, and skills which empower and equip young women to make positive health choices. 'A Healthy Me' utilizes progressive educational methodology through the use of a unique learning journal with both individual and group activities. There are nine educational sessions for adolescent girls and one for parents, to improve parent-child communication. The sessions are facilitated by government health and educational staff with the support of Renewsiya's team.



Becoming a Willpower Athlete

The 'Willpower' program imparts a range of evidence-based strategies to improve self-control to achieve both personal and work-related goals. The program starts by helping participants to define their goals and then draws on 'positive psychology' research and cognitive-behavioral therapy methodology, where participants learn to identify and address unhelpful patterns of thinking and behavior to enable them to achieve their goals.



Workshops and small group learning

Renewsiya's employee support specialists conduct a range of group educational sessions to help both entry-level employees and senior management enhance their workplace and general life skills. One program utilized 'participatory ideography' methodology where participants learn videography and interpersonal and interpersonal skills simultaneously. The program also provides an opportunity for employees to reflect upon the company's values and how these values influence their decisions in the workplace and at home.

Our research

We believe that it is not enough to merely design and implement well-intentioned programs and services. It is critical that interventions be based on a thorough understanding of the determinants of the issues and the factors which influence change.

This year, Renewsiya continued our commitment to implementing research-based programs with demonstrated impact. Together with our academic partners, we conducted five research projects utilizing a range of methodologies within both workplace and community settings.

We co-authored our first research publication about the impact of a social enterprise, on the health and wellbeing of its employees, and were able to share these findings at a stakeholder meeting in Cebu. Renewsiya's director, Dr. Melinda Gill, was also invited to speak at the Asia Regional Anti-trafficking Conference and to other government and non-government groups in Cebu.



I enjoyed the paper and think it would be a valuable contribution to the social enterprise literature and be of interest to academic and policy spheres.

5 Research projects

1 Research publication



1. Employee social impact survey
2. Employee focus group discussions and in-depth interviews about financial wellbeing
3. Employee executive function assessment via a mobile app adaptive cognitive evaluation (ACE)
4. 'A Healthy Me' pre and post survey impact evaluation
5. 'A Healthy Me' focus group discussions to evaluate participant and facilitator experiences

A Healthy Me impact

Thanks to the Canadian Grand Challenges' Global Stars program, Renewsiya was able to scale up 'A Healthy Me' within health centers and schools across Cebu Province. We trained teams of dedicated health staff and teachers to facilitate the program to adolescents in their communities.

I see the beauty of this endeavor

District education supervisor

436 adolescent graduates

48 participating health centers

466 parent graduates

4 participating schools

208 facilitators trained

6 participating municipalities



A Healthy Me impact

Our pre and post program survey of adolescent participants demonstrated an average improvement in sexual and reproductive health-related knowledge of 60%. The survey also showed improvements in the adolescents' attitudes toward the health professional and accessing reproductive health services and education.



Focus group discussions and in-depth interviews were undertaken with adolescents and facilitators from schools and health centers to understand their experience of 'A Healthy Me'. All groups described meaningful knowledge gains, attitude changes, and acquiring new skills. Furthermore, both adolescents and facilitators described that their stereotypes and perceptions of each other were challenged, leading to the strengthened relationships and improved access to health services. Many facilitators even described improvement in their parenting skills and relationships with their children!

Program
rated
4.7 / 5



It's never too late for a fresh start

Jessica


Jessica had her first boyfriend at a young age. Without the knowledge and skills to avoid pregnancy, she became pregnant at the age of 14. She dropped out of school to look after her child.


During 2019, a community health worker invited Jessica to join the 'A Healthy Me' program. At first, she was very shy and withdrawn during the sessions. However, as the program progressed, she developed friendships with the other girls and the government nurse who facilitated the program. She gained confidence in sharing her experiences and ideas and approaching the nurse for health concerns without feeling ashamed. During the program, she realized how important it was to her future to finish her education. After graduating from 'A Healthy Me', she enrolled onto the community's adult-learning program. Jessica says she learnt that "It's never too late for a fresh start."

Workplace impact



Renewsiya's team implements its programs and services within a social enterprise employing vulnerable young people, including services of abuse and exploitation. We conducted:

 **14** different programs with **409** sessions and **400** graduates

 **10,000** hrs of counselling involving **125** employees

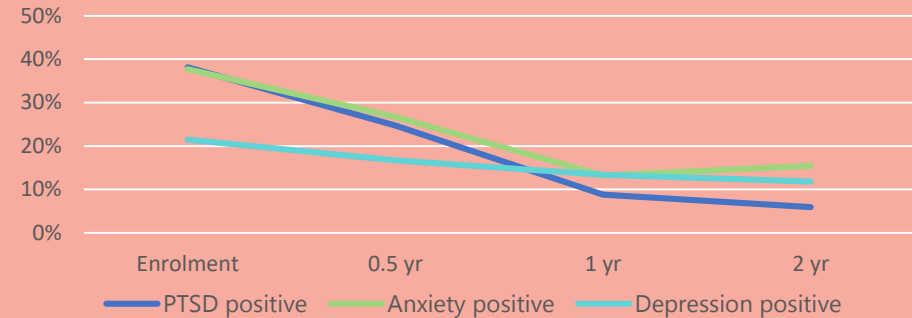
Our research demonstrated significant improvement in the employee's health and wellbeing, including mental health, personal empowerment, and the use of modern contraception to plan their families.

From
nothing to
something

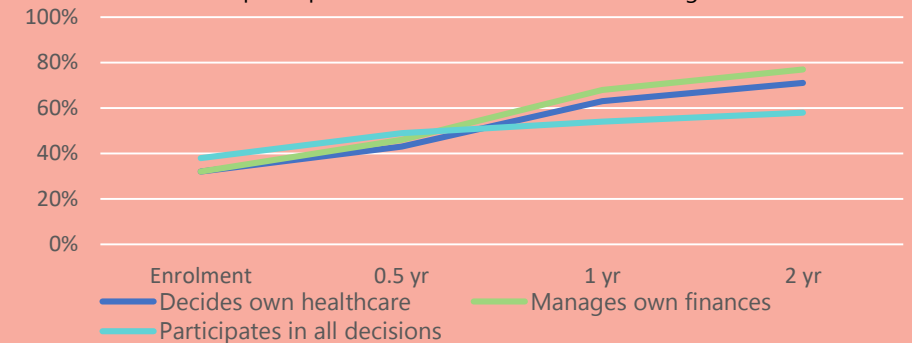
I am so grateful for this workplace. When I started I felt like 'a nothing' but now I have become 'a something'.

Employee health & wellbeing throughout employment

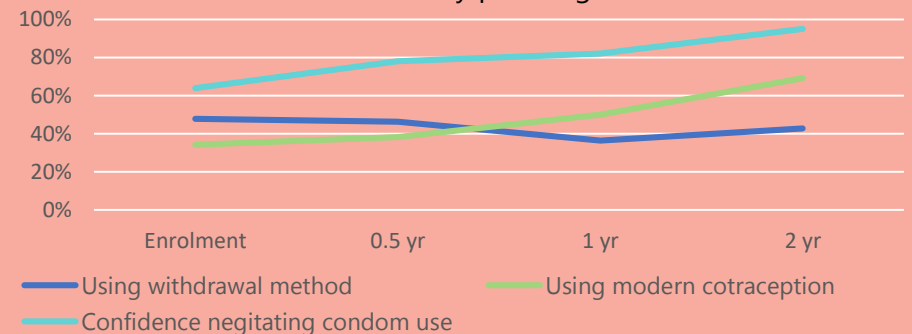
Mental health scores positive



Personal empowerment:
participation in household decision making



Use of family planning



Financial statement

This is an extract of Renewsiya's audited financial statement for the year ending 31st December 2019.



	<u>Philippines Pesos</u>	<u>US Dollars</u>
Income		
Designated Grants and Donations	3,272,703	64,171
General Support to Admin/Donations	75,191	1,474
Total income	3,347,894	65,645
Costs		
Program Expenses:		
Wages & Salaries	2,018,771	39,584
SSS PHIC HDMF Contribution	74,037	1,452
13TH Month Pay	164,453	3,225
Office Supplies Expense	251,005	4,922
Food Meals & Snacks	33,206	651
Transportation Expense	38,616	757
Communication Expense	34,752	681
Travel Expense	17,247	338
Bank Charges	150	3
Legal and Professional Fees	300	6
Software Subscription	108,946	2,136
Training Development & Program Expenses	885,968	17,372
Depreciation Expense	30,174	592
Total Program Expenses	3,657,624	71,718
General Admin Expenses:		
Health Insurance	31,093	610
Legal and Professional Fees	10,000	196
Permits Taxes & Licenses	22,012	432
Software subscription	1,550	30
Food Meals & Snacks	2,038	40
Miscellaneous Expense		
Penalties Surcharges & Interest	5	0
Bank Charges	250	5
Total Admin Expenses	66,947	1313
Total Income Excess (Deficit) for Year	(376,678)	(7,386)

Our team

Philippine staff

Dr. Melinda Gill (MBBS, FRACGP, MPH)

Vanessa Catan (RN, LPT)

Monique Paca (BA Psych, RPM)

Rhea Taneo (BA Psych, LPT)

Mikee Pepito (BA Psych, RPM)

Philippine board

Joshua Ababa (BCSc)

Saminda Dharmapala (MBA, BEng)

Geni Hendin

Kathryn Zamora-Porte (BSND)

Melinda Gill (MBBS, FRACGP, MPH)

US board

Helen Turner (B.S.N., M.H.S.)

Minori Nagotomo (BA, MSc., MoC)

Melinda Gill (MBBS, FRACGP, MPH)

Advisory board

Dr. Laura Cordisco-Tsai (PhD., MSSW)

Dr. Stephen Gill (PhD., Bach PT)

Our partners

Academic and research partners

Dr. Hannah Thinyane (United National University, Macau)

Mr. Khael Quinain (University of San Carlos, Cebu)

Consuelo Zobel Alger Foundation (Manila)

Dr. Laura Cordisco-Tsai (Harvard Kennedy School, NY)

Dr. Sammia Poveda (University of Sheffield)

Community program partners

Carcar Municipal Health Office

Cordova Municipal Health Office

Cordova National High School

Gilutungan Integrated School

Mandaue City College

Manduae City Health Office

Mingalnilla Municipal Health Office

Tabunok National High School

Barangay Tabunok

Institutional program partners

DSWD Home for Girls

DSWD The Haven

DSWD Center for Women and Children

My Refuge House

Solid Ground International

My Father's House

Contact us



206, 2nd floor, Keppel Center
Cebu Business Park
Cebu City, 6000, Philippines



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