



RESTORE

FY 2016
GRATITUDE REPORT

*Ending modern-day slavery
in America*



Restore NYC identifies and serves foreign national women who have survived sex trafficking. We believe trafficking is a problem that has a solution, and we are fighting this injustice in NYC and across the country.

A MESSAGE FROM EXECUTIVE DIRECTOR JIMMY LEE

Dear friends,

One year ago, our team imagined all the opportunities that 2016 held for Restore, and together we prioritized the key areas of possibilities. We are humbled and grateful that so many of these possibilities are now realities for the survivors we serve.

This year, we had the privilege to serve 321 women — survivors in need of resources and support. We successfully launched our Economic Empowerment program to train women and connect them with jobs that really exist. We grew Collaborative Initiatives and trained over 135 organizations across the country, positioning Restore to influence at a national level. And we continued best-in-class holistic care through our Safehome program, graduating the 50th resident to live in the safehome.

Thank you for your generosity and commitment to our mission. We truly believe that sex trafficking is a problem with a solution, and we are encouraged by each stride forward.

We are proud to say that we aren't just talking about this problem — we are actively developing solutions. We have confidence that by 2019, we can grow to serve 1,000 women per year.

It is because of your partnership that we can create new realities through the restoration and empowerment for survivors. Thank you for believing in this work.



Grateful,

A handwritten signature in cursive script that reads "Jimmy Lee".

Jimmy Lee
Executive Director, Restore NYC

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" By 2019,
we can
serve 1,000
women per
year."**"**

WHO WE ARE

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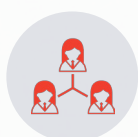
Our mission at Restore is to end sex trafficking in New York and restore the well-being and independence of foreign national survivors. We believe trafficking is a problem that has a solution, and we are fighting this injustice in New York City and across the country. Thank you for believing in us.



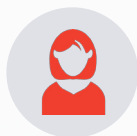
WHAT WE BELIEVE



*Delivering
best-in-class care*



*Community is
important*



*Always putting the well-being of
the survivor first*



*Complete
restoration*



*God's desire and
power to transform*

THE PRINCIPLES THAT DRIVE US

Doing whatever it takes for restoration.

We deliver the care that is critical to the restoration of survivors in a way that is holistic, trauma-informed, and culturally sensitive.

Measuring outcomes to constantly improve.

We evaluate our programs to understand what works or what doesn't and to always improve how we empower survivors.

Sharing our learnings.

We desire to serve and train other partners in the movement so that more women experience freedom and empowerment.

WHAT WE DO

We work to empower survivors through our programs with a holistic, trauma-informed, and culturally sensitive approach.



CLIENT SERVICES

Our Client Services team specializes in culturally sensitive and trauma-informed trafficking identification and counseling.

Within this program, Restore provides comprehensive case management to survivors and works with local and federal law enforcement to provide crisis response.

PHYSICAL & MENTAL
WELL-BEING

ESL CLASSES

BUDGET MANAGEMENT

COMMUNITY OUTINGS

SPIRITUAL DEVELOPMENT

CREATIVE ARTS

CULTURAL DINNERS

FAMILY MEETINGS



SAFEHOME

Our groundbreaking Safehome program is a residential care approach to helping survivors move toward greater independence and well-being. Residents stay for 12-18 months and develop a personal restoration plan that fulfills immediate, ongoing, and long-term needs from physical health to economic empowerment.



ECONOMIC EMPOWERMENT

Our newly launched Economic Empowerment program connects survivors to safe and supportive jobs. Through a trauma-informed supportive services model, each woman receives extensive life skills and job readiness training. Women then have the opportunity to become members of a workers' cooperative staffing agency that connects them with temporary and long-term employment.

▶ TRAUMA-INFORMED
SUPPORTIVE SERVICES

▶ ESL CLASSES

▶ EMPLOYMENT
OPPORTUNITIES



COLLABORATIVE INITIATIVES

Through Collaborative Initiatives, we conduct trainings and share our learnings to support local and national partners in effectively identifying and serving foreign national survivors. Partners include law enforcement, government, non-profit service providers, churches, and community members.

"Thank you for the work you do and your heart to serve these women. I learned so much from the training. As an Asian woman, it was so good to see people who truly understand the culture and are providing effective training."

—GRACE

DENVER TRAINING ATTENDEE



Q: Why are you committed to helping lead Restore?

I first heard about Restore four years ago. My first thought: Why haven't I heard about this issue before? I am informed. I read the paper every day. I care about the world around me and the city I live in. How is it possible that sex trafficking is going on around me and I never knew?

In addition to reading the newspaper, I read the Bible almost every day. Sometimes I even find it healthy to read the two side by side. In the Bible, Jesus commands us to take care of our neighbor. And he defines who our neighbor is very broadly—anyone around us who is in need. The news, whether we like it or not, is a great source for finding out the needs of our neighbors. I am committed to helping lead Restore because it is not only a chance to serve my "neighbors" but also a chance to shine a bright light on some very dark areas of injustice that too few people even know exist.

Q: What is possible?

Restore's mission is to end sex trafficking in New York City. That's a lofty goal. Sex trafficking is a big, daunting, scary problem. Yet I personally believe our mission as currently defined is only the beginning. Our reach can span the globe.

In addition, by tackling this problem in a big, complicated place like New York City, we can help rid the entire world of this terrible injustice. While expanded reach is important, most significant is what Restore can and is doing for individual lives.

Q: What restores you?

When feeling drained, stressed, or discouraged, some combination of the following is sure to cheer me up: laughing with friends and/or family, a hug from my wife, reading the Psalms, eating fish tacos, hanging out with my three amazing kids, enjoying some time of solitude, or listening to music.

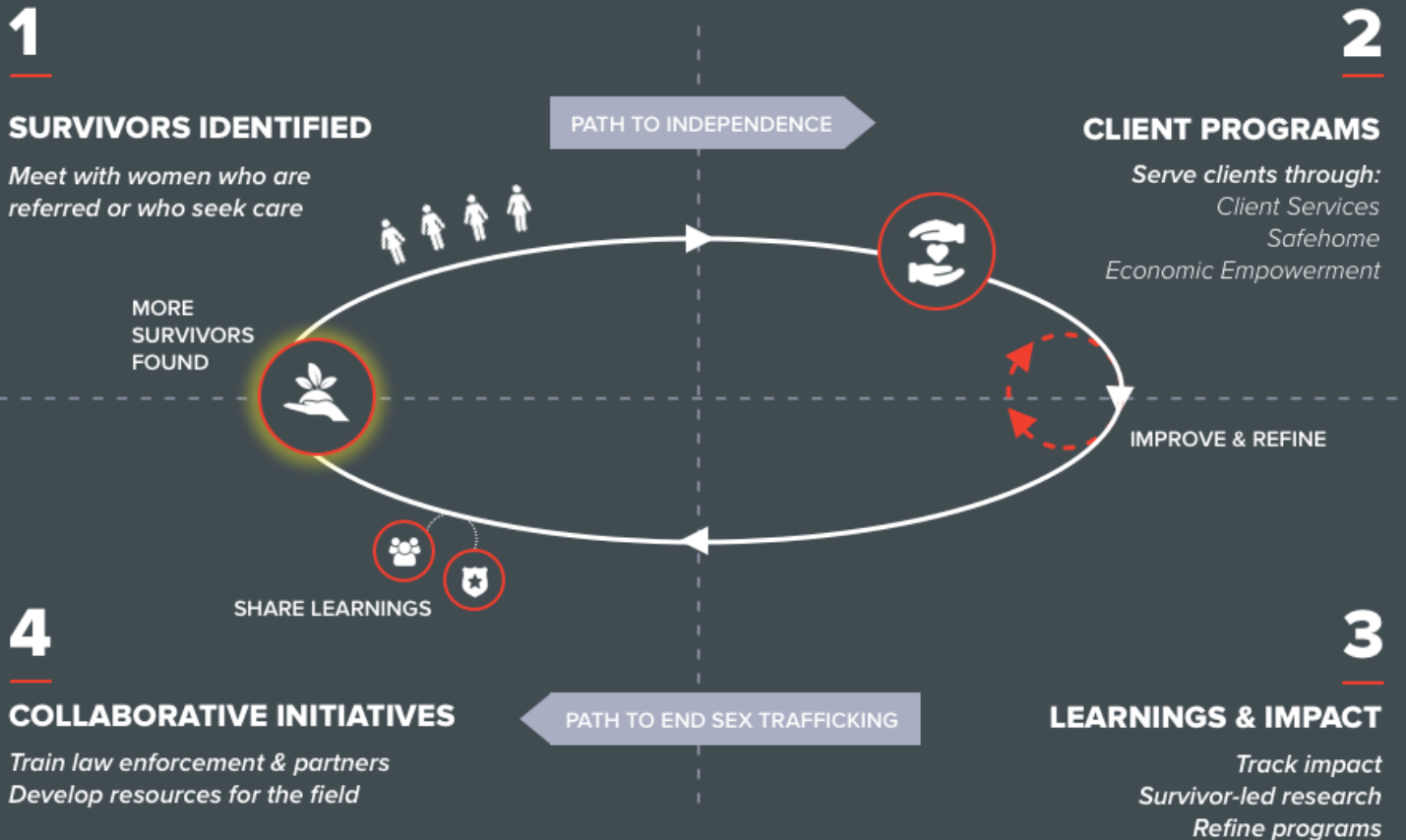
"In addition, by tackling this problem in a big, complicated place like New York City, we can help rid the entire world of this terrible injustice."

—MATT SCOGIN
BOARD MEMBER

OUR APPROACH

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Everything we do builds upon our work to set survivors on a path to independence and to support the sector to end sex trafficking—including our research and evaluation. We continuously gather data to measure outcomes for each of our programs and learn what works and what doesn't. Our findings then inform our evolving programmatic model, ensuring that the well-being of survivors comes first. We believe that by doing evaluation well, more survivors will be found and restored.



“Trafficking in illicit massage businesses is a problem that we can solve in years to come because we know where many of them are, we work with legal authorities to shut these places down, and we believe we have the skills, tools, and competencies to help these women in every way.”

—JIMMY LEE
EXECUTIVE DIRECTOR

WHO WE SERVE

70% ARE
MOTHERS



76% OF THEIR CHILDREN
LIVE ABROAD

50% ARE MARRIED



AVERAGE AGE IS **37**

ABOUT THE WOMEN WE SERVE



53% HAVE NOT
ENTERED HIGHSCHOOL



85% LIMITED
TO NO ENGLISH

WOMEN ARE FROM **23** DIFFERENT
COUNTRIES

“ I am deeply impressed with how the entire team at Restore NYC works to ensure that their services and programs are always based on the best available evidence. Restore's impact work is an essential part of their commitment to deliver evidence-based practices and the best possible programs. The team continuously collects data that, in turn, is used to enhance and adapt their services. In fact, Restore's impact work is a model for how all human service agencies should evaluate their services.”

— DR. REBECCA J. MACY

PHD, ACSW, LCSW, L. RICHARDSON PREYER
DISTINGUISHED CHAIR FOR STRENGTHENING FAMILIES,
UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

THE REALITY

Today, there are an estimated 45.8 million people in some form of slavery in 167 countries around the world. While there is no official estimate for human trafficking victims in the United States, partner organizations estimate that the total number of victims nationally reaches into the hundreds of thousands.

New York City is one of the largest destinations for trafficked women entering the United States. For every Starbucks in New York City, there are four times as many illicit massage businesses. In every borough of New York City, women are being exploited for sex. This happens both in plain sight and behind closed doors, on street corners, in hotels, and in brothels posing as massage parlors.

The majority of referrals to Restore are for women working at illicit massage businesses. The women we serve want to work and will do whatever it takes to provide for their families, often sending money home overseas. The illicit massage business industry is presented as an avenue for women to do this because most women are allowed to keep at least some of the money they earn through their services. Working in the massage industry is preferred for women with limited to no English skills—which represents 85% of the women we serve—because, as they tell our counselors, they don't need to talk to customers.

Many managers and owners use this and other vulnerabilities (such as immigration status, being a mother, and poverty) to coerce and exploit. The commercial sex industry is becoming so saturated in illicit massage businesses that women feel pressured to “make customers happy” for fear of losing their jobs to other women flooding the market in New York City.

*"I really don't
want to do this..."*

—CLIENT
RESTORE NYC

#1

**JOB TRAINING
AND ASSISTANCE
IS THE NUMBER
ONE SERVICE
REQUESTED BY
SURVIVORS.**



INVEST IN ECONOMIC EMPOWERMENT

We know that survivors want to work. Through our newly launched Economic Empowerment program, we are working to connect survivors with these jobs and set women on a path toward financial independence. Looking forward, we believe we can scale our workers' co-operative model to ensure that more survivors find meaningful work.



GROW CRISIS & TRANSITIONAL HOUSING

New York City has severe shortages in both short-term and transitional housing for survivors of trafficking. By beginning to offer crisis housing while expanding our transitional housing, we can start to close this gap and offer more options for women fleeing their trafficking situations.



TRAIN & EQUIP LAW ENFORCEMENT

Identifying survivors of trafficking requires understanding the culture, trauma, and trafficking industry unique to each woman's experience. By building the capacity of local law enforcement to identify and effectively help women, more survivors will get the help they need—in New York City and in other cities across the country.



THREE KEY AREAS

We believe that restoration is possible for every survivor we serve. Together, we have the potential to change the reality of the commercial sex industry. Through our comprehensive impact evaluation process, we have data to direct us toward areas of opportunity and effectively serve more survivors.

THE POSSIBILITY

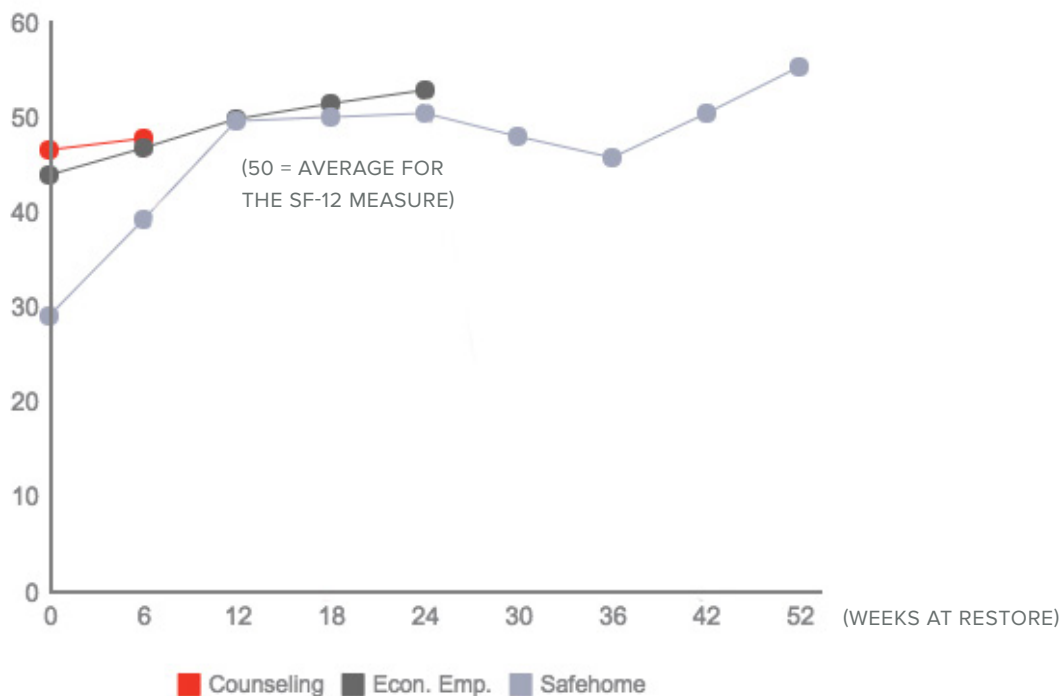
YOUR IMPACT

We take your investment seriously, which is why we devote so much time to measuring our impact. Not only does it lead to better outcomes for the women we serve, it keeps us accountable to supporters like you.

Because of your generosity, women are experiencing freedom and restoration. We are deeply grateful and inspired by the impact that you've made in the lives of survivors this year.

**0 WOMEN WERE
TRAFFICKED
AGAIN AT
THE END OF
SIX MONTHS IN
OUR ECONOMIC
EMPOWERMENT
PROGRAM**

IMPROVEMENT IN SURVIVORS' MENTAL WELL-BEING ACROSS OUR PROGRAMS:

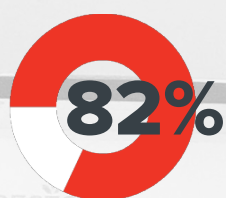


Counseling: 2.7% increase from intake to 6 weeks (on average) for clients in counseling through the Human Trafficking Intervention Courts. **Economic Empowerment:** 6.8% increase from intake to 6 months (on average) for members in first Economic Empowerment pilot. **Safehome:** 35.3% increase from intake to 12 months (on average) for residents who graduated in 2016.



ECONOMIC EMPOWERMENT

This year we successfully launched our Economic Empowerment program and developed a model that leads to both employment and improved well-being of the women we serve.



82% of women were employed after 6 months of participating in our first Economic Empowerment pilot.

RESTORE

TRAFFICKING IDENTIFICATION CLASSIFICATIONS

1. TBD — we do not have enough information to classify or make a determination of status; we may have yet to meet with the client, or we may have met with the client but not yet done a full or sufficient trafficking assessment.

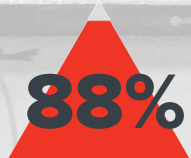
2. NO TRAFFICKING

3. RECOVERED

4. UN CRITERIA — we have done a trafficking assessment, and we believe there is enough collective information to determine that the client is a victim of sex or labor trafficking according to the broader definition of trafficking in persons according to UN Criteria; however, there is not enough information to determine that the client is a victim of sex or labor trafficking.



There was a **115%** increase in income for program members (average income is \$1,300/month).



88% of the women we served had improved mental health after 6 months.



CLIENT SERVICES

Through our Client Services program, we meet with hundreds of women each year who are at risk for sex trafficking and have not yet been identified. This fiscal year, we are especially thankful for our new partnership with the Trafficking Victim Assistance Program (TVAP) at the U.S. Committee for Refugees and Immigrants and the women we have started serving through this connection.

This year, we received referrals for **140** women identified by law enforcement or attorneys as meeting the federal TVPA definition for trafficking to our Client Services, Safehome, and Economic Empowerment programs.



SAFEHOME

Since we opened its doors in 2010, our Safehome has continued to be a cornerstone in our work. This year, we started a Safehome graduates program and are humbled as graduates offer encouragement and hope to current survivors living in the home.



80% of women are working with law enforcement to prosecute their traffickers.



7 out of 8 women in our Safehome had jobs when they graduated.



13,971 nights of freedom for 56 women since our Safehome opened in 2010.



CLIENT SERVICES (CONTINUED)

29%

*This year, we increased our identification for survivors who meet TVPA criteria for trafficking by **29%**.*

48%

***48%** of clients who we have the opportunity to identify meet criteria for trafficking or have red flags. This is similar to the percentage from last fiscal year (50.6%).*

Each woman who is identified as a survivor of trafficking has access to the following:

- ▶ *Safehome Program*
- ▶ *ESL Group*
- ▶ *Case Management*
- ▶ *Counseling*
- ▶ *Economic Empowerment Supportive Services*



OUR VOLUNTEERS

Our work would not be possible without our volunteers. From translating documents and teaching weekly ESL classes to leading activities with Safehome residents, volunteers are critical to fulfilling this mission.

This year, volunteers served a total of 2,165 hours. If we paid \$15 for each hour, it would total over \$32,000! Thank you to our volunteers for generously giving your time and making an incredible impact at Restore.

2,165 hours
↑ \$32,000 saved



COLLABORATIVE INITIATIVES

We believe that in order to end sex trafficking, we need to work together with like-minded partners. This year, we developed Collaborative Initiatives to do just that. We worked on a video project with our partner Polaris that will soon be released to law enforcement across the U.S. In the video, an advocate is educating and empowering women in illicit massage businesses to access needed legal and social services.

+135

*We trained **over 135** organizations across the country, ranging from the NYPD to the FBI in Denver.*

“They are doing a lot of good things for us. I have to say thank you!”

**—SAFEHOME
GRADUATE**



Q: Why are you committed to helping Restore?

I am committed to helping Restore because I believe that all people are meant to be loved and life is to be valued. I am committed because the women Restore serves are mothers, daughters, wives, and friends. I am committed because it blows my mind that this problem exists in this day and age. I am committed because I have a voice—and these brave survivors should, too.

Q: What is possible?

I believe that we will see an end to trafficking in our lifetime. Trusting in God, with the right vision and guidance, I believe that our generation will disrupt the systems that allow for this injustice and empower others to do the same.

Q: What restores you?

Being outdoors. I love hiking and kayaking. It helps me experience and reconnect with God in such a deep way—without the distraction of my cell phone!

"I believe that our generation will disrupt the systems that allow for this injustice and empower others to do the same."

—NELVIN JOHNSON

RESTORE NYC MARATHON

RUNNER & DONOR

BOARD OF DIRECTORS

David Hung (Chair) Co-Founder & CEO, Find Your Trainer

Laurie Bolthouse Producer, Trade of Innocents

Susie Case Adjunct Professor, Fashion Institute of Technology

Mary Ann Dunn Board member

Ching-Lee Fukuda Partner, Sidley Austin LLP

Kara Kim Spiritual director

Jimmy Lee Executive Director, Restore NYC

Faith Huckel Motter Co-founder, Restore NYC & Director of Development & Communication, Blue Sky Bridge

Matthew Scogin Managing Director for Firm Administration & Strategy, Perella Weinberg Partners

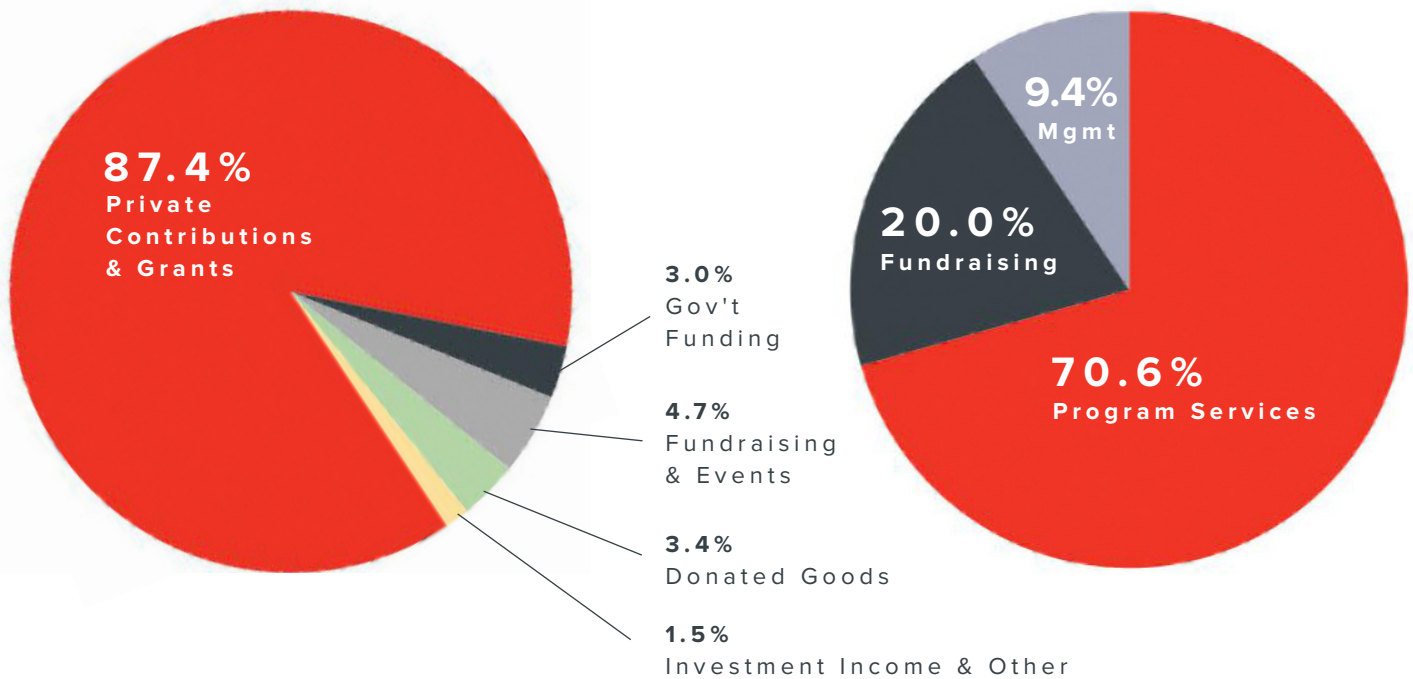
Dorthe Tate Volunteer and supporter

Allen Trew (Treasurer) MSD Capital

Mary Beth Vogelzang Developer & Owner, Vogelzang Vineyards

REVENUE

EXPENSES



Revenue Sources

Private Contributions & Grants	\$1,435,973
Government Funding	\$50,000
Fundraising & Events (Net of Expense)	\$76,984
Donated Goods	\$55,650
Investment Income & Other	\$24,175

Revenue Total: **\$1,642,782**

Expenses

Program Services	\$953,848
Fundraising	\$269,767
Managment & General	\$127,990

Expenses Total: **\$1,351,605**

Net Assets

Net Assets, Begining of Year	\$861,847
Net Assets, End of Year	\$1,153,024
Change in Net Assets	+\$291,177



We exist to end sex trafficking in New York and serve foreign national survivors.

Learn more at restorenyc.org.

