



2023 Annual Report



Ready to Empower

 www.readytoempower.org

 info@readytoempower.org

Empowerment Starts With You!

Dear Empowerers,

I wanted to take a moment to express my heartfelt gratitude for your unwavering support of Ready to Empower (RTE) and the incredible impact we have achieved together. For more than 10 years now, with the support of our partnerships, volunteers, donors like you, RTE has been able to help thousands of women empower themselves.

When I founded RTE 10 years ago, my vision was to make a difference by providing mental health and social services to women who needed it most. I never could have imagined the remarkable journey we would embark upon together, and it's a journey that has been enriched by your generosity, dedication, and compassion.

Over the years, we have accomplished so many empowering things that have helped us together move the needle on women empowering themselves through mental health and social service support! These accomplishments are a testament to the power of community and the belief that small actions can lead to significant change.

However, **we know that there is still much work to be done.** The challenges we aim to address are ever-evolving, and our commitment to creating better opportunities for women remains unwavering. With your continued support, we can tackle new challenges and reach even greater heights. Together, we can make a profound and lasting impact. As we look ahead, **we have exciting plans on the horizon to create sustainability for RTE.**

Your contributions, whether financial, time, or expertise, have been indispensable in bringing us this far. I encourage you to continue to stand with us on this empowering journey and help us realize our shared vision of helping women to empower themselves. Your support matters more than ever. If you have any questions, suggestions, or would like to become more involved in our work, please do not hesitate to reach out. We value your input and participation.

Thank you once again for your incredible support. Together, we can make a real and lasting difference. Let's keep working towards creating an empowering future for all women and their families.

With deep gratitude and warm regards,



A handwritten signature in cursive that reads "Amanda Ready".

Amanda Ready LMHC, LPC
Founder & President, Ready to Empower

Mission, Vision & Founding Principles

Mission:

To foster the empowerment of women worldwide & drive sustainable change.

RTE Promotes:

- Mental health support
- Social service support
- Health and wellbeing
- Education
- Gender equality
- Human rights
- Economic development
- Collaboration

Vision:

To see a world where all women are empowered.

Core Belief:

When women are provided with the necessary tools resources, and support to unleash their potential, it helps foster innovation, resilience, healing, empowerment and determination allowing women to become agents of change in their own lives and society.

Why:

Inadequate mental health and social service support for women have profound and far-reaching consequences, contributing to higher prevalence of mental health disorders, perpetuating gender disparities, and exacerbating issues related to family and community well-being.

Mental health is directly linked to poverty and gender-related issues child marriage, low social status, lack of education and physical abuse.



“Mental health issues are widespread, in every community, in every country, on every continent. One in four people are afflicted by mental illness at some point in their lives, with women twice as likely as men to be diagnosed.

*The treatment gap is even wider in low- and middle-income countries, where **76% to 85% of people suffering from mental disorders lack access to care.**”*

- Project Hope

The Empowerment Program Grant

Two-Phase Program

RTE helps foster the empowerment of women by leveraging local leadership in the communities, as the catalyst for change. This partnership enables a holistic approach ensuring comprehensive support.

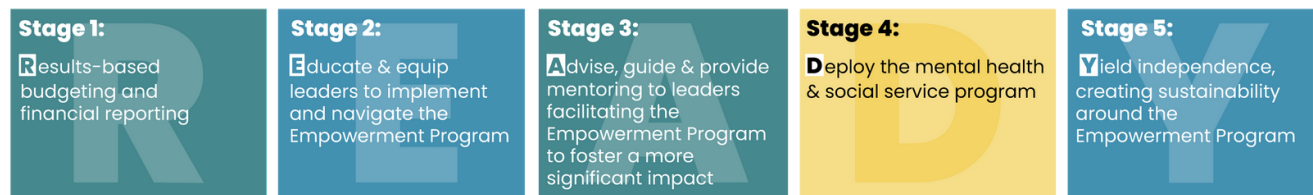
Through our grant, we partner with leaders of women-focused organizations to elevate women in their communities by deploying our turn-key Empowerment Program, a holistic mental health and social service program that is tailored to the needs of the women being in their communities.

How It Works:

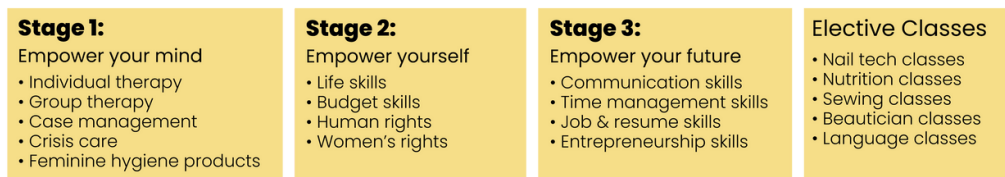
Leadership Training: Leverages local leaders as the catalyst for change by equipping them with the tools, funding and mentorship needed to deploy the Empowerment Program to women in their communities.

Mental Health and Social Service Program: Provides mental health support, human rights, life skills and sexual education, and job coaching for women in need to empower them to build the skills necessary for ongoing, long-term growth and improvement in their individual lives as well as their communities.

Phase 1: LEADERSHIP EMPOWERMENT: Equipping leaders of women-focused organizations to deploy the Empowerment Program



Phase 2: WOMEN EMPOWERMENT: Elevating women in need



2023 Year in Review

Fundraising

We are thrilled to announce that this year has been a remarkable success in terms of fundraising. Our Empowerment Campaign, our yearly online fundraising campaign, has achieved an unprecedented milestone by raising a total of \$61,000. This incredible achievement not only reflects the dedication of our team but also underscores the generosity of our donors. Thanks to the overwhelming support from our contributors, we have successfully raised over \$94,000 dollars in total, the most Ready to Empower has ever raised for our programs.

We express our deepest gratitude to all the donors who have played a crucial role in making this achievement possible. For detailed information on the financials, please refer to the attached documents.



Operations for Future Partners

As we chart our strategic course for the future, we are eager to broaden our network by engaging with new partners. Specifically, we aim to deploy our Empowerment Program to collaborate with organizations led by women that currently lack a mental health and social service component. To achieve this, we are actively developing a thorough and rigorous onboarding process for new partners. This initiative is designed to facilitate growth and foster meaningful connections with organizations that align with our mission.

Leveraging Technology to Measure Impact and Improve Our Data

Data holds paramount significance for us, and we are committed to meticulously measuring the impact of our programs on women. Since our inception, we have diligently collected data. Notably, last year, we implemented Salesforce to streamline the tracking of participant data. In 2024, we are poised to extend the use of Salesforce to encompass the tracking of donor and volunteer data as part of our ongoing efforts to enhance our data-driven approach and ensure comprehensive impact assessment.

Empowerment Program

We are dedicated to refining the Empowerment Program to better serve the women in our community. In 2023, we conducted a comprehensive revision of the program, informed by the valuable data collected over the years. Additionally, we are actively developing a new curriculum for leadership training to further enhance the impact and relevance of our program. Our commitment to continuous improvement remains unwavering as we strive to provide even more effective support and opportunities for the women we serve.

** \$15K of this amount was recognized in January 2024 but was raised in 2023*

Revamping Our Brand

As we commemorate a decade of empowerment, we decided to give our brand a revitalized look. This marks our inaugural effort in this direction, and we collaborated with a talented graphic volunteer to completely overhaul our brand. In addition to this, we undertook specific initiatives to effectively communicate our identity. This included crafting a new pitch deck, revising our mission statement, and updating our website with refreshed branding and messaging. The culmination of these efforts reflects our commitment to staying dynamic and relevant as we enter the next chapter of our empowering journey.

Strategic Planning & Operations

In 2023, we formulated a strategic plan spanning three to five years, shaping our path for the future. Our goal is to establish a sustainable framework while extending our reach to assist more women in need. To achieve this, we are focusing on enhancing internal operations. This includes refining project management processes, devising innovative revenue streams, and identifying the essential talent required for the successful onboarding of our first paid position for Ready to Empower.

Looking Ahead: Future Initiatives

RTE plans to continue providing support to both are partnerships in Costa Rica and India. We intend to work with our partners in Costa Rica to help them create a sustainable plan for their organization to decrease reliance on Ready to Empower to carry out their empowering work. We plan to create two new revenue streams and hire our first paid position within RTE to help reach our goal of sustainability and create an even stronger impact. Moreover, we plan to grow our volunteer & donor engagement by leveraging Salesforce in order to continue building strong relationships with our stakeholders.



Empowerment Program Impact

Women in the Empowerment Program

★ Total women in the program	71
Individual therapy sessions	487
Group therapy sessions	498
Life skills, human rights and sexual education classes	498
Job training and entrepreneurship sessions	514
Women in elective classes	154

Crisis Support

Women who received emergency food, clothing or transportation	30
Women who received legal crisis support	43
Women who received contraceptive support	124
Women who received crisis mental health support	80
Women received crisis social services	109
Therapy and social service sessions for crisis support	815

Elective Trade Classes - Attendees

Esthetician	16
Sewing	47
Cooking and Nutrition	28

Elective Business Classes - Attendees

Social media class & Canva	17
"How to Improve Your Business"	13
"Life Goals"	12
"How to Make a Budget"	12
Language classes (English/ German)	9



"I'm not afraid anymore."



"10 years of empowerment" - for RTE and our partnership with *Árbol de Esperanza*.

Empowerment by the Numbers

Stage 1: Empower Your Mind

Percent of women who improved their mental health	100%
Percent of women who decreased feelings of anxiety	97%
Percent of women who feel more satisfied with their life	92%
Percent of women who had a reduction in suicidality	47%

Stage 2: Empower Yourself

Percent of women who learned the signs of a healthy relationship	93%
Percent of women who learned what to do if they/someone they know is sexually harassed	93%
Percent of women who feel more confident managing conflict	100%
Percent of women who learned how to create a budget and open a bank account	100%

Stage 3: Empower Your Future

Percent of women who know how to research a job and apply to jobs	93%
Knows the laws about salaries in Costa Rica	86%
Percent of women who know the laws about self-employment	100%
Percent of women who know how to create a budget for their business	93%
Number of women who started their own business	21
Number of teachers provided job opportunities to teach elective classes	5
Number of women who got employed	13



Partner Leadership Impact

Árbol De Esperanza (ADE)

Business Sustainability Achievements

New donors	64
Recurring donors	20
Volunteer engagement	93
Revenue streams created	2

Professional Development Skills Obtained by Leadership

- Mentoring project management
- Conflict resolution skills / team building
- Participation in the network against domestic violence training



Destined to Empower Women (DEW)

Support provided by RTE

Number of sewing machines provided to women to generate their own revenue	34
<ul style="list-style-type: none"> • Covered maintenance charges for machines • Fabric/cloth/material for women to use • Paper scales & record notebooks for women attending sewing classes • Rent for one year for women to attend sewing classes 	

DEW is currently in the process of formalizing itself as an organization and plans to fully implement the Empowerment Program by 2026.



Testimonials

"Thanks to the Empowerment Program, I managed to find strength and courage to confront my fears and focus on my personal and professional goals." - Winnie Ulate, program participant



[I'm grateful] to Ready to Empower for all the effort, support, coordination, and the tireless daily work that they do to be able to support the Árbol de Esperanza, the women of Costa Rica, as well as our leadership team to become better people and professionals in our field." - Ana Cruz, Social Worker, Árbol De Esperanza

Winnie Ulate (left) with Karen Jara Vasquez, director of ADE

Ana Cruz at the RTE & ADE 10th Anniversary event



Donor Recognition

We extend our deepest gratitude to our dedicated donors whose unwavering support serves as the cornerstone of Ready to Empower's success. Their generosity empowers us to make a meaningful impact, driving positive change in our community.

RTE donor support:

- New donors – 155
- Recurring – 71
- Total donors – 226



\$10,000+

Ready Therapy
Emma Campbell

\$5,000–10,000

Hansen Brothers Inc.
The News Movement

\$1,000–5,000

John Cataldo
Lisa Clarke
John Culbertson
Will Culbertson
Michelle LaFond
Mona Soni
Allison Wysocki
Vincent Curcuru
Dracarys Fleet
Edna Kavuma
Catherine Aprile
Lisa Wright
Joe Kwasniewski
Joseph Kwasniewski

\$500–1,000

TVC Enterprises
Kim Culbertson
Sumesh Nair
Gina Nocco
John Signa
Lisa Walsh
Lucia Waterman
Network for Good
Olivia Skiffington

\$250–500

Oceanna Anderson
Catherine Brosn
Min Chan
Joy Cohen
Gina Cook
Marcie Evans
Esther Fernando
Guy Freshwater
Virginia Gomez

Maureen Gomez
Ian Hoover
Janice Jenkins
Caroline Kinlin
Jennifer Lowe
Nicolas Melo
Natalya Muravchik
Parul Patel
Jennifer White
Tisbest Philanthropy
Kerri Chiaravalle
MaryAnne McDonnell
Matthew Fitzpatrick

\$0–250

Jackson Fun Co.
Kathy Mathis
Annie Morelli
Alex Morelli
Adolpho Palacios
Keley Obayan
Ellie Sykes
Printify Inc
Justen Aprile
Amra Chamberlain
Nichelle Dixon
Stella Fanega
Stella Fanega
Jennifer Le
Nick Morelli
Dana Aprile
Yechenu Audu
Veronica Berne
Josie Bissett
Patrick Clarke
Sid Dewan
Stephanie Dos Santos
Linda Doshi
Jaclyn Driggs
Anne Johnson
Brittany Kegley
Aileen Lamontagne
Toni Marotti
Jessica McKnight
Craig Metz

Dina Montefuscoli
Kaitlin Moreno
Joanna Murray
Carl Odame
Erica Ong
Manali Patel
Selina Prevatt
Brittany Rodriguez
Aimee Serene
Jason Shen
Rinki Singh
Cara Slee
Michael Ursone
Swetha Vuyyala
Veronica Webb
Nicholas Whitaker
Rachael Wiggins
Uri Zandsberg
Anna Zap
Cate Lim
FourPlus Potential I
Jerry Aime
Serge Akpabie-Akue
Kerry Aprile
RJ Aprile
Roberto Arguedas
Nancy Bolling
Jean Brady
Rosie Bueti
Ileana Caivano
Brian Carroll
Hayvin Cobb
Danny Cohen
Linda Do
Lucrecia Fusco
Judy Gagnon
Karen Girard Smith
Svetlana Grigoryeva
Mela Hansen
Mary Lou Hofmann
Anton Kaplanyan
Miwoo Kim
Brittany Kimmons
Sanjay Kumar
Mandie Manfre

Rosangel Medina
Ryan Milam
Marietta Morelli
Carlos Moreno
Yashodhra Painumkal
Shreeraj Patel
Lauren Pettinelli
Pradeep Rajana
Vinodh Rajendra
Riata Ready
Marie Reyes
Melissa Riberdy
Keomany Riley
Alex Salta
Silvia Santacruz
Ana Schleger
Laura Settle
Will Shontz
Pragati Sinha
Anna Smith
Julie Taheri
Marisha Tamakuwala
Erika Thomas
Maria Tolzmann
Denise Wallace
Shelley Yoshiwara
Justin Barfield
Skiffington Architects
Pamela Balazs
Zahya Beall
Srishti Bhatt
Mayank Bhatt
Sonia Bhens
Ben Bolding
Marzena Bossone
Christina Carlson
Susan Caro
Matthew Dale
Kelly Daly
Bonnie Davis
Mark Dixon
Kelly Doherty
Prajy Doshi
Nicholas Fischer
Nancy Freeman

Amy Gallo
Dixie Glover
Jennifer Gold
William Haden
Shannon Henry
Greg Holman
Anne-Marie Hultin
Caroline Hultin
Christine Joy Magliari
Monisha Kapur
Archana Krishnan
Nicolle Lugo
Sarah Montgomery
Paul Natale
Amy Perrone
Salomi Peter
Molly Peterson
Brenda Pierce
Michael Presto
Dylan Roy
Tony Russo
Lindsay Ryan
Soni Satpathy-Singh
Jeya Shankar
Kevin Skiffington
Seema Sood
Radley Sustaie
Andy Tibbs
Jeff Vernice
Peter Ward
Klaus Wiemer
Yuliya Wong
Zbynek Gold
Laure Kovacs
David Skiffington
Theresa Cobb
Lynda Hansen
Laura Kragt
Ana McBride
Alejandro Mordasini
Sailaja Savanam
John Skiffington
Rich Aprile
Lucia Gold
Daniel Jennings

Volunteer Recognition

Volunteers are the embodiment of our mission and values. Their unwavering commitment to our cause deserves acknowledgment. We extend our heartfelt gratitude to our volunteers, who play a crucial role in carrying out RTE's mission.

Your support is invaluable, and as we look ahead to the coming year, we pledge to continue creating opportunities for you to thrive and make a difference. Your passion and hard work fuel our mission, and we are excited about the future we will build together.

2023 Board Members & Tenure



Amanda Ready

President & Executive Director; Governance & Program Committee Chair; Marketing Committee Co-Chair | 2013-Present



Olivia Skiffington

Vice President; Marketing Committee Chair | 2019-Present



Joe Kwasniewski

Treasurer; Governance Committee Co-Chair | 2015-Present



Catherine Aprile

Secretary; Program Committee Co-Chair | 2021-Present



Suelynn Bunn

Board Member; Marketing Committee | 2023



Jasmeet Singh

Board Member; Program Committee | 2023-Present



Kimberly Culbertson

Board Member; Governance Committee | 2023-Present



Mona Soni

Board Member; Governance Committee | 2023-Present



Salomi Peter

Board Member; Governance Committee | 2023-Present



Edna Kavuma

Board Member; Program Committee | 2023-Present



Daniel Coto

Board Member; Program Committee | 2021-2023

2023 Committee Members



Tanya Shankar
Marketing Committee | 2021–Present



Trystan Rodriguez
Program Committee | 2023–Present



Anya Smith
Marketing Committee | 2023–Present



Jill Garroway
Marketing Committee | 2023–Present



Alexandra Alecci
Marketing Committee | 2023–Present



Laure Kovacs
International Volunteer | 2023

2023 Empowerment Award

This year, we are pleased to present our Empowerment Award of the Year to Olivia Skiffington in recognition of her exceptional contributions and unwavering dedication. Olivia has been volunteering with Ready to Empower since 2019 and her dedication to giving back is truly empowering! Her passion for making a positive impact to help the women and communities we serve is truly remarkable. This award is a testament to her hard work and the positive impact she has made.

Thank you, Olivia, for embodying the spirit of volunteerism and for being a shining example for us all. In giving your time and talents so generously, you've not only enriched the lives of those you've directly helped but have also inspired others to join the noble cause of giving back. Your commitment to making the world a better place is both admirable and inspiring. Please join us in celebrating Olivia's well-deserved achievement and thanking her for her incredible contributions!



"It is a privilege to be able to contribute to a woman's journey of self-empowerment and watch women grow and thrive. Volunteering for Ready to Empower has not only allowed me to make a difference in the lives of these women, but it has also enriched my own life."

- Olivia Skiffington

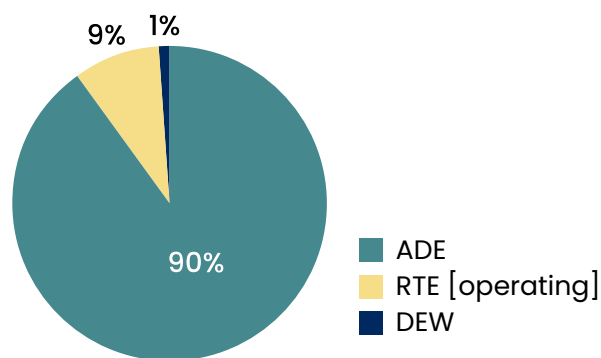


Financial Summary

Income Statement	2023	2022
Income		
Revenue	76,627.00	70,976.00
Expense		
ADE Grant [Costa Rica]	84,980.68	58,205.00
Hope Sewing Center Grant [India]	1,312.00	2,272.00
Total Grants	86,292.68	60,477.00
General & Administration	7,562.84	10,224.48
Fundraising Expenses	782.04	685.52
Total Operating Expenses	8,344.88	10,910.00
Total Expenses	94,637.56	71,387.00
Net Income	(18,010.56)*	(411.00)

* The negative net income is primarily due to the fact that approximately \$15,000 from our Annual 2023 Campaign is not reflected in our 2023 financials, as it was collected in the 2024 calendar and recognized in January/February 2024. This delay in recognition means that there will likely be a surplus of \$15,000 in 2024, which will help offset much of the loss in 2023. Our expenses for calendar year 2023 were in line with our budget.

Where Funds Were Allocated



90% of the funds that came into RTE were deployed to support our flagship partnership with Árbol de Esperanza in Costa Rica.



Let's make 2024 even better!

Are you ready?

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If you have any questions, suggestions or would like to become more involved in our work, please do not hesitate to reach out. We value your input and participation.

