

gratitude

REPORT





Restore NYC is a nonprofit organization making freedom real for survivors of trafficking in the United States.

Our vision is a world free from trafficking. For every survivor, a life of hope, restoration, and flourishing.

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



What is trafficking?

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.



Who is being trafficked?

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.

64%

of victims are experiencing homelessness when recruited into a trafficking situation

94%

of sex-trafficking victims are women

42%

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

60%

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

415

hours of counseling for survivors of trafficking

324

hours of resource coordination for at-risk persons

1,132

hours of case management



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.

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



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



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.

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



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.

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

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

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)*



ECONOMIC EMPOWERMENT SUMMIT



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.



ECONOMIC EMPOWERMENT SUMMIT

Meet our featured panelists.

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

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

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

Restore in the News

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 Huckel 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.



Community Partners

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.**"*

Community Partners



QUEENS FAMILY JUSTICE CENTER

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.

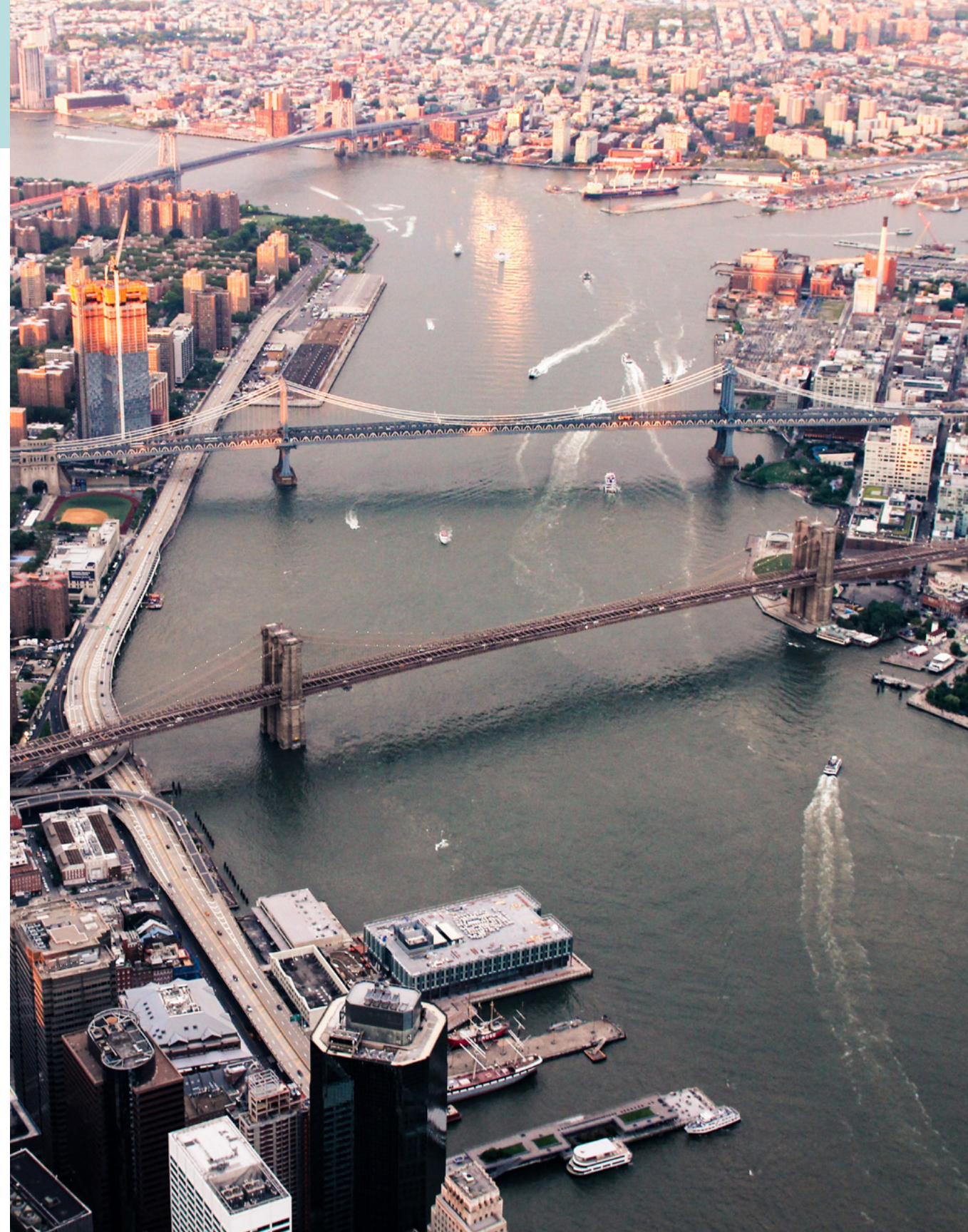
CHURCH PARTNERS

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.

DEPARTMENT OF JUSTICE — OFFICE FOR VICTIMS OF CRIME

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.

The journey
to ending
human
trafficking
requires all
of us.





Staff

- Faith Huckel Motter

Interim Executive Director

Alexandra Slater

Beck Sullivan

Beisi Huang

Chador Wangmo

Cynthia Seferin

Dayna Pessoa

Eleanor Quinn

Eleazar Adjehoun

Elizabeth Kim

Etelvina Vargas
- Gabriela Delgado-Tiang

Gabrielle Masih

Hannah Patridge

Jackson Miller

Jeannette Ellis

Jenna Conarro

Keren Meshulam

Lenore Schaffer

Liza Martinez

Lynsey Agent

Mackenzie Cook

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- Pam DeWees

Patience Jin

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Sally Han

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Stefy Rojas

Stephanie Coles

Stephanie Simpson

Summer Feng

Tameika Halliman

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Board of Directors

- David Hung

Chair

Mary Ann Dunn

Matthew Scogin

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Dorthe Tate

Darian Colbert
- Faith Motter

Ex Officio

Haejin Shim Fujimura

April Tam Smith

Allen Trew

Treasurer

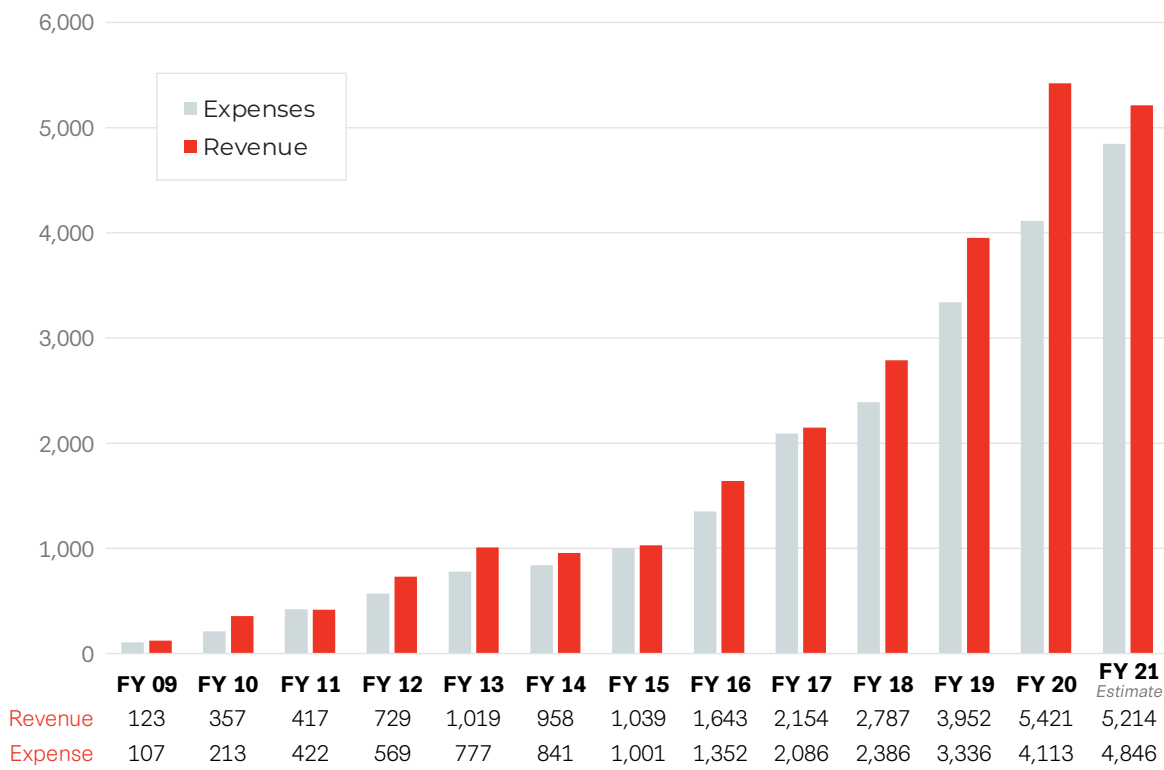
Chris Welch

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

\$ IN THOUSANDS



FY21 REVENUES

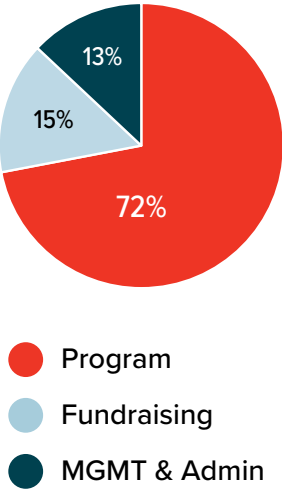
\$ IN THOUSANDS

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%
REVENUES TOTAL	\$5,213	100%

FY21 EXPENSES

\$ IN THOUSANDS

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%
EXPENSES TOTAL	\$4,845	100%





Restore

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MAKING FREEDOM REAL FOR SURVIVORS OF TRAFFICKING IN THE UNITED STATES.

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