



## Foundational Concepts

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## Foundational Concepts

- Defining Organizational Success
- Feminist Manifesto
- Survivor Leadership
- Person-Centered



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## Defining Organizational Success



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### Defining Organizational Success

- Programmatic Success vs. Mission & Vision Success
- Use of Theoretical Frameworks
- Stakeholder Inclusion



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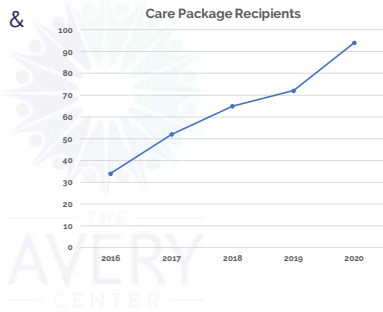
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### Programmatic Success vs. Mission & Vision Success

- Easy data vs telling data
- Tying program success back to mission & vision



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### Use of Theoretical Frameworks

- Siddharth Kara's Economic Model to End Human Trafficking

Goal: Decrease instances of exploitation and trafficking.

1. Increase risk for traffickers.
2. Increase risk for sex buyers.
3. Decrease harm for prostituted person.



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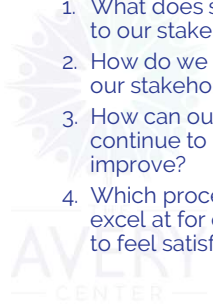
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**Stakeholder Inclusion**

- Board of Directors
- Staff
- Funders
- Volunteers
- Clients
- Customers
- Community-At-Large

1. What does success look like to our stakeholders?
2. How do we create value for our stakeholders?
3. How can our organization continue to learn and improve?
4. Which processes must we excel at for each stakeholder to feel satisfied?



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**Feminist Manifesto**



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**Feminist Manifesto**

- Acknowledging Westernized Religion, Patriarchy and Capitalism
- Defining Radical Feminism
- Power Dynamics



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**Acknowledging Westernized Religion, Patriarchy and Capitalism**

1. Westernized Religion
2. Patriarchy
3. Capitalism

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**Current Feminist Camps in Anti-Exploitation Work**

- Liberal Feminism
- Radical Feminism

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**Power Dynamics**

- Decision-Making Authority
- Distribution of Resources
- Education and Skill-Building
- Formalizing

1. Accessing employment opportunities.
2. Setting resource distribution practices.
3. Fundamentally shifting the job training program.
4. Investing in leadership development.

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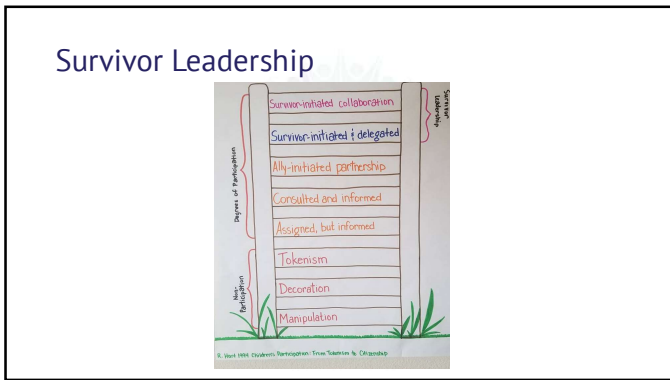
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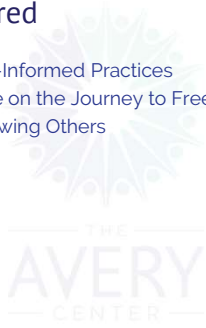
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### Person-Centered

- ACEs and Trauma-Informed Practices
- Walking Alongside on the Journey to Freedom
- Knowing Self, Knowing Others



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### ACEs and Trauma-Informed Practices

- ACE Score
- "What's wrong" vs "What happened"
- Vicarious trauma & burnout prevention

- Physical environment
- Staff community care policies
- Absence policies



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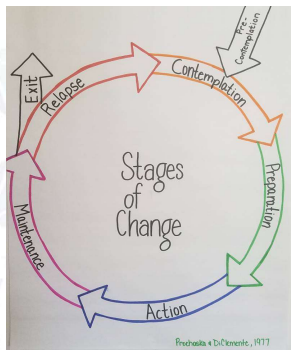
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### Walking Alongside on the Journey to Freedom

- Cultic Theory
- Stages of Change Model (SCM)
- Life course theory



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### Knowing Self, Knowing Others

- Wavelength

**THINKING WAVELENGTH**  
PLOT YOUR NUMBER FROM THE PREVIOUS PAGE ON THE THINKING WAVELENGTH BELOW.  
Draw a bell curve down from your number to identify **YOUR SWEET SPOT** (aka your "high-contribution zone").

0 1 2 3 4 5 6 7 8 9 10

GRINDER MINDER KEEPER FINDER CONCEIVER

ADMINISTRATIVE/ OPERATIONAL SEES/APPRECIATES BOTH SIDES STRATEGIC/ DEVELOPMENTAL

Risk averse  
Resists change  
Few variables  
One step at a time  
Low tolerance for ambiguity  
Problem/task oriented

Welcomes risk  
Embraces change  
Many variables  
Quantum leaps  
High tolerance for ambiguity  
Opportunity oriented

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