Dear Restore Community,

I am beyond grateful for the opportunity to rejoin Restore during this exciting time. It’s been nine years since I sat in the Executive Director seat. Although much has changed since then, much has also remained constant: our commitment to holistic, impact-focused services, the trauma-informed, survivor-centered approach from staff, and the unwavering resiliency of the survivors we serve.

A personal highlight of 2021 is when we released our first-ever impact report to the field, “Road to Recovery.” The report showcased nine leading anti-trafficking organizations across the nation and our emerging best practices and pivots during COVID-19. Shortly after its release, Restore was invited to present the findings to President Biden’s interagency task force to monitor and combat human trafficking. The report was then referenced in the 2021 Trafficking in Persons (TIP) Report (a report released each year by the State Department) as an example of creative and collaborative responses during the pandemic. This shows us what is possible in the future: the scaling of our impact nationwide.

I applaud all of these successes with our committed Board of Directors, led by David Hung, who has been at the helm for over a decade. I commend the Restore staff that have flexed with the organization’s growth. And most importantly, I celebrate with you, our devoted Restore community. Without you, none of our accomplishments would be possible. Your support has enabled us to expand our reach in unimaginable ways. Thank you.

I hope you enjoy reading Restore’s 2021 Gratitude Report. In it you will find the impact of your dedication to our mission work.

With gratitude,

Faith Huckel Motter
Co-founder & Interim Executive Director
12 years
of progress in making freedom real

$940,000
in emergency assistance

89 organizations
referring survivors for services

42 states
represented by our financial partners

82
job placements for survivors of trafficking

195
hours donated by our remarkable volunteers

11,838
points of contact with survivors

36
organizations trained by our team
US law defines human trafficking as the use of force, fraud, or coercion to compel a person into commercial sex or labor.

Human trafficking is a $150 billion dollar industry. Every year, trafficking generates more profits than McDonald’s, PepsiCo, and Disney combined.

Like any other multi-billion-dollar business, supply and demand are everything. When the demand for cheap labor or commercial sex is higher than the supply, traffickers use force, fraud, and coercion to lure new victims.

Data shows us that traffickers don’t target people—they target vulnerabilities.

Communities most impacted by racism, sexism, and classism disproportionately experience trafficking. In order to end human trafficking, we first need to know whom it’s impacting.

- 94% of sex-trafficking victims are women
- 94% of survivors at Restore name “immigration status” as the reason they feel unsafe in the US
- 64% of sex-trafficking victims are Black or Latina women
- 42% of sex-trafficked youth have been in foster care at some point in their lives
Our Solutions

Client Services
Counseling, comprehensive case management, and resource coordination.

Housing
Emergency housing, transitional housing, and independent living.

Economic Empowerment
Job-readiness classes, job placement, and entrepreneurship training.
Client Services

As the pandemic’s impact on mental wellbeing became known, Restore remained on the frontlines. Our Client Services team supports survivors of trafficking through counseling, comprehensive case management, and resource coordination.

2021 AT A GLANCE

<table>
<thead>
<tr>
<th>Hours</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>415</td>
<td>415 hours of counseling for survivors of trafficking</td>
</tr>
<tr>
<td>324</td>
<td>324 hours of resource coordination for at-risk persons</td>
</tr>
<tr>
<td>1,132</td>
<td>1,132 hours of case management</td>
</tr>
</tbody>
</table>

DID YOU KNOW: Depression, hopelessness, and feelings of sadness and unhappiness are amongst the top symptoms reported by survivors upon exiting their trafficking situations.

Meet Alma

Alma called the Human Trafficking Hotline after leaving her trafficking situation. The hotline provided her with a list of organizations who could help her. After calling several organizations, Restore was the first to answer the phone.

Alma wasn’t sure if she was a trafficking survivor, since everything she had seen on TV about human trafficking seemed different than her experience. As Alma shared more, Restore’s Referral Manager validated her experiences and emphasized her strength and courage in reaching out for support. After a few more meetings with our intake team, Alma was identified as a survivor of labor trafficking.

Alma is currently enrolled in our counseling program, where she receives trauma-based therapy and support in her recovery process.
Housing

During the pandemic, New York City landlords sought evictions nearly four times more often in predominantly Black and Latino communities—the same communities disproportionately impacted by trafficking. Restore provides emergency housing, transitional housing, and independent living for survivors during a critical time for vulnerable populations.

2021 AT A GLANCE

95% of survivors in sustainable living

11,713 nights of safe housing for survivors and those at risk of trafficking

$410,431 in flexible funding given to survivors for stable housing

DID YOU KNOW: Emergency shelter makes up 47% of all crisis requests to the National Human Trafficking Hotline.

Meet Nelia

When Nelia was just 17, a man offered to bring her to New York City so she could pursue a better education. But soon after landing at JFK, the same man drove her straight to a residential brothel, where he told Nelia she was expected to “see” three men per day.

Alone, without money, in a new city, Nelia thought, “This is the end.” The next seven months of abuse were a blur.

Restore met Nelia through the Queens Human Trafficking Intervention Court. She quickly moved into our Transitional Home, where she had her own room for the first time in her life. During her stay, Nelia enjoyed cooking vegetarian meals for other residents and practicing yoga with volunteer instructors.

Today, Nelia lives independently in a studio in New Jersey.

She’s pursuing an online degree in Business Administration.
Economic Empowerment

During a year marked by unprecedented job loss, particularly for women of color, our commitment to economic empowerment was more critical than ever. Restore continues to make freedom real for survivors through job-readiness classes, job-placement services, and entrepreneurship training.

2021 AT A GLANCE

- 5 businesses launched by survivor entrepreneurs
- 14 new business partners committed to hiring survivors
- 358 hours in job-readiness classes

DID YOU KNOW: The #1 recruiting tactic for traffickers in the US is deceptive job ads.

Meet Katia

Katia came to Restore after being sex trafficked at an illicit massage business for five years. After graduating from Restore’s Economic Empowerment program, she was connected to safe work with a restaurant partner. Within a year, she was proud to be promoted to manager.

But then COVID-19 swept in. Katia lost her job. That same week, Katia’s former trafficker called her. He offered to care for her and her son if she came back to the “massage” business.

Katia immediately called her Restore counselor. Thanks to our COVID-19 Relief and Stabilization Fund, Restore provided Katia with support for rent and groceries.

Katia is currently re-enrolled in our Economic Empowerment program, where she’s revamping her resume and preparing for job interviews.

She hasn’t spoken to her trafficker since.
In January, Restore released **Road to Recovery**.

Road to Recovery is a report from nine leading anti-trafficking organizations across the country on emerging best practices in response to COVID-19, the first report of its kind. Shortly after its release, Restore was invited to present highlights from the report to the Senior Policy Operating Group in President Biden’s interagency task force to monitor and combat trafficking in persons.

**Contributors**

- Brook Parker-Bello  
  Founder and CEO  
  More Too Life (Florida)

- Kay Buck  
  CEO  
  CAST (Los Angeles)

- Amanda Eckhardt  
  Former Executive Director  
  Restore NYC (New York City)

- Tina Frundt  
  Executive Director  
  Courtney’s House (Washington DC)

- Amanda Hightower  
  Executive Director  
  REST (Seattle)

- Bianca Jackson  
  Executive Director  
  New Friends New Life (Dallas)

- Mary Frances-Bowley  
  Executive Director  
  Wellspring Living (Atlanta)

- Jessica Hubley  
  Cofounder and CEO  
  AnnieCannons (San Francisco)

- Kathy McGibbon  
  Founder  
  Twelve 11 Partners (Houston)
Data shows us that any factor that creates an economic disadvantage has a direct correlation with human trafficking.

That’s why in lieu of hosting our annual Freedom Gala, Restore hosted our first Economic Empowerment Summit to address the growing employment crisis caused by COVID-19.

We featured leaders from across sectors in impact-oriented discussions related to the economic empowerment of marginalized communities, including survivors of trafficking.

Attendees learned the basics of human trafficking, economic exploitation, and how we can make freedom real for survivors of trafficking through equitable entrepreneurship, diverse leadership, and closing the social capital gap.
Meet our featured panelists.

**ECONOMIC EMPOWERMENT SUMMIT**

**Inclusive Leadership in the Workplace**

- **CHERYL DAVIDSON, MPS**
  Corporate Senior Director, Talent Acquisition-Workforce Readiness, Northwell Health

- **ANGELA LEE**
  Professor of Practice, Columbia Business School; Founder, 37 Angels

- **NES PARKER**
  Senior Manager, Deloitte; Government and Public Services Anti-Human Trafficking team, Deloitte

**Closing the Social Capital Gap**

- **LAURA GALT**
  Director, Safe Families for Children

- **JESÚS GERENA**
  CEO, UpTogether

- **SEÁN MORRIS**
  Government and Public Services Anti-Human Trafficking team, Deloitte

**Equity in Entrepreneurship**

- **ANDREW GLAZIER**
  CEO, Defy Ventures

- **STEPHEN JACKSON**
  CEO, Workshop in Business Opportunities (WIBO)

- **MARLENE OROZCO**
  Lead Research Analyst, Stanford Latino Entrepreneurship Initiative; CEO, Stratified Insights

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During a time of uncertainty, Restore provided clear and thoughtful insight.

Over the past year, we’ve heard dozens of headlines about sex trafficking. From former Olympics gymnastics coach John Geddert to the late financier Jeffrey Epstein, to most recently R&B star R. Kelly. With so many narratives about what human trafficking is, it can feel nearly impossible to digest, much less dismantle, the systems that lead to exploitation.

As the R. Kelly headlines become scarcer and the solidarity hashtags stop trending, let’s continue to press in to understanding what sex trafficking actually looks like: a nuanced crime that will always impact those most vulnerable.”

Faith Huckle Motter, Interim Executive Director, in an op-ed article on the R. Kelly trial.

USA TODAY, SEPTEMBER 28, 2021

Georgia law enforcement has indicated the crime was motivated by sex, not race. But advocates balked at such determinations at this time.

“It’s not an either-or proposition. The racism and the misogyny and the violence are very much intertwined,” Kim said. “I wouldn’t say we should pivot to say it is a crime only in sexual nature and not of a racial nature and vice-versa. I don’t think it’s fair right now to say it was one versus the other.”

Elizabeth Kim, Chief Operating Officer, on the Atlanta spa shootings.

USA TODAY, MARCH 17, 2021
We can’t do this work alone.

Our community partners allow our mission and services to become more accessible to vulnerable populations in diverse communities.

QUEENS DISTRICT ATTORNEY’S OFFICE

In October 2020, we accepted a crisis-intervention referral from the Queens District Attorney’s Office. They’d just received a frantic phone call from Sasha, a trafficking victim. Our crisis-intervention team was able to connect with Sasha that same night. After creating a safety plan and meeting her immediate needs, we were able to work alongside her in creating a path to freedom.

A few months later, we received an email from the Assistant DA on her case:

“Last week, Sasha reached out to me and it sounded like I was speaking to a different person. [...] Thank you so much for the work on this case. I truly believe the Restore staff that worked with her saved her life.”
Through our partnership with the Queens Family Justice Center, we’ve trained dozens of organizations on trauma-informed victim identification. These trainings support gender-based-violence service providers across New York City as they work with potential victims of trafficking.

In April 2021, Restore was invited to present at the Office for Victims of Crime’s annual conference during a panel session on *Increasing Collaboration and Managing Change*. With hundreds of service providers in attendance, Restore shared how to navigate change while prioritizing innovation and collaboration to effectively serve victims.

In April 2021, as news headlines of abusive pastors became a seemingly regular occurrence, Restore gathered over 900 members of the faith community for a webinar on “Abuse of Power in the Church.” Panelists included Christian psychologist Diane Langberg and sexual abuse lawyer Boz Tchividjian.

**QUEENS FAMILY JUSTICE CENTER**

**DEPARTMENT OF JUSTICE — OFFICE FOR VICTIMS OF CRIME**

The journey to ending human trafficking requires all of us.
Financials

NET ASSETS

NET ASSETS, BEGINNING OF YEAR $3,546,318
NET ASSETS, END OF YEAR $3,914,902
CHANGE IN NET ASSETS +$368,584

FY21 REVENUES

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<tr>
<th>Source</th>
<th>$ IN THOUSANDS</th>
<th>%</th>
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<tr>
<td>INDIVIDUALS</td>
<td>1,051</td>
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<tr>
<td>FOUNDATIONS</td>
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<tr>
<td>GOVERNMENT</td>
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<td>EVENTS</td>
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<td>CORPORATE</td>
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<tr>
<td>CHURCHES</td>
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<tr>
<td>OTHER</td>
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<tr>
<td>REVENUES TOTAL</td>
<td>$5,213</td>
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FY21 EXPENSES

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<tr>
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<tr>
<td>ECONOMIC EMPOWERMENT</td>
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<tr>
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<td>TRAIN</td>
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<td>MGMT &amp; ADMIN</td>
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<tr>
<td>EXPENSES TOTAL</td>
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Net Assets

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<tr>
<th></th>
<th>FY 08</th>
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<th>FY 11</th>
<th>FY 12</th>
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<th>FY 18</th>
<th>FY 19</th>
<th>FY 20</th>
<th>FY 21</th>
</tr>
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<tbody>
<tr>
<td>Revenue</td>
<td>123</td>
<td>357</td>
<td>417</td>
<td>729</td>
<td>1,019</td>
<td>958</td>
<td>1,039</td>
<td>1,643</td>
<td>2,154</td>
<td>2,787</td>
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<tr>
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<td>213</td>
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<td>1,352</td>
<td>2,086</td>
<td>2,386</td>
<td>3,336</td>
<td>4,113</td>
<td>4,846</td>
</tr>
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Financials:

- **NET ASSETS**
  - Beginning of Year: $3,546,318
  - End of Year: $3,914,902
  - Change: +$368,584

**FY21 REVENUES**

- Individuals: $1,051 (20.2%)
- Foundations: $1,059 (20.3%)
- Government: $1,875 (36.0%)
- Events: $427 (8.2%)
- Corporate: $105 (2.0%)
- Churches: $237 (4.5%)
- Other: $459 (8.8%)
- Total Revenues: $5,213 (100%)

**FY21 EXPENSES**

- Client Services: $1,766 (36.5%)
- Economic Empowerment: $724 (14.9%)
- Housing: $1,013 (20.9%)
- Train: — (0.0%)
- Measure: — (0.0%)
- Fundraise: $729 (15.0%)
- Mgmt & Admin: $613 (12.7%)
- Total Expenses: $4,845 (100%)

Net Assets:

- Beginning: $3,546,318
- Ending: $3,914,902
- Change: +$368,584

Net Assets:

- Program: 72%
- Fundraising: 15%
- Mgmt & Admin: 13%
MAKING FREEDOM REAL FOR SURVIVORS OF TRAFFICKING IN THE UNITED STATES.

Restore is a 501(c)(3) organization. All donations are tax-deductible.