

2021 - A Year in Review

END SLAVERY TENNESSEE

RESTORATION REPORT



end slavery.
TENNESSEE



end slavery.
TENNESSEE

OUR APPROACH

End Slavery Tennessee provides specialized case management and comprehensive aftercare for trafficking survivors and tactically addresses the problem through advocacy, prevention and training of front-line professionals.

SUBSCRIBE TO THE ESTN NEWSLETTER

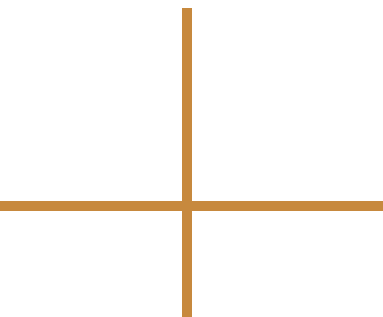
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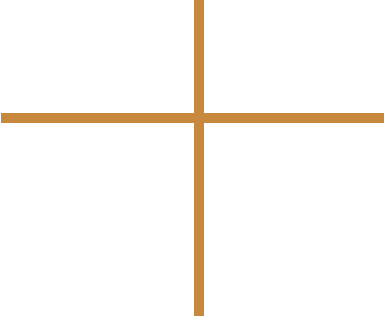
END SLAVERY TENNESSEE

PO Box 160069
Nashville, TN 37216
(615) 806-6899

TENNESSEE HUMAN TRAFFICKING HOTLINE

(855) 558-6484
or text "BeFree" to 233733





RESTORATION
REPORT
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MESSAGE FROM THE BOARD CHAIR



"As far as we have come and as much as we have impacted the survivors we serve, there is still work to be done to eradicate human trafficking once and for all."

Dear Supporters,

What a year 2021 has been for End Slavery Tennessee (ESTN)! In 2016, my husband and I moved back to our home state of Tennessee, and I transferred into the Junior League of Nashville (JLN). That year, I learned through JLN about the startling number of individuals that are being trafficked for sex and labor in our own backyards. I immediately knew that I wanted to be part of ending this horrific crime in our state. I now have a 2-year-old daughter, and I desperately want my child to grow up in a place that is safe for every child.

I have worked with the ESTN Board of Directors since 2017, but 2021 has been one of the most impactful years yet. Through the grant ESTN received from the Tennessee General Assembly, the purchase of a new Survivor Restoration Campus is going to open doors and provide opportunities for survivors that the Board of Directors could not have dreamt of in 2017. I am so passionate about this cause, and honored to be a part of laying the groundwork for the future of ESTN.

As far as we have come and as much as we have impacted the survivors we serve, there is still work to be done to eradicate human trafficking once and for all. **And this work cannot be accomplished without our community of supporters and advocates.**

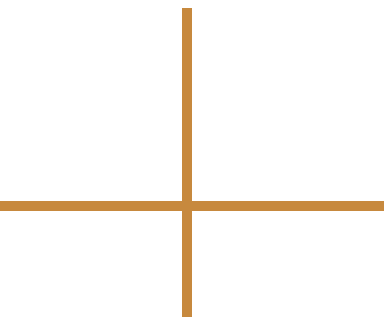
On behalf of the ESTN Board of Directors, we are thrilled to support this vision and thank YOU for being a part of the movement to confront human trafficking in our communities.

Sincerest thanks,

A handwritten signature in black ink that reads "Kimberly Veirs". The signature is written in a cursive, flowing style.

KIMBERLY VEIRS

Board of Directors Chair



MESSAGE FROM THE CEO

Dear Stakeholders,

As I reflect on 2021, it's hard to put my feelings into words about what this year has brought for End Slavery Tennessee (ESTN) – elation, fear, trepidation, excitement. Earlier this year, the Tennessee General Assembly awarded our agency a historic \$3.5 million-dollar investment; the FIRST-EVER seven figure funding for ESTN. This funding enabled our agency to begin a five-phase plan to increase affordable, safe housing opportunities and intensify trauma-informed care in a clinical environment at a new restorative 35-acre Survivor Restoration Campus.

The Survivor Restoration Campus provides a place to create community for the clients we serve and deepen our services through a six-stage residential healing program where survivors will have safe and stable housing for 2 full years.

During this exciting time in our history, your support has been more important than ever. We've worked with survivors for years, to deliver an evidence-based healing program and confront human trafficking in Tennessee, but none of this work would be possible without your help.

I look forward to our future together as we build something truly beautiful for human trafficking survivors in Tennessee – community for healing, housing and hope.

Thank you,



MARGIE QUIN

Chief Executive Officer



"We've worked with survivors for years, to deliver an evidence-based healing program and confront human trafficking in Tennessee, but none of this work would be possible without your help."

WHITNEY'S JOURNEY

Whitney was the victim of sexual abuse, generational poverty and familial homelessness. She spent her childhood surrounded by drug-addicted adults and was first trafficked by her mother at age 15. She went on to be violated multiple times a day by strange men so that her mom could pay for housing, food and drugs. She didn't realize she was being trafficked because her experience looked different from the media's portrayal of trafficking victims. She wasn't kidnapped or sold overseas. She never even had to relocate.

Whitney did not disclose what happened at home in order to protect her mom. But she also carried shame and guilt, believing that her existence caused the financial strain on her family that led to her circumstances. Statistics say Whitney was headed toward an early death from violence, drug overdose or suicide.

Horribly abused, deeply traumatized, and intimately betrayed, Whitney had nowhere to turn. Trafficking destroyed her childhood and left her with physical, mental and emotional wounds that, without intervention, lead to lifelong desperation. She ran away, and on the streets, she was trafficked again.

To disrupt this cycle, Whitney needed


immediate intervention, paired with a promise of safety and stability. She found End Slavery Tennessee (ESTN) and participated in our 9-month residential program. To sustain her recovery, she found herself desperate to find a job to support herself for her move out of the Residential Program, but her lack of rental history and trafficking-related criminal record made it difficult for her to find affordable, safe housing. It also made it difficult to find a job that promised opportunity and would help her to break the generational cycle of poverty.

While Whitney is in a better place today than she was seven years ago, there are gaps in existing services, which if filled, could have enhanced her recovery journey.

The gaps that exist in our current model include length of program and number of beds available. Through experience and research, ESTN recognizes nine months is not enough to successfully overcome the barriers and trauma most survivors face.

Support from our community means future survivors in need can experience two years of supportive resources at the Survivor Restoration Campus. Because anyone like Whitney deserves to live in a safe, stable community filled with compassion and hope.

**Name and some identifying details changed to protect confidentiality.*



**Representative of the women we serve.*

“

I never imagined I would have the opportunity to support myself and reach my goals.

Now I am overwhelmed with all the opportunities that keep popping up. I don't know which opportunity to take first.

I am working on my GED, I have multiple job offers, I am committed to my sobriety, and I am learning more about myself than I ever have.

It takes time to get to where I am at, and these months with ESTN have gone by so fast. I am glad I found you.

- Whitney

WHAT IS HUMAN TRAFFICKING?

Human trafficking is the exploitation of humans for the purposes of sexual or labor servitude.



KNOW THE RED FLAGS

PHYSICAL

- Has injuries or other signs of abuse and is reluctant to explain them.
- Appears malnourished.
- Branded or marked with a tattoo, such as a man's name, symbol of money or a barcode.
- Dressed in a provocative manner or in the same clothes, regardless of weather or circumstance.

POSSESSIONS

- Has very few personal possessions.
- Has an unexplained, sudden increase in money, clothing or possessions like jewelry without explanation.
- Doesn't carry identification.
- Has a number of hotel keys or key cards.
- Has a prepaid cell phone.

Source: Tennessee Bureau of Investigation

BEHAVIOR

- Fears authority figures.
- Claims to be an adult, though their appearance suggests adolescence.
- Seems to move frequently from place to place.
- Talks about an older boyfriend or sex with an older man.
- Has inconsistencies in their story.
- Claims to be visiting, and can't state what city they're in or for how long.
- Isn't able to speak for themselves.
- Has sexually explicit profiles on social networking sites.
- Is not enrolled in school or is consistently absent.
- Seems to be withdrawn, depressed, or "checked out."

LACK OF CONTROL

- Accompanied by someone who seems to control their every move.
- Seems scripted in the way they speak.
- Doesn't have control over their own money.
- Can't come and go from place to place on their own.

OUR APPROACH



TRAINING



AFTERCARE



ADVOCACY



PREVENTION

End Slavery Tennessee (ESTN) works tirelessly to advocate for human trafficking victims, educate communities across the state and the region, and inform legislators about the critical need to enact tougher laws so that traffickers are duly prosecuted. These important efforts have resulted in vigorous laws that make Tennessee one of the toughest states for the prosecution of human trafficking violations. It also resulted in ESTN's designation by the Governor's Public Safety Subcabinet as the regional point of contact for all 41 counties in Middle Tennessee for victim referrals.

As experts on this issue, we train over 20,000 professionals and community members each year. We equip first responders to identify human trafficking victims and broaden their sphere of influence in their field.

We provide human trafficking survivors long-term, comprehensive, specialized, trauma-informed aftercare through both in-house services and other community service providers.

We work successfully on the local, state and national levels to create effective collaboration and communication, accomplishing systemic change and influencing policy and laws.

We facilitate specialized groups to keep vulnerable youth safer, address the demand through interactive curriculum and equip the general population through innovative strategies and resources to prevent exploitation.



SURVIVOR RESTORATION CAMPUS

Building community for healing, housing and hope.

Opening in 2022, End Slavery Tennessee (ESTN) is creating a **Survivor Restoration Campus** that will offer a 2-year Residential Program that begins and ends with safe and stable housing - an oasis where survivors will build community for healing, housing and hope. Research and experience indicate that survivors require **two years** of stabilization, resources and care to truly address their trafficking-related trauma.

WHY NOW?

Safe housing is the first crucial need ESTN can fill for an escaped survivor. Threats of violence and other control tactics are enough to force victims to comply. A common manipulation technique is providing free housing with the threat of kicking the victim out if they do not fulfill the trafficker's demands.

Even as ESTN Care Coordinators pour time into finding safe housing, rising costs in Nashville make finding affordable options nearly impossible. Other factors that add to the challenge of obtaining affordable, independent housing include lack of rental history, lack of living-wage employment opportunities, lack of time to build savings and the presence of criminal histories. For many survivors, the only choice is unsafe housing in a triggering environment. This can cause relapse and recidivism, even tempting survivors into self-prostitution to support themselves.



To deliver on our mission, ESTN must provide a free, safe housing solution to eliminate the threat of trafficker retaliation and create trust that will forever change the trajectory of a survivor's future.

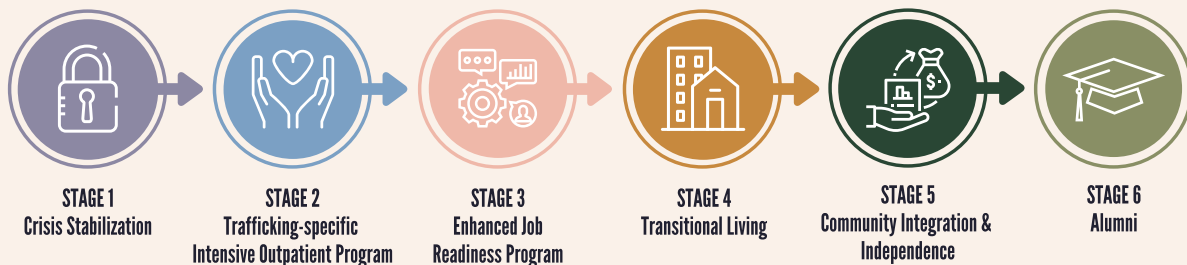
HOW?

The state of Tennessee provided an initial 3.5-million-dollar investment allowing ESTN to purchase a property in Davidson County. This funding kickstarted a 5-phased plan to expand housing capacity and options for survivors living in Middle Tennessee.

STAGES

ESTN will implement a 6-stage Survivor Healing Program, featuring a housing plan dedicated to various stages of recovery and increase in available clinical programs for both residential and community-based clients.

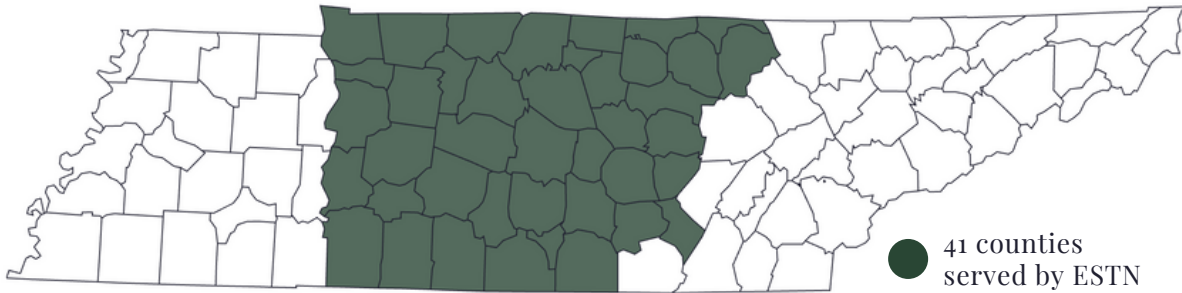
SIX STAGE SURVIVOR HEALING PROGRAM



WANT TO HELP?

Naming opportunities are available for those interested in financially investing in this project. Please contact Leah Moyer, lmoyer@endslaverytn.org, for more information.

DEMOGRAPHICS & NUMBERS

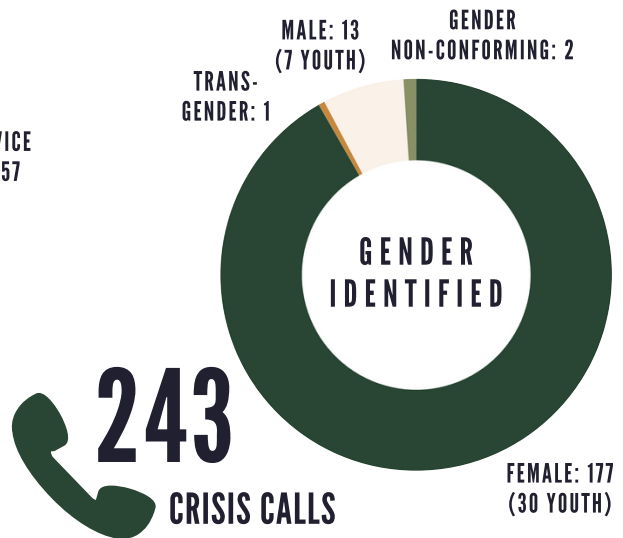
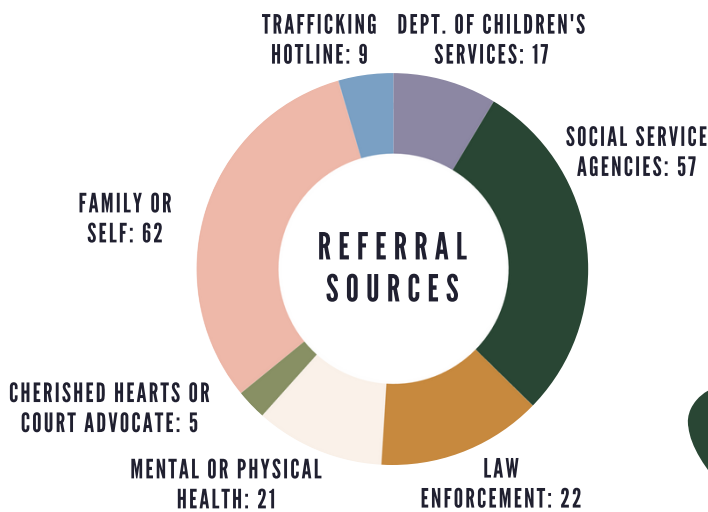


In 2021, End Slavery Tennessee (ESTN) provided aftercare, training, advocacy or prevention programming in all 41 counties in Middle Tennessee.

Below are the counties where trafficking was reported:

Bedford	1	Jackson	1	Maury	2	Rutherford	16
Davidson	63	Lawrence	1	Montgomery	3	Sumner	6
Dickson	1	Lincoln	1	Putnam	3	Williamson	1
Franklin	1	Macon	1	Robertson	1	Not reported	63
Trafficked in state, but not in Middle TN				13	Trafficked out of state		29

**Some victims served did not report a county or state of origin.
ESTN serves survivors outside of Middle Tennessee when in the best interest and safety of a survivor.*



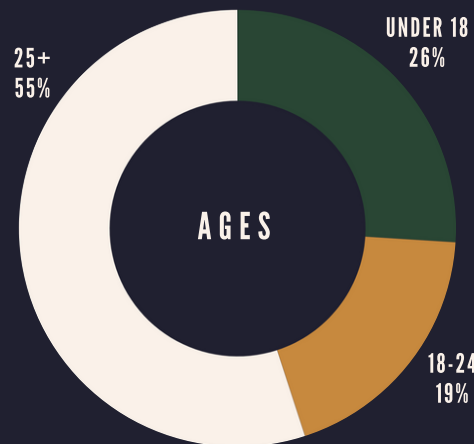
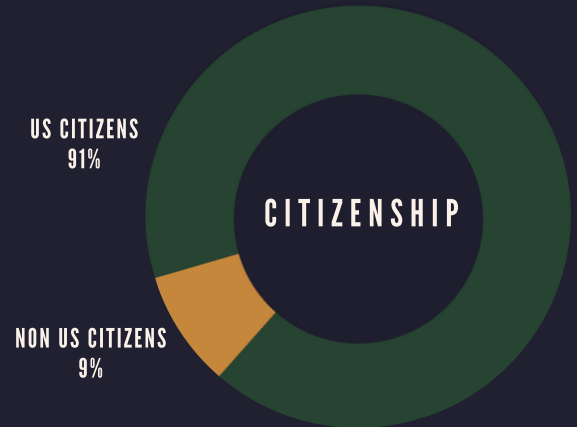
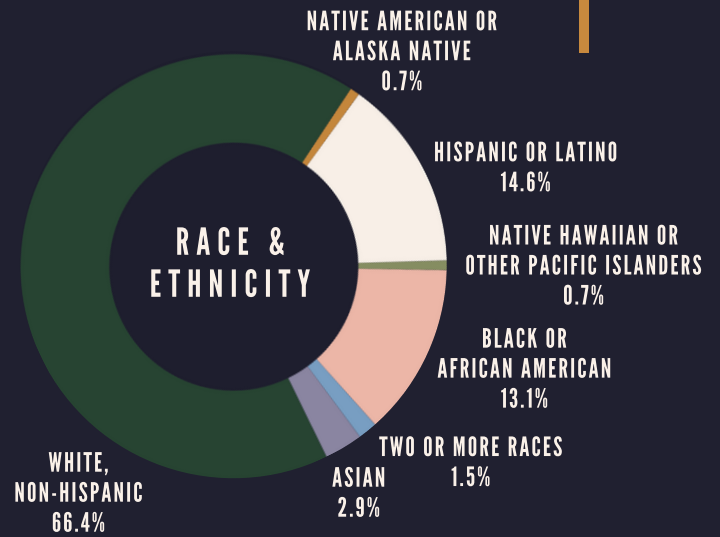
 **32**
**VICTIMS ENTERING
 AFTERCARE PROGRAM**

802 
**EMERGENCY FINANCIAL
 ASSISTANCE CASES**

 **630**
**GROUP AND
 THERAPY SESSIONS**

TENNESSEE COUNTER-TRAFFICKING ALLIANCE

The Tennessee Counter-Trafficking Alliance, formerly known as the Tennessee Anti-Slavery Alliance, was formed in 2016, when Grow Free Tennessee (upper East Tennessee), End Slavery Tennessee (Middle Tennessee), and Restore Corps (West Tennessee) received requests from state-level officials to expand their services as well as their service regions so that every county, community, and city in the state of Tennessee would have access to an organization addressing community-specific needs with regard to human trafficking.

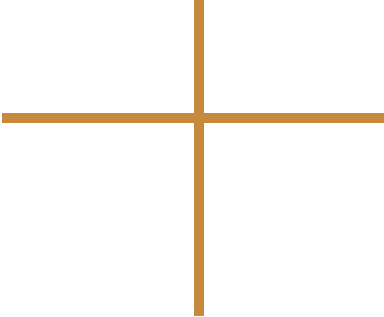


**The numbers on these graphs represent the survivors who self-identify their demographics.*

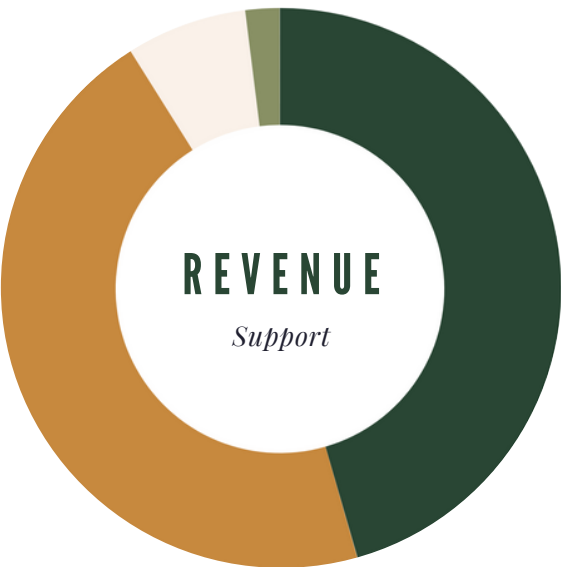
2021
ACHIEVEMENTS

Trafficking survivors face significant barriers throughout their healing journey. Trauma bonds, complex-PTSD, addiction and other challenges make relapse and recidivism a concern for most survivors. Clients work with their Care Coordinator to create a holistic plan of care tailored to their specific goals and individual needs. Every milestone is hard-earned and each move toward independence is only possible because of your support.





2021
FINANCIAL OVERVIEW



- 46 % Grants
- 46% Individual Giving
- 7% Events & Fundraisers
- 2% In-Kind Donations

- 67 % Programs
- 15% Fundraising
- 18% General & Administrative

TOTAL REVENUE **\$2,219,777**

TOTAL EXPENSES **\$1,673,444**

**In addition, End Slavery Tennessee raised \$3,481,486 capital project dollars to support the Survivor Restoration Campus.*

One survivor participating in End Slavery Tennessee's Aftercare Program for one year results in:

\$57,856 TAX DOLLARS
SAVED

COMMUNITY ENGAGEMENT & IMPACT

 **262**
VOLUNTEERS

 **4,752**
VOLUNTEER HOURS

\$154,358 
VALUE OF VOLUNTEER SERVICES

**Includes value of in-kind donations*



VOLUNTEER HIGHLIGHTS

- Silent auction donations
- Fundraising event support
- Christmas gifts
- In-kind donations
- Safe house needs
- Need drives
- Advocacy
- Support group leadership
- Decorating the Care Center
- Speaking engagements
- Awareness
- Social media promotion

Coming in 2022, End Slavery Tennessee will launch a new volunteer system to support the growing needs of the agency. To learn more, sign up for our volunteer newsletter.

VISIT [ENDSLAVERYTN.ORG/VOLUNTEER](https://endslaverytn.org/volunteer)

OFFICIAL PODCAST SOMEONE LIKE ME

**SURVIVOR STORIES.
BUSTED MYTHS.
LIVES CHANGED.**

End Slavery Tennessee (ESTN) returned for a second season of *Someone Like Me*, the official podcast of ESTN, which lifts up the voices of survivors in their own words. This digital initiative continues to be an innovative way that ESTN is raising awareness of this 21st century human rights crisis.

Someone Like Me provides an audience for the voice of human trafficking survivors, highlights the work of ESTN, and sheds light on the complex emotional factors that lead to trafficking and hinder recovery.

Season 2 explores:

- Trauma-informed care
- The intersection between foster care and trafficking
- Human trafficking court
- Shifts in law enforcement
- Survivor stories of hope
- Moments of light and stories from the front lines

**SEASON 3 COMING IN
APRIL 2022.**

PODCAST TEAM

MARISSA BROWNELL

Executive Producer

STACY ELLIOTT

Executive Producer

LESLIE EILER THOMPSON

Host

GREGORY BYERLINE

Producer

CLAIRE BIDIGARE-CURTIS

Engineer

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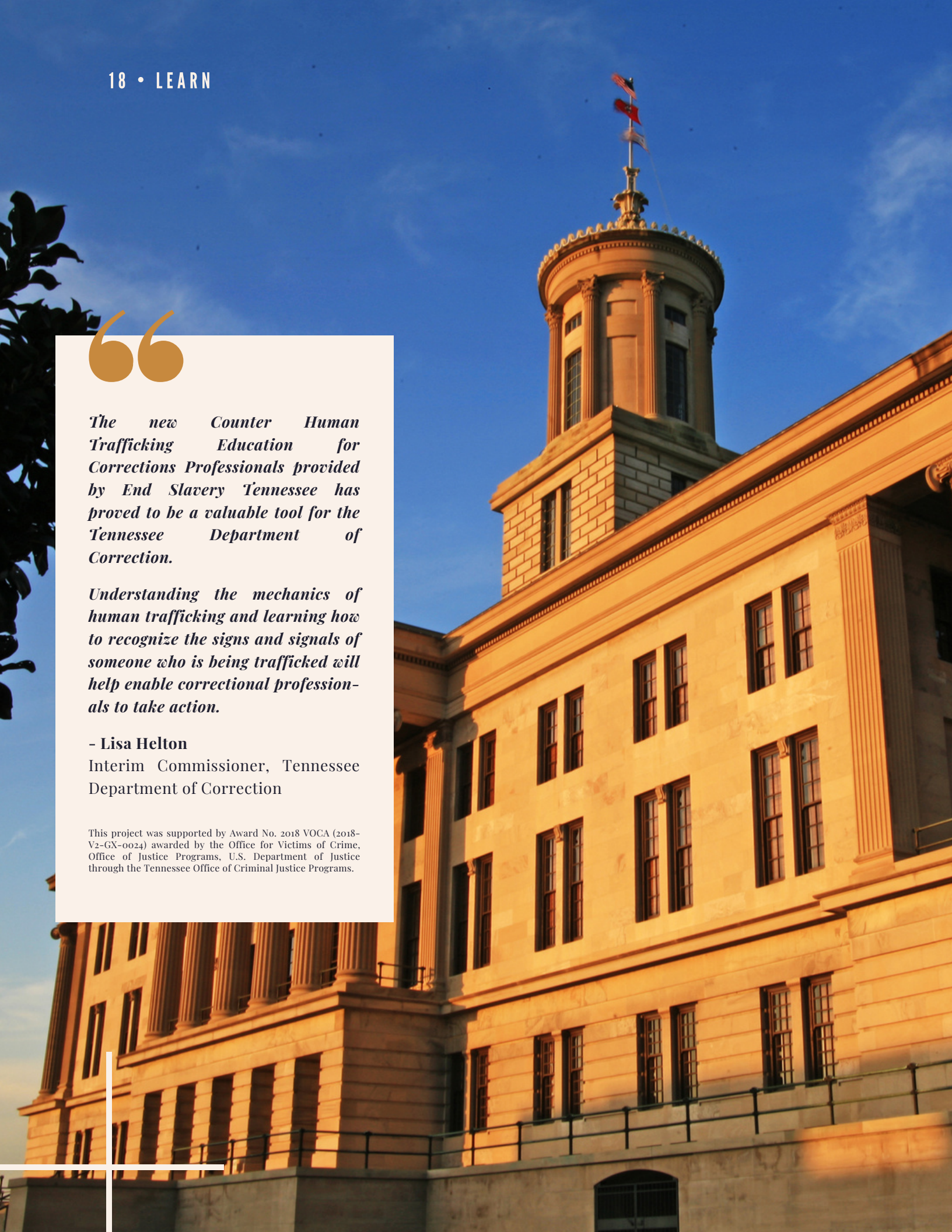


The new Counter Human Trafficking Education for Corrections Professionals provided by End Slavery Tennessee has proved to be a valuable tool for the Tennessee Department of Correction.

Understanding the mechanics of human trafficking and learning how to recognize the signs and signals of someone who is being trafficked will help enable correctional professionals to take action.

- Lisa Helton
Interim Commissioner, Tennessee
Department of Correction

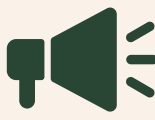
This project was supported by Award No. 2018 VOCA (2018-V2-GX-0024) awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice through the Tennessee Office of Criminal Justice Programs.



HUMAN TRAFFICKING LEARNING CENTER



12,425
INDIVIDUALS TRAINED ONLINE

163,648 

REACH THROUGH COMMUNITY TRAINING &
AWARENESS, ADVOCACY & PREVENTION INITIATIVES

ONLINE COURSES



2 SILVER W3
AWARDS

WINNING CATEGORIES

Educational/Training • Cause Awareness

In partnership with ThinkThru, End Slavery Tennessee (ESTN), was recognized with Silver Awards in two categories for our Human Trafficking Awareness Training for Corrections Professionals modules.

AVAILABLE ONLINE COURSES

Introduction to Human Trafficking
for Teens (6-8 Grade)

Introduction to Human Trafficking
for Teens (9-12 Grade)

Introduction to Human Trafficking
for Tennessee Educators

Human Trafficking Awareness Training for
Corrections Professionals

ENROLL

courses.endslaverytn.org

EDUCATION FOR CORRECTIONS PROFESSIONALS

Developed by the Tennessee Counter-Trafficking Alliance in partnership with ESTN and ThinkThru, this program provides corrections professionals with the information needed to identify and support potential victims of human trafficking transitioning through the state correctional facilities.

SCHEDULE A TRAINING

Do you have a corporate, church or professional group who would like to receive a training? Book an ESTN staff member to help your group learn more about ESTN's approach and the complexities of human trafficking in our state.

BOOK A SPEAKER

endslaverytn.org/training

END SLAVERY TENNESSEE
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SHELBY BROWN, MBA

Director of Finance & Administration

LEAH MOYER, M.ED

Director of Development

STEVE GRISSIM

Project Manager

SHELBI BALL

Grants & Partnerships Specialist

TIA BOWDEN

Development Specialist

STACY ELLIOTT, MSW

Senior Community Engagement Specialist

CAITLIN REED, MA

Communication & Events Specialist

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KELSEY MIZE

Director of Survivor Care

LISA TONKIN

Resident Manager

MARISSA BROWNELL

Care Coordinator, Commercial Sexual
Exploitation of Minors Specialist

SAM GOFFRIER, MSW

Care Coordinator

HANIYFA MUHAMMAD, CA

Care Coordinator

ASHLEY WHITWORTH

Care Coordinator

MARISSA SKINNER, MAAT

Community Response Specialist

HILLARY SMITH, MSW

Trauma Therapist

EMILY GUILLEN

Intervention Coordinator

CLAUDIA CORNELISON

Transportation Coordinator

HAYLEY BURT

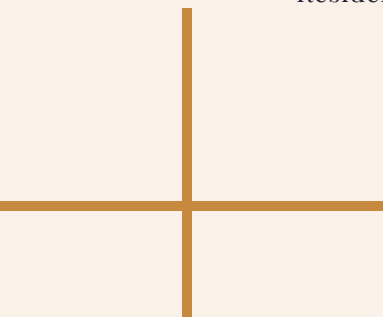
Residential Staff

CAITLYN FEBLES, MSW

Residential Staff

PILAR HALL, MSW

Residential Staff



STAFF SPOTLIGHT



HEALING

"The multifaceted layers of trafficking trauma require a unique form of healing and a trauma-informed, multimodality approach, incorporating various forms of crucial therapeutic intervention. Our Six Stage Survivor Healing Program will allow participants to have the resources they need onsite.

I look forward to the next steps and being a part of providing long-term healing for these individuals."

Marissa Skinner, MAAT
Community Response Specialist

Marissa brings her background in art therapy and counseling to her role, where she plans and leads survivor therapy groups. She is also designing our Intensive Outpatient Program.



HOUSING

"Knowing you have a stable place to live allows your system to feel safe enough to start thinking about the next steps. Being able to provide shelter and basic needs are the first steps in the healing journey.

Due to the barriers our survivors encounter, the new campus housing will help continue that stability to ensure a more successful transition towards independence."

Lisa Tonkin
Resident Manager

Lisa served nine years as U.S. Army Military Police. In 2017, she became the Resident Manager for ESTN. Lisa is looking forward to taking on the challenges the new campus will bring.



HOPE

"To have hope that life can be different almost seems impossible when we have trauma. Our brain doesn't allow us to HOPE - only to survive.

Through the gift of therapy, we will see brains rewired for life, not just survival.

Working with survivors at our new safe and serene campus will allow them to have hope for their future."

Hillary Smith, MSW
Trauma Therapist

Hillary has worked with survivors of human trafficking for 10 years. She is committed to help survivors find the life they are worthy of living while collectively eradicating human trafficking in the state of Tennessee.



Our clientele always surprises me. They are so strong and resilient. Each with a very different personality, they are so full of joy, despite all that they have endured, and they inspire me every day.

This job can be overwhelming and tiresome, but one call from a client to say thank you can make it all worth it.

I never expect a thank you or anything in return, but those few words can turn even the hardest day into one of the best.

- Sam Goffrier
Care Coordinator



TAKE ACTION



GIVE

Every dollar helps. Every dollar heals. End Slavery Tennessee (ESTN) is a 501 (c)(3) non-profit recognized by the IRS, making your donations tax-deductible.

MAIL

Make checks out to:
End Slavery Tennessee
PO Box 160069 | Nashville, TN 37216

ONLINE

endslaverytn.org/give

TEXT

Text GIVE to (615) 205-0622

STOCK GIVING

endslaverytn.org/stock

HANDS OF HOPE

Hands of Hope is a group of devoted donors who commit to the sustainability of ESTN with a monthly gift of \$5 or more.



ATTEND

Check out the Events Calendar on our website to attend advocacy and fundraising events hosted by ESTN and our community partners.

VISIT

endslaverytn.org/events



VOLUNTEER

Our organization would not be what it is today without the dedication of our wonderful volunteers. Here are some ways to engage:

- Complete the volunteer interest form
- Host a fundraiser
- Coordinate a gift card campaign
- Sign up for our volunteer newsletter

VISIT

endslaverytn.org/volunteer



PRAY

Lord we ask your provision over ESTN this year. Each survivor has overcome horrific experiences but that trauma left scars. We ask you to give these survivors the strength to leave unhealthy relationships and negative influences. Guard ESTN Direct Service staff against second-hand trauma and protect them against burnout and fatigue.



END SLAVERY TENNESSEE

PO Box 160069
Nashville, TN 37216

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TOM HANLON

Board Intern
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