



**DINING FOR WOMEN
EMERGE LANKA FINAL SUSTAINED
GRANT REPORT APRIL 2019**

Prepared by

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INTRODUCTION

Emerge Lanka Foundation is dedicated to empowering young girls and teenage survivors of sexual abuse by providing skills and re-integration support to assure self-sufficiency once they leave the government institutional systems. Through a three year grant of \$60,000 Dining for Women has enabled EmERGE Lanka Foundation to transform the lives of more than 300 of the most vulnerable women and girls in the developing world.

This report summarises the activities and achievements enabled by the DFW grant. The report follows the format provided by DFW and attempts to respond to specific questions and explain with as much detail as necessary the real situation and challenges we face in working with these very challenging cases.

The numbers we present here are only part of the picture. The real impact can only be shared by hearing the girls' stories and we are not able to do this in the interests of security. Some of our girls may be testifying in high profile cases, and all are at daily risk from further marginalization or abuse.

The real impact of this grant will be realized in the next generation. When girls who have survived childhood sexual abuse are able to make their way in the World with confidence, with self-respect and with healthy relationships. This has a profound impact on the nurturing of the next generation; children of survivors who grow up secure and loved and supported. We have many real-life cases that validate our approach.

Even though EmERGE is a small organisation, we have already contributed to major policy change in reintegration of survivors. The very specific and focused scope of EmERGE's work has enabled us to make a real difference to the lives of the survivors that pass through our Centre. We have an ambition to do more. The legislative and social context including the stigma that these young women face in Sri Lanka means that advocacy for change is high on our list of priorities if we are to be more impactful in future.

In the near future, we will be re-visiting our overall purpose, vision and mission as an organisation in the light of a Theory of Change developed in participation with all our stakeholders. We will look at ways to become more financially sustainable and will develop an outcome-focused results and monitoring framework to be fully transparent and collaborative with the expectations of our donors. We are still in urgent need of funding to take EmERGE to the next level and donors can be assured of even greater accountability a system of qualitative monitoring and evaluation.

We thank the team at DFW from the bottom of our hearts, for their continued confidence in our work at EmERGE and sincerely hope that DFW will play a significant role in this onwards journey.

MAIN REPORT

As per the key questions

1. Please provide the following information:

- a. Organization Name: Emerge Lanka Foundation
- b. Program Title: Empowering Sri Lankan Teen Survivors of Rape with Skills for Self-Sufficiency
- c. Grant Amount: \$60,000/ over 3 years.
- d. Contact Persons: Ineke Pitts – Joint Interim Country Manager
- e. Address: No. 79A, Temple Road, Nawala, Sri Lanka

2. Recap briefly what outcomes the program was designed to achieve.

- Bring Emerge programs to 60 girls per year across two homes
- Provide 48 Beads-to-Business workshops and 48 Life Skills workshops per year to each home
- Sell all jewelry created through programs
- Open a bank account for each participant
- Provide ongoing advice and support to programme alumnae

3. What was accomplished in connection with this project? Please address each stated objective. If any project objectives were changed, please also explain the circumstances leading to the modification of the objective(s).

- Bring Emerge programs to 60 girls per year across two homes

Shelter	Feb 2016 - Mar 2017	Feb 2017 – Mar 2018	Feb 2018 – Mar 2019	Total
A	77	27	53	157
B	76	45	37	158
TOTAL	153	72	90	315

- Provide 48 (A) Beads-to-Business workshops and 48 (B) Life Skills workshops per year to each home:

(A) Beads-to-Business Workshops Conducted for the period:

Shelter	Feb 2016 - Mar 2017	Feb 2017 – Mar 2018	Feb 2018 – Mar 2019	Total
A	31	32	61	124
B	27	20	32	79
TOTAL	58	52	93	203

Through this program, the participants learnt to make high quality jewelry and use this skill as the foundation for setting up and managing their own small businesses. In this program, the participants learnt through 4 stages in their curriculum and after completion of each stage they received a



certificate and moved on to the next stage. This program should be implemented in its entirety in order for the expected results to be achieved.

STAGE 1

The Participant needs to make 3 bracelets and 3 necklaces to receive this certificate and move onto the next stage. They learn how to visit the shop (simulated station) where beads and all accessories could be purchased. Once their product is made, they sell it to Emerge (simulated station) and from the money they earn they learn how to Bank (simulated station) their income.

STAGE 2

In this stage, the Participant needs to take the role of one of the simulated stations and become a shopkeeper and a banker 3 times and finally a peer educator / teacher.

Once the Participant has completed the roles 3 times, and is confident in her self-evaluation that she is able to manage the roles without any supervision, they receive their stage 2 Certificate.

STAGE 3

The Participant has now made a lot of jewelry and saved their earnings in a bank account (simulated). They are now taught how to run their own jewelry business. They learn marketing and selling their own products and learn to be a small business owner while they also create their own business plan.

This is when they received the stage 3 certificate.

STAGE 4

This is when the participants develop a plan for another business other than the Jewelry making. They learn how to use their skills to start their own business. It can be something they could market or be a service to the society. Once this stage is completed, they received the stage 4 certificate.

YEAR / GIRLS IN	STAGE 1	STAGE 2	STAGE 3	STAGE 4
2016 – 2017	148	145	50	40
2017 – 2018	55	55	40	09
2018 – 2019	84	84	32	03

In this program the participants had the opportunity to create and eventually design their own jewelry. They also learnt about leadership, business, and how to impact their community. They were taught to enjoy their time in the program while learning new skills while participating in it.

Savings Generated through this program:

Shelter	Feb 2016 - Mar 2017	Feb 2017 – Mar 2018	Feb 2018 – Mar 2019	Total
A	LKR 919,075.00	LKR 408,900.00	LKR 389,600.00	1,717,575.00
B	LKR 265,900.00	LKR 459,000.00	LKR 288,000.00	1,012,900.00
TOTAL	LKR 1,184,975.00	LKR 867,900.00	LKR 677,600.00	LKR 2,730,475.00

(B) Life Skills Workshops Conducted for the Period:

Shelter	Feb 2016 - Mar 2017	Feb 2017 – Mar 2018	Feb 2018 – Mar 2019	Total
A	20	29	61	110
B	14	11	32	57
TOTAL	34	40	93	167

Unit 1: Community:

In this unit, participants learnt to understand the concept of community. In Sri Lanka, we interact with various communities every day. The participants will get an idea of how important it is to have a good relationship with the community and that the community is made up of just a group of people who all have something in common. Therefore, everyone is equal.

Since the participant live in shelters, this unit covered important elements such as how to obtain a National Identify Card, whom to go to get permission when building a house, what are the various government offices that they need to deal with, etc.

The lesson on Social Issues and Social Actions helped them to take responsibility in their own community. They learnt what are common issues and problems when living in a community and how to face them. The lesson Crisis management further helped the girls be aware of and face a crisis situation when needed, making quick decisions suddenly in their lives and think clearly in a situation where they are under pressure.

Shelter A

Period	No. of Girls	Unit 1	
		Ave. Pre	Ave. Post
2016 – 2017	21	89 %	94%
2017 – 2018	38	86%	96%
2018 – 2019		-	-

Shelter B

Period	No. of Girls	Unit 1	
		Ave. Pre	Ave. Post
2016 – 2017	46	89%	94%
2017 – 2018	13	79%	86%
2018 – 2019		-	-

Unit 2: Healthy Life Style:

The lesson Healthy Eating provides awareness about what are the healthy foods they should eat and the typical Sri Lankan foods which they can buy. As growing young girls, they always want to be pretty and healthy. This lesson helped them to become pretty through a healthy food plate.

The lesson on Healthy Planet, taught the participants to love the mother earth. As a human being we have to take care of our environment. Previous lesson taught them to how to nourish their own body and now how to protect our nature. Discussion topics included, why some developed countries

are so clean? How do people pollute nature? And what are the types of pollution? Finally, they got to know that people cannot live without nature.

The lesson Healthy Relationships covered took into discussion about young girls, their feelings for a love is a normal thing. But as a girl they should know certain things before starting a relationship with someone. It helps them to understand about the other person and after starting an affair what are the consideration, girls have to think about themselves. Discussions were also about how a good relationship is the responsibility of both and not just about one person.

Finally, the lesson on Strong Communications taught the girls to say “No” when it’s really required. Especially when the participants are reintegrated back in the community, and some with their partners, it is important to know strong communication that will prevent them from risks of further abuse.

Shelter A

Period	No. of Girls	Unit 2	
		Ave. Pre	Ave. Post
2016 – 2017	30	83%	
2017 – 2018	36		81%
2018 – 2019		-	-

Shelter B

Period	No. of Girls	Unit 2	
		Ave. Pre	Ave. Post
2016 – 2017	43	91%	99%
2017 – 2018	13	84%	95%
2018 – 2019		-	-

Unit 3: Unit 5: Reproductive Health – Lessons 1 to 10

Through a series of lessons, the girls were able to understand the following key topics and discuss them openly and confidently. The trainers were able to use many interactive methods to teach these vital topics to the girls throughout the 3 year of the project cycle.

1. Personal values
2. Puberty
3. Reproductive Cycle
4. Teenage pregnancy
5. Contraception
6. Sexually Transmitted Infections
7. HIV/AIDS
8. Substance Abuse
9. Gender Roles and Stereotypes
10. Gender-Based and Sexual Violence

Results 2018 – 2019 - Reproductive Health

Lesson	Subject	Shelter A			Shelter B		
		No. of Girls	Ave. Pre	Ave. Post	No. of Girls	Ave. Pre	Ave. Post
1	Personal values	31	78%	100%	31	94%	100%
2	Puberty	31	35%	100%	31	28%	100%
3	Reproductive Cycle	31	41%	100%	31	90%	100%
4	Teenage pregnancy	31	41%	100%	31	55%	100%
5	Contraception	31	24%	100%	31	45%	100%
6	Sexually Transmitted Infections	31	93%	100%	31	85%	100%
7	HIV/AIDS	31	44%	93%	31	73%	93%
8	Substance Abuse	31	89%	100%	31	75%	100%
9	Gender Roles and Stereotypes	31	22%	100%	31	75%	100%
10	Gender-Based and Sexual Violence	31	4%	100%	31	50%	100%

Unit 4: Money and Banking:

The lesson on Cost of Living, the trainers discussed that as a developing country Sri Lankan economy always changes. Since participants earn money through the Beads-to-Business program, this was a very important lesson that helped them to get an idea about the cost of living and also about handling the bank accounts and savings books.

The lesson on Budgeting helped them to budget their own income or savings and get an idea of how to invest their money wisely.

Finally, the lesson on Community Fund the girls understood that as the program progresses, a small percentage of the profit from each jewelry piece sold will be placed into a special community fund account. These funds were eventually used for the participants to identify needs in their community and use the fund to address one or more of those needs.

Shelter B - Money and Banking:

Period	No. of Girls	Unit 4	
		Ave. Pre	Ave. Post
2016 – 2017	52	42%	44%
2017 – 2018		-	-
2018 – 2019	20	83%	94%

Shelter A – Not given

Unit 5: Jobs:

In this lesson, the participants became knowledgeable and understood the process leading up to finding a job and how to be prepared for the interview, prepare her CV, which qualification they can input to their CV, which newspaper they should look at, etc.

Through the lesson on Safe Migration, the girls were taught different aspects of places where the participant has a legal right to be there, safe travel and process of migration. It also covered elements of human trafficking, risky migrations and illegal travel businesses.

The lesson on Working for Yourself further strengthened the skills the participants have been working on throughout the Beads-to-Business Curriculum and also solidify their money management skills to prepare them for potential businesses of their own. They were able to understand about selling things online, about sales events and some practical problems / challenges when self-employed.

As the last activity in the Life Skills Series, the girls were asked to create Vision Boards, where they were able to draw their future plan (dream) in a paper plate and use the paper plate to discuss their individual plans for their future, practicalities, and challenges and to understand the real situation in their society.

Shelter B - Jobs:

Period	No. of Girls	Unit 5	
		Ave. Pre	Ave. Post
2016 – 2017	51	73%	87%
2017 – 2018		-	-
2018 – 2019		-	-

The Overall Results: Life Skills

The Overall numbers of Life Skills Units conducted in the two Shelters is as follows:

YEAR / TOTAL LESSONS	Unit 1	Unit 2	Unit 3	Unit 4	Unit 5	TOTAL
2016 – 2017	2	2	-	1	1	6
2017 – 2018	2	2	-	-	-	4
2018 – 2019	-	-	2	1	-	3
TOTAL	4	4	2	2	1	13

Life Skills Pre-Post Survey Results:

Shelter A: Life Skills Overall

Period	Unit 1		Unit 2		Unit 3		Unit 4		Unit 5	
	Ave. Pre	Ave. Post								
2016 – 2017	89%	94%	83%	-	-	-	-	-	-	-
2017 – 2018	86%	96%	-	81%	-	-	-	-	-	-
2018 – 2019	-	-	-	-	43%	99%	-	-	-	-

Shelter B: Life Skills Overall

Period	Unit 1		Unit 2		Unit 3		Unit 4		Unit 5	
	Ave. Pre	Ave. Post								
2016 – 2017	89%	94%	91%	99%	-	-	42%	44%	73%	87%
2017 – 2018	79%	86%	84%	95%	-	-	-	-	-	-
2018 – 2019	-	-	-	-	58%	99%	83%	94%	-	-

Reasons for blanks and modification of number of workshops:

There are gaps in the tables above for a variety of reasons. If Reproductive Health, for example was done in any particular year. It will not be repeated in the same shelter the following year as it is the same girls who are there. Also there are five units of Life Skills lessons and in the third unit alone (Reproductive Health) there are 10 lessons. It is impossible to cover all five units in one shelter in one year. Because of this there will be blanks in some units, some shelters and some years.

Key factors that affected delivery of workshops in the first two year included:

- a) Two significant institutional level evaluations were conducted on the management, nature of institutionalization, capacity of the human resources, resource allocation, financial management and protection of further exploitation of the girls residing in these two shelters. These evaluations cum investigations were unplanned and uncommunicated to Emerge and were conducted in an ad-hoc manner. This greatly impacted in a greater number of cancellations and postponement of workshops in the early years of project implementation.
- b) Furthermore, girls transferred to each shelter were moved around several times of the year with new girls entering the programs. This means program orientation, trust building and group exercises were repeated instead of the planned workshops in order to gain the confidence and build the ideal setting in these shelters to work with girls processing trauma and depression. This resulted in the program working with more girls than originally anticipated.
- c) Finally, the proposed number of workshops and assumptions related to the budget were based on situation, regulations and operational context in 2014/15. We strongly believe that the working assumptions and conditions have significantly changed. Two key results impacted are number of shelter workshop days allowed to implement programmes and the corresponding number of creations made by the girls.

The modification of workshops per year from 2017 onwards as report in the 2017 Contact Report:

Shelter A:	B2B	:	34 workshops
	Life Skills	:	34 workshops
Shelter B:	B2B	:	38 workshops

Life Skills : 38 workshops

- Sell all jewelry created through programs:

Type	Feb 2016 - Mar 2017	Feb 2017 – Mar 2018	Feb 2018 – Mar 2019	Total
Savings	LKR 1,184,975.00	LKR 867,900.00	LKR 677,600.00	LKR 2,730,475.00
Sales	LKR 2,341,505.00	LKR 1,795,416.00	LKR 1,649,400.00	LKR 5,786,321.00

- Open a bank account for each participant

PERIOD	SHELTER	Bank Accounts	COMMENTS
2016 – 2017	A	23 Initial Bank account opening forms are being processed.	The Central Bank of Sri Lanka implemented a mandatory rule that requires Birth Certificates to open bank accounts for Minors. This created a huge challenge for Emerge as many of our program participants do not have birth certificates with them as a result of sudden removal from place of risk. Also due to disownment of family members due to stigma created by childhood sexual abuse.
	B	16 Bank Accounts are pending.	
2017 – 2018	A	26 Bank Accounts were opened.	Emerge held many meetings with local banks to agree on an exception and one bank agreed to open bank accounts with special permissions from the shelters. However, later in 2017, that particular local bank also declined the request to open the bank accounts without the provision of a valid Birth Certificate as supporting documentation. This rule was brought in as a result of the senior management of that bank having transitioned.
	B	12 Bank Accounts were opened.	
2018 – 2019	A	38 Bank Accounts were opened.	
	B	16 Bank Accounts were opened.	

Change in methodology:

Emerge decided to support participants to obtain their Probable Age Certificates from relevant hospitals and government departments to process the bank opening applications. Currently this method has proved effective and Emerge is in the process of scheduling new meetings and appointments with both bank officials and shelters to complete the bank opening process for the balance program participants.

The shelters requested for special permissions to access personal records of the girls by Emerge in order to process the Probably Age Certificate which has also been obtained by Emerge in order the expedite the account openings.

- Provide ongoing advice and support to programme alumnae – Alumna Interaction Log

Type of advice & support	Feb 2016 - Mar 2017	Feb 2017 – Mar 2018	Feb 2018 – Mar 2019	Total
Crisis Calls	16	17	8	41
Job Placement Calls	08	06	18	32
General Update Calls	88	56	67	211
Scholarship Calls	06	02	04	12
Reunion Calls	63	83	86	232
Savings from B2B Calls	66	42	55	163
Life Skills Advice Calls	14	16	12	42
Other Calls	77	67	111	255
General Advice Calls	28	18	38	84
TOTAL	366	307	399	1072

4. What challenges did you face in connection with this project? How did you address these challenges?

a) Continued changes in the government:

There were several new administration changes in the country and changes in relevant government departments that directly affected our work and our relationships with the government was made a continuing priority in order to implement the project. Though Emerge had followed all necessary protocols to gain permission to work within the shelters which fall directly under the Probation Department, the lengthy procedures and bureaucratic red tape led to delays and seeking new permission on project implementation plans all over again. This was the biggest challenge faced in continuing work without any interruption to our planned schedules in the shelters. Emerge provided constant updates to the relevant officials in order to keep the relationship strong and also increased its communication in order to receive timely / early notice of sudden changes enforced.

b) Shelter restrictions:

Visits to the project sites for non-program staff were restricted, even for Emerge team members who are not the regular weekly trainers. Shelters requested special permissions prior to visits and sometimes these requests were denied. The thinking behind such restrictions were not communicated to the organization. These affected continuation of work in case of sick team members and also rotation of trainers were not allowed in order to implement different skills and interaction with the girls.

Emerge also chose to work with girls testifying in high risk cases which often required strict rules and regulations to be in place in relation to the access of these shelters. There were multiple investigations and security / confidentiality related restrictions that also resulted in very limited access to non-regular

team members. Reporting and additional data collection / observations by other team members proved almost impossible in the shelters as result.

c) Participant Turnover:

This project and the context of institutionalization greatly shifted during the last three years where Emerge programs experienced a very high participant turnover throughout the project period. This also increased the number of girls which entered the project in a year. However, Emerge continued focusing on a self-paced learning processing order to accommodate needs of each girls during her time no matter how long or short.

d) **Team Turnover:**

Emerge experienced an unprecedented team turnover during the last two years of the project with the following members:

- Social Enterprise Development Officer / Business Development Officer
- Communications & Reporting Officer
- Program Officer
- Lead Program
- Lead Reintegration
- Counsellor
- Finance & Operations Officer
- Programs & Operations Coordinator

None of the above posts were refilled due to funding restrictions during the project period. The role of the Lead Finance and Operations was revised to include programs and promoted to Chief Operating Officer. This too was further shifted to only cover operations and finance excluding programs in the early part of 2019.

Finally, the current County Manager is transitioning out and is replaced by Joint Interim Country Managers.

e) **Managing Time**

The impact of additional roles and responsibilities of the vacated posts resulted in the team expected to manage several additional tasks. In this context, managing time has been a challenge for the remaining staff. The organization is investing into building capacity of its staff to overcome these challenges.

An extra programme team member was allocated as required to visit shelters as opposed to the previous arrangement of two staff per shelter. The final program team included three staff members assigned to work together in each shelter, which we believed strengthened the program support to each team member.

f) **Funding**

The current funding situation in the sector has challenged Emerge being unable to secure sufficient funding for future project sustenance and team recruitment. We increased and prioritized our fundraising activities and revisited the process of recruitment of one-to-one sponsors for programme



costs. Restrictions is visits to shelters in order to showcase our work to potential donors made severe impacts in the fundraising process.

g) Government Focus to Deinstitutionalization and Family Strengthening

The government conducted discussions at all levels to introduce deinstitutionalization and family strengthening programmes in order to prevent institutionalization of children that do not require institutional care. This allows focus and more resources towards children and institutions that need it the most. However, the shift resulted in turnover of participants in the shelters and will continue to be so until such time the concept has been fully grasped and realized.

Emerge provided valuable inputs to the Government and help strengthen the field level gate keeping process in order to ensure that the most vulnerable and at-risk girls are placed in protective homes and maximize resource allocation to provide quality programmes to these homes.

h) Restructuring and Condensing the Program

In one shelter, the government introduced a 6-month program for each new batch of girls and thus asked Emerge to restructure its program, condensing it to fit in to a strict 6-month schedule. Unlike other shelters where we have a full year to deliver the program knowledge, we were time bound to fast track and deliver a quality program within the period of 6 months.

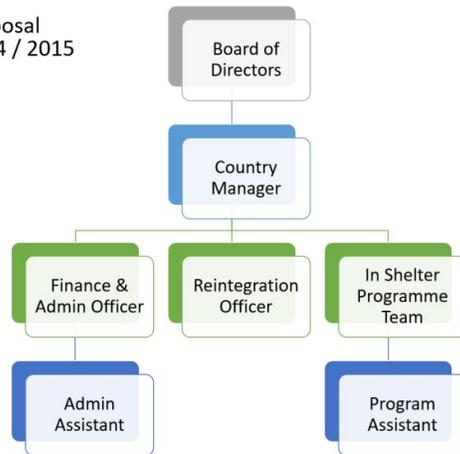
i) Heavily Medicated Children

There was significant increase in the number of children with severe trauma which in turn resulted in the increase of girls attending workshops whom have been highly medicated. These girls are unable to concentrate on the lessons and also sometime disrupt lessons. As a solution Emerge extended further / additional support with counselling in one shelter which provided three types of support that included one to one counselling, group counselling and art therapy.

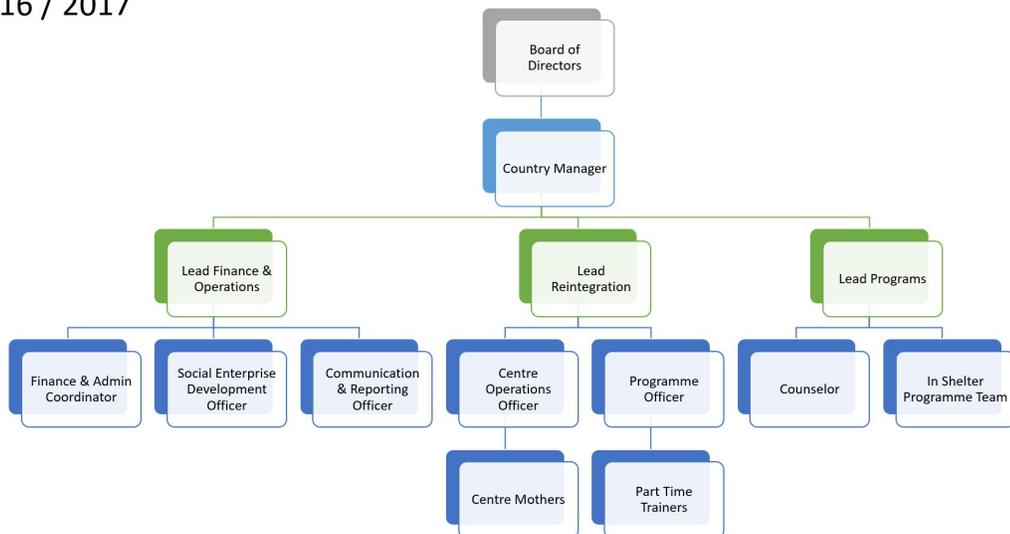
5. Is your organization or programme situation different than presented in the approved proposal? For example, new executive director, significant programme staffing changes, NGO affiliation, loss of large funding, or other significant changes?

There have been several adjustments during the period of this grant as illustrated by the organograms on the following pages. The team has grown significantly in the three year period. In this the final year, the Country Manager has stepped down for a well-earned rest and has been replaced on an interim basis by two part-time Country Managers, each bringing different skills and expertise. The long-term structure will be assessed and established based on the outcome of the Strategic Planning Process now being undertaken.

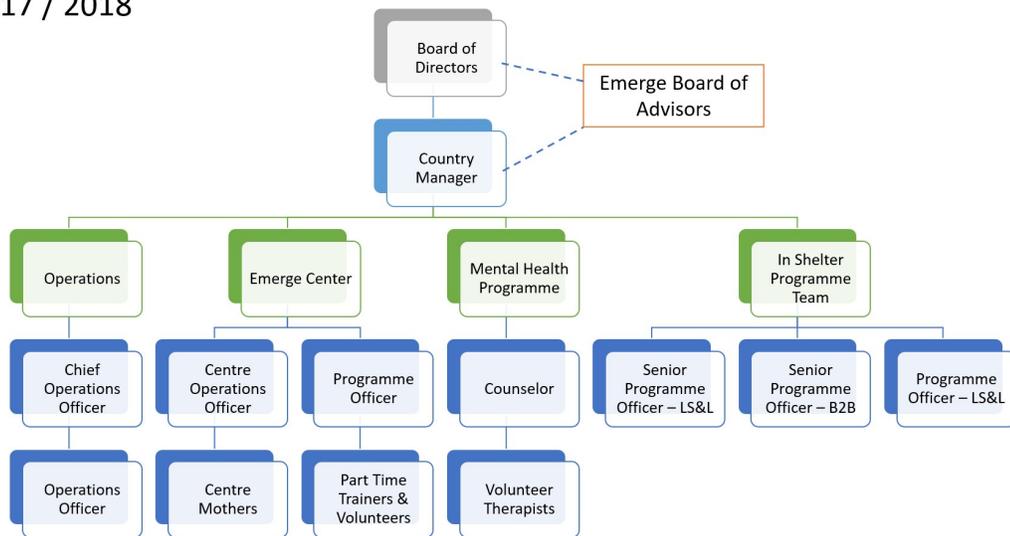
During Grant Proposal Submission – 2014 / 2015



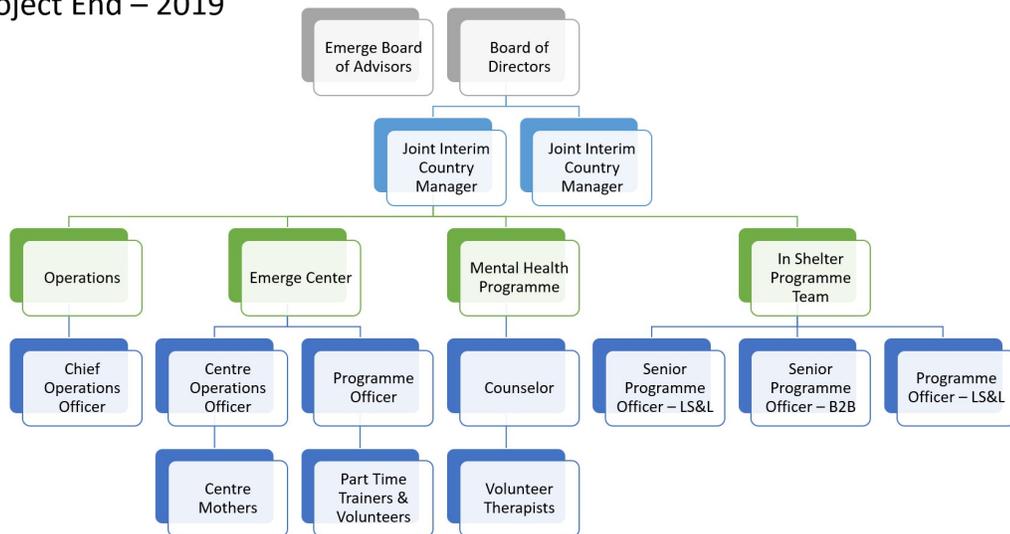
2016 / 2017



2017 / 2018



Project End – 2019



6. What were the most important lessons learnt?

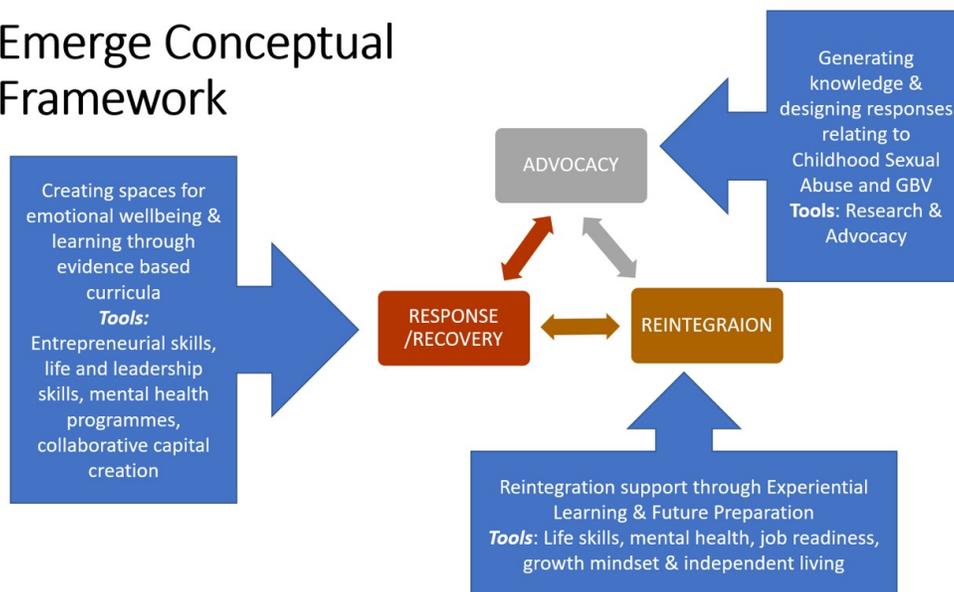
- The ground conditions and project context shifts are far greater and significant in the past three years as explained in the challenge’s component of the report.
- Long term programs can no longer be implemented in the shelter system.

- Curriculum needs to be further revised to address the mental challenges and mental health practices adopted by the shelter administration.
- A new country strategic plan in order to fully understand the shifts and prioritize programs and the ultimate change expected should be redrafted and put in place for future programs.
- Team capacities need to be addressed to meet new challenges in facilitating and implementing programs.
- Reasons for team turnover should be studied and addressed.

7. What has changed within your organization as a result of this project?

- Stronger government relationships with all relevant departments and officials.
- Greater Recognition of its curricula and importance of savings generation
- Long term presence in shelters validated Emerge and its programs which resulted in consultations in future program development in one shelter
- Invitation to join government action plan stakeholder discussions and policy drafting processes
- First external organization to be invited to provide counseling for girls in a restricted shelter
- The information gathered and long-term exposure to girls in these shelters greatly helped Emerge design and implement the Emerge Centre for Reintegration which has completed two years of success implementation.
- Emerge was able to revise its programs conceptual framework to add a much-needed Advocacy component in the last year.

Emerge Conceptual Framework



8. Describe the unexpected events and outcomes, including unexpected benefits?

- There has been many a times that the participants have stolen beads and findings which is been taken into the shelter to run the program. We have spoken to the girls that lots of money is spent to purchase beads and findings to run the program and they in turn return the stolen beads and findings.
- Many a times Emerge is requested to participate in programs and events run by the shelter, this promotes team building, during the Sinhala/Tamil New year celebrations, the team is requested to be judges where the girls take part in a lot of activities. Christmas time Emerge is invited to participate in the celebrations and activities conducted by the shelter. During World Children's day Emerge is requested to participate in the activities held by the shelter.
- Emerge was requested to provide jewelry that the participants created for a Bridal show that was held by the Shelter/Government department. The participants wore the jewelry and took part in the show which created awareness of the work Emerge is doing.
- One shelter was re-structuring the program and invited Emerge to give their input in how changes could be done for the future.
- An arranged marriage of an Emerge participant was planned by the shelter management and Emerge was invited for the wedding and Emerge was given a prominent place in the ceremonies which were conducted.

9. Did you change your strategy as a result of obstacles you encountered? How will you address these challenges in the future?

Optimised Mobile Database App

One of the obstacles that we encountered during previous years was data collection and data storage. Since Emerge work with protected shelters, we had limited access to the information and also, whatever information that we collect gets stored on our Google drive. This presented us with a few problems, internet connectivity, formula errors and other human errors, resulted in a loss of data integrity, and delays in data collection and availability. To overcome this, Emerge has purchased new mobile app for data collection. This app which is loaded on our tablets and laptops assists the shelter program team to collect data on a daily basis, reducing errors and making the data more readily available.

Increased use of Multi-media in teaching

We started to recognize that the girls in the B2B programme love it when we teach using visual medium. Many of them haven't completed their formal education due to being in the shelter. They love to watch short videos clips and it creates a great impact in their creations. Also their retention is much greater than using conventional methods.

Multi-media is really effective for helping them learn to mix and match colours to create attractive pieces of jewelry. Most Sri Lankans do not like to wear clothes that have too many colours, they would like one or twocolours and they tend to wear jewelry to match their outfits. Multi-media helps to explain this to the girls and to show them examples.

We have downloaded a few videos where colours are mixed and matched, and now at the workshops they choose their beads accordingly and create beautiful pieces of jewelry. This has created an impact in terms of sales of our products.

In the Life Skills lessons it was helpful to find good quality resources such as power point presentations You Tube clips, games and quizzes which really help learning retention for example we found a powerpoint and quiz relating to health and nutrition and one on crisis management including steps of managing a crisis situation and several common situations we face relevant to Sri Lanka. In the Reproductive Health lesson we used a clip explaining the journey of a human egg.

Use of Imitation Money – Printed and Laminated

The use of imitation money in place of cheques or cash vouchers during the workshops proved to create a sense of interest and keen interest of the participants confidence, learning ability, with regards to money and numbers. This was further evident in the processes of filling vouchers, banking, beading, and learning about financial management. Lessons and topics in financial matters proved to me more interactive with the use of money and girls were more confident dealing with the cash as a direct result of the change in this method / workshop resource used.

10. Approximately how many lives have been touched, both directly and indirectly, by the program?

Program	No. of Girls / Feb 2016 - Mar 2017	No. of Girls / Feb 2017 – Mar 2018	No. of Girls / Feb 2018 – Mar 2019	Total No. of Girls
B2B	150	68	76	294
Life Skills	153	72	90	315
Alumna	60	74	83	217
Reunion	22	30	40	92
Apprx no of Families	45	52	63	161
TOTAL	428	296	352	1079

11. What are the measurements used to monitor success and how was this information measured? (e.g. surveys, observation)? Be specific and include measurable results.

Since its inception, Emerge has focused on providing urgent and desperately needed support for girls who are some of the most vulnerable in Sri Lankan society. It has relied heavily on volunteer contributions for managing and essential fund-raising, from a small number of donors and philanthropic individuals. It has a small dedicated team who are multi-functional. Keeping and maintaining an effective monitoring system has been a massive challenge to the small charity, especially without the technology and expertise required to set up and capture essential data. During this period, Emerge has purchased a mobile data collection app which will greatly alleviate the burden of data collection.

However, we recognize that going forwards we need to move from essentially and activity level and statistical data collection system to a results-based approach. For this we will require expert inputs and a

simple participatory monitoring and evaluation framework that collects qualitative and anecdotal results as well as statistics. This system will be developed as part of the ongoing strategic and programme planning process that is now underway.

12. If the program is ongoing, provide plans and expected results, including projected timeframe.

Since 2016 Emerge programme has touched the lives of many. In particular more than one thousand girl survivors of sexual abuse and around one hundred and sixty families. This includes direct support to 315 girls in two shelters, family and alumnae support. Even more could be achieved based on the successes and lessons learned but this will require more resources supported by a theory of change and results framework.

Going forwards, the Emerge Board need to decide if they want and are able to resource a growth period for the organisation from charity to NGO status. They have engaged a Strategic Consultant to facilitate a strategic planning process and organizational assessment in order to determine the best path forwards for the organisation. There will be a six month review and planning period after which a five-year Strategic Plan will guide the growth and operations of the organisation including results and financial resources needed to achieve them.

13. Provide a detailed list of all expenses incurred during the grant cycle which have been paid for with the Dining for Women grant.

EXCEL WORKSHEET ATTACHED.

14. Did this grant and relationship with DFW assist your organization in obtaining other funding, partnerships with other organizations, or public recognition in some capacity?

Recognition and Awards:

- Project Inspire Award –A global competition organized by UN Women in Singapore to identify the most inspiring project / program in the world.
- Emerge Beads-to-Business was awarded First Runner Up in 2015.
- Emerge received the Good Market Award for most Impactful Project for Beads-to-Business in 2017
- Emerge received the Good Market Award for Impact Expansion for its Centre for Reintegration Project
- Emerge won the Poster Competition for best Pilot Project in South Asia for its Centre for Reintegration
- Emerge Centre for Reintegration was published in a South Asian peer reviewed journal as a best practice project.

Policy Work –

- Emerge was involved in the drafting of the National Child Protection Policy let by the National Child Protection Authority - July 2016



- Emerge was involved in drafting of the National Policy for the Alternative Care of Children in Sri Lanka - December 2017 led by the Department of Probation and Child Care Services of Ministry of Children and Women's Affairs – This policy was Approved by the Sri Lankan Cabinet of Ministers by the end of March 2019.

The organization was able to provide inputs and recommendations on the following areas:

- Prevention
 - Gate Keeping
 - Care Providers Roles & Responsibilities
 - Children in Alternative Care Settings
 - Children within Juvenile Justice Systems
 - Reunification
 - Reintegration
- Emerge was also involved in the Drafting of National Action Plan for the Prevention of Child Abuse, exploitation and Online Safety in January and March 2019.

New Curricular

Emerge Math Lessons were introduced using beads to teach girls who find it really difficult to understand math or counting challenges. New lessons included on Addition, Subtraction, Multiplication and Division.

Emerge was also able to secure new funding from International Expats Association to develop New Life Skills and Leadership lesson include Five new units. They are as follows:

- Endurance
- Voice of Change
- Creative Solutions
- Making a Difference
- My Strengths

Increased Government Relations:

- Department of Probation and Child Care Services, Ministry of Children's Affairs (DPCCS) – National Office – 2015 onwards
- DPCCS – Western Province - 2015onwards
- DPCCS – North Western Province – 2016 onwards
- DPCCS – Uva Province – 2017 onwards
- DPCCS – Southern Western Province – 2018 onwards
- DPCCS – Central Province – 2019 onwards
- The Salvation Army – 2010 Onwards
- The Good Shepherd Convent – 2015 Onwards

Photographs



Orientation



bracelet

My own



Creation of bracelets



Hooped Earrings

Hooped

Stage 3 Creation 1



Stage 3 Creation 2

