



Ancora^{TN}

RESTORATION REPORT

2022 - A Year in Review

RESTORATION REPORT

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End Slavery Tennessee is now...



Ancora^{TN}

End Slavery Tennessee (ESTN) was founded and named to sound the alarm that human trafficking exists and is happening in our very own backyard. In the past decade, we've grown from raising awareness to providing survivors with a place of healing and restoration.

Today, we better understand the complexity of trauma, the nuance of exploitation, and the impact of language. We've evolved, so it was time for our name to evolve. To better reflect who we are and the hope we believe in...

We look forward as

Ancora^{TN}

(an·COR·ah | /'an.ko.ra/ Tennessee)

**Latin for anchor—meaning refuge, support,
and hope.**

Inspired by survivor experiences and voices, the name Ancora^{TN} reflects the stability needed amidst the storm of trauma. Ancora^{TN} is the foundation for planting seeds and nourishing the dream of a new future. As we embark on the next decade of work, we journey with survivors to achieve their dreams and relentlessly pursue our dream—which always has been, and continues to be, the eradication of human trafficking in Tennessee.

MISSION

To nurture survivor healing and strategically combat human trafficking in Tennessee.

VISION

To eradicate human trafficking in Tennessee.

APPROACH

Ancora^{TN} provides comprehensive aftercare services for human trafficking survivors and tactically addresses the problem through advocacy, prevention, and training of front-line professionals.

CORE VALUES

Holistic Support
Unyielding Advocacy
Imperfect Excellence
Innovative Relationships
Contagious Compassion

MESSAGE FROM
THE BOARD CHAIR



"I want others to join in this fight by learning more about human trafficking and how AncoraTN is positioned to provide services to survivors."

Dear Supporters,

In 2018, I attended the Voices of Freedom event for the first time. To say that evening was impactful is an understatement. Like many who support the efforts to fight human trafficking, you really don't know this atrocity is happening in your community...until you do. After the shock sinks in that human beings are being trafficked, it becomes a passion to do anything and everything you can to be a part of the solution.

2022 was a game-changing year for End Slavery Tennessee, now AncoraTN. Most notably, we opened the Survivor Restoration Campus for survivors across Middle Tennessee to find healing, housing, and hope. This 35-acre property in Davidson County will transform lives for years to come.

We also celebrated Margie Quin as she transitioned from CEO to Commissioner of the Department of Children Services and joined AncoraTN's Board of Directors. Margie's steadfast commitment to survivors will continue to lead the State's counter-trafficking and prevention efforts, protecting Tennessee's most vulnerable youth from exploitation. The Board of Directors is thrilled to welcome Kelli Cary as our new CEO. Kelli will lead the organization in trauma-informed survivor care. Her collaborative approach will strengthen our efforts to pave the way for systemic change and meaningful survivor support.

In 2023, we will continue to make sure that AncoraTN is there for survivors, championing healing and investing in hope for a better tomorrow. On behalf of the Board of Directors, thank you for advocating for survivors in our community. It takes all of us to make a difference.

Sincerest thanks,

A handwritten signature in black ink, appearing to read "Lori Hines".

LORI HINES

Board of Directors Chair

MESSAGE FROM
THE CEO

"Without AncoraTN's committed donors, partners, and advocates, survivors wouldn't have the holistic support they need to rebuild hope and independence."



Dear Community,

Healing doesn't happen overnight. For survivors of human trafficking, healing from exploitation is often the culmination of many small victories. The first time in therapy. Obtaining a driver's license. Finding laughter in community. A new job. 6 months of sobriety. These small victories are everything. These are the moments that reclaim a life.

These victories would not be possible without the ability to walk alongside survivors. Without AncoraTN's committed donors, partners, and advocates, survivors wouldn't have the holistic support they need to rebuild hope and independence.

In 2023, we are entering a new chapter as AncoraTN. I am proud to be a part of an organization that continues to evolve and better support survivors on their healing journeys. We are enhancing our services by continuing to provide more clinical and therapeutic support. We are lengthening our residential programming to give survivors the time they need to heal. We are deepening our partnerships and prioritizing collaboration to make sure survivors are connected with opportunities for employment, access to healthcare, and life-changing community.

As we continue to look forward, we commit to filling statewide gaps through creative housing solutions, community-based services, and comprehensive care for minor survivors. I invite you to join us as we work together to nurture hope and healing in Tennessee.

Gratefully,

A handwritten signature in black ink that reads "Kelli Cary".

KELLI CARY

Chief Executive Officer

MORE THAN A NUMBER

Numbers and data help us see human trafficking more clearly. For an issue that is often ignored or misunderstood, these numbers help us understand who we serve and the comprehensive services survivors need to reclaim their lives after exploitation. However, they're only part of the story.



REFUGE

For Katie*, these nights of safety opened the door to long-term sobriety. Because she was safe and surrounded by community, Katie focused on her sobriety. What started as one day became a week, which grew to a month, which is becoming a lifestyle. Katie is celebrating milestones in her sobriety and learning how to feel safe in new ways.

SUPPORT

For Melia*, this healing community gave her confidence to work towards reunifying with her kids. With support from her therapist and case manager, Melia is learning about healthy relationships and embracing her identity as a mom.



HOPE

For Brandy*, exploring her passions, skills, and career goals led her into a caretaking job. Brandy discovered her own talent for mentorship and found a job where she can give back to others on their own journey to restoration. Brandy didn't just get a job; she is helping make the world a better place.

Survivors are **more than a number**. Each story of healing is just as complex and unique as the survivors themselves. At AncoraTN we celebrate every moment and milestone because together they point to the hope of a brighter future for every survivor of human trafficking in Tennessee.



INTENSIVE OUTPATIENT PROGRAM

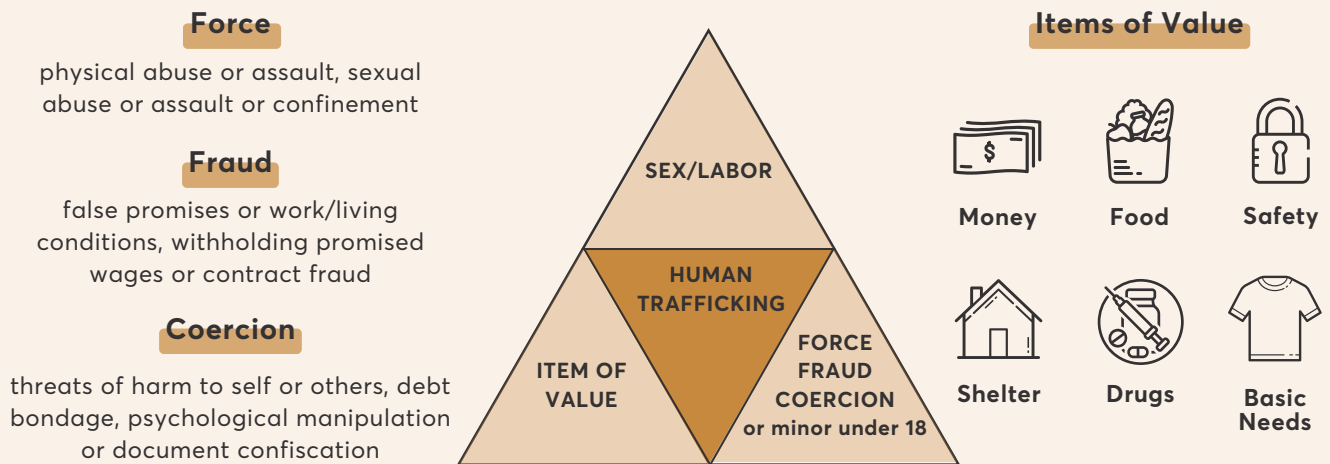
There is so much ground to cover on a healing journey. And for many survivors of human trafficking, it can be difficult to know where to even begin. Participants in AncoraTN's Aftercare Program often carry complex trauma—a term used to describe how systemic hardships and independent, negative life experiences can mix together to create emotional, mental, social, and physical harm that must be addressed holistically, over time. By providing support services with a comprehensive view of a survivor's various traumas over a longer span of time, AncoraTN hopes to build a foundation for sustainable health and independence.

In 2022, AncoraTN developed and implemented trafficking-specific intensive outpatient treatment programming, offering a roadmap for survivors as they build hope and seek a brighter future. AncoraTN's on-site therapeutic program was designed to meet the needs and address the complex traumas that survivors of human trafficking face. Over the course of 12 weeks, residents at AncoraTN's Survivor Restoration Campus and survivors who live throughout Middle Tennessee gather to cover hard topics like identity, safety, boundaries, relationships, and much more. Meetings are facilitated by AncoraTN's highly skilled and deeply passionate direct services staff in a trauma-informed and therapeutic environment.

WHAT IS HUMAN TRAFFICKING?

Human trafficking is the **exploitation** of humans for purposes such as sexual and labor servitude where something of value is exchanged (money, food, housing, drugs, etc.) through the means of **force, fraud or coercion**.

****For minors under 18, force, fraud or coercion does not need to be present.****



WHAT DOES HUMAN TRAFFICKING LOOK LIKE IN TENNESSEE?

- COMPLEX & DYNAMIC**
fueled by power & control dynamics
- NOT RANDOM**
crime typically committed by someone they love or have a deep relationship with
- DO NOT IDENTIFY**
those affected by human trafficking might not recognize they have been exploited
- IN OUR STATE**
reported in all 41 counties of Middle Tennessee
- IN OUR BACKYARD**
as likely to occur in rural, suburban areas as in urban areas

RISK FACTORS

Although anyone can be impacted by human trafficking, people of color, immigrants, and people who identify as LGBTQIA+ are disproportionately exploited.

- Economic Disparity
- Housing Insecurity
- Youth Who Have Run Away
- Foster Care
- History of Childhood Sexual Abuse
- Mental Illness
- Substance Abuse
- Systemic Oppression

OUR APPROACH

AncoraTN works tirelessly to nurture survivor healing and strategically combat human trafficking in Tennessee. We seek to break cycles of exploitation and support survivors of human trafficking as they heal from their traumas—offering long-term, comprehensive aftercare services. Through educating communities and professionals, advocating for changes in legislation, and implementing prevention programming, AncoraTN works to stop human trafficking before it ever begins.



TRAINING

As experts in the field, we train over 30,000 professionals and community members each year. We equip front-line professionals to identify human trafficking victims and positively impact those within their spheres of influence.

AFTERCARE

We provide human trafficking survivors with long-term, comprehensive, specialized, trauma-informed aftercare through residential and community-based services.

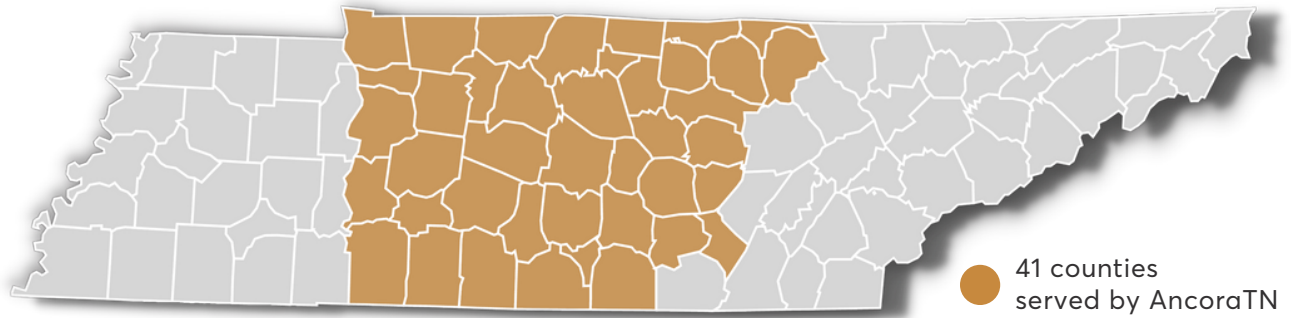
ADVOCACY

We work successfully at local, state, and national levels to foster strategic collaboration, effective communication, and meaningful legislation with the goal of accomplishing systemic change.

PREVENTION

We work to prevent this crime through building safe relationships with youth who are at high-risk of being exploited via a 4-week interactive curriculum, specialized group facilitation, and equipping our community with resources.

DEMOGRAPHICS & NUMBERS



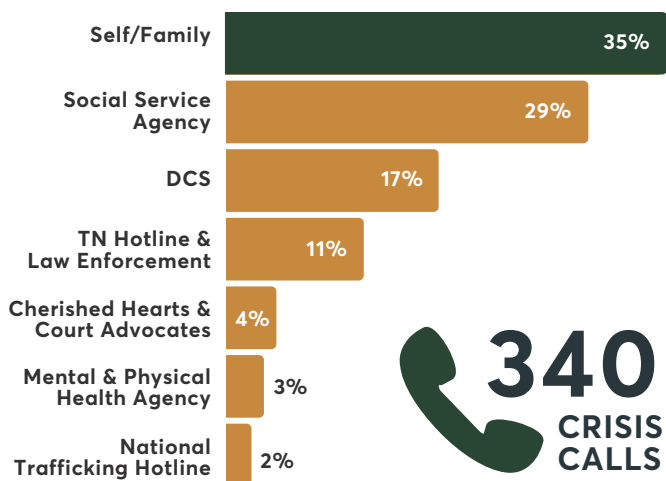
In 2022, AncoraTN provided aftercare, training, advocacy, or prevention programming in all 41 counties in Middle Tennessee.

Below are the counties where trafficking was reported:

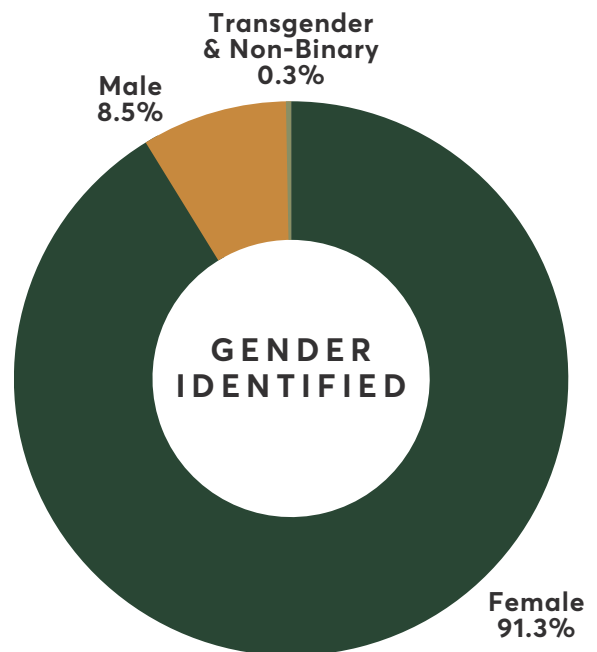
Bedford	3	Dickson	5	Putnam	1	Wayne	1
Cannon	1	Marshall	1	Robertson	8	Williamson	4
Clay	1	Mauzy	4	Rutherford	22	Wilson	6
Davidson	129	Montgomery	10	Sumner	6	Not Reported	51
Trafficked in state, but not Middle TN		29		Trafficked out of state		35	

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

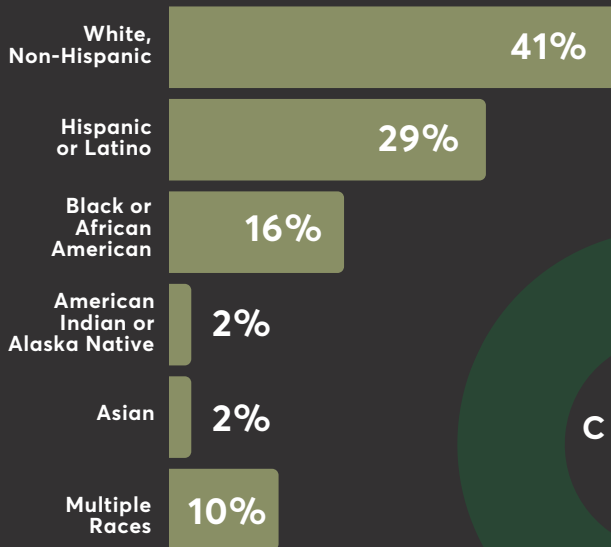
REFERRAL SOURCES



Over a third of calls were a self-referral or referred by a family member.



RACE & ETHNICITY



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

18-24
17%

Under 18
37%

AGES

25+
46%

Immigrants
or Refugees
11%

US Citizens
89%

CITIZENSHIP



75

SURVIVORS ENROLLED IN PROGRAMMING

686 *

EMERGENCY FINANCIAL ASSISTANCE CASES



364

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), AncoraTN (Middle Tennessee), and Restore Corps (West Tennessee) received requests from state-level officials to expand their services and 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.

2022 ACHIEVEMENTS

SURVIVOR HIGHLIGHTS



693
NIGHTS OF SAFETY



5
ALUMNI
GRADUATIONS



45
SUPPORTED
ADVOCACY GOALS
FOR BENEFITS,
DOCUMENTATION,
ETC.



***69**
MEDICAL
APPOINTMENTS



660
PROVIDED
TRANSPORTATION
SERVICES



9
RECEIVED JOB
TRAINING OR
STARTED JOB

AGENCY MILESTONES

2022 was a monumental year for AncoraTN. Entering a new chapter, AncoraTN laid the foundation for transformational survivor care for years to come.

JANUARY

For the first time, AncoraTN has a full-time, in-house trauma therapist enhancing the clinical component of aftercare programming.

JANUARY - AUGUST

Renovations are made to the main structure on the Survivor Restoration Campus.

SEPTEMBER

The Survivor Restoration Campus opens its doors as staff move on-site and the first survivors begin receiving services.

OCTOBER

The first residents move into the Survivor Restoration Campus.

NOVEMBER

AncoraTN's intensive support group programming launches—a first-of-its-kind program specifically addressing trafficking trauma.

DECEMBER

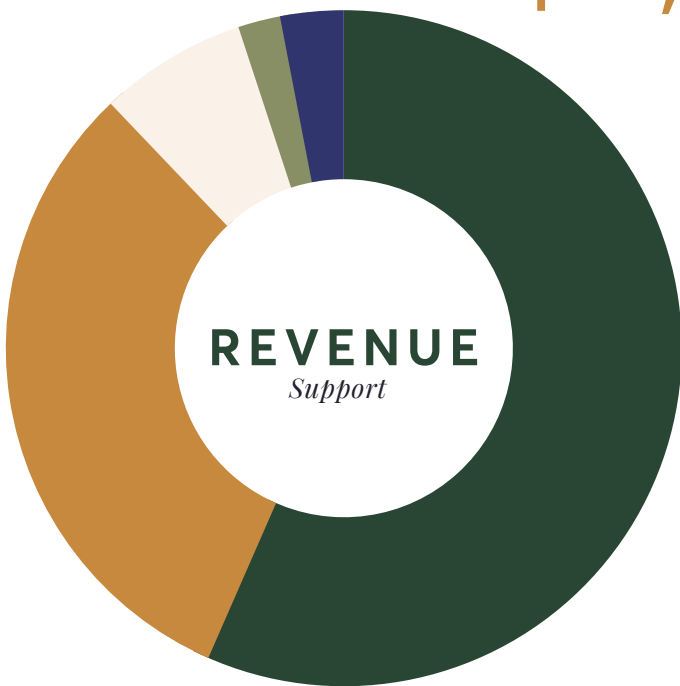
Kelli Cary joins AncoraTN as the agency's third CEO.

2022

FINANCIAL OVERVIEW: OPERATIONS

TOTAL REVENUE \$2,677,385

TOTAL EXPENSES \$2,230,443



- 56% Grants
- 31% Individual Giving
- 7% Events & Fundraisers
- 2% In-Kind Donations
- 3% Other Income

- 68% Programs
- 13% Fundraising
- 19% General & Administrative

FINANCIAL OVERVIEW: CAPITAL

TOTAL REVENUE \$762,328

HUMAN TRAFFICKING LEARNING CENTER



23,057

INDIVIDUALS
TRAINED

126,407 

REACH THROUGH COMMUNITY
TRAINING & AWARENESS, ADVOCACY,
& PREVENTION INITIATIVES



LEGISLATIVE VICTORIES

In 2022, AncoraTN successfully advocated for 10 new laws in the state of Tennessee. These laws promote protections and services for survivors of human trafficking, paired with harsher punishments for their traffickers.

- Public Chapters 677, 1027, & 1033 all open significant doors for survivors with criminal records to have their records expunged. These laws pave a smoother path for survivors to find living-wage employment and sustainable housing.
- Public Chapter 1015 requires a new designation on TN driver's licenses or photo IDs that will make individuals who have been convicted of human trafficking more easily identifiable to law enforcement.
- Public Chapter 1021 expands requirements for AncoraTN's trafficking module trainings from TN educators to all school staff members in the state.
- Public Chapter 1115 strengthens numerous existing state laws around trafficking, including officially prohibiting the prosecution of victims of trafficking for the offense of prostitution under the age of 18.

TAKE ACTION



GIVE

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

MAIL

Made payable to:
AncoraTN
PO Box 160069
Nashville, TN 37216

ONLINE

ancoratn.org/give

TEXT

Text GIVE to (615) 205-0622

STOCK GIVING

ancoratn.org/stock

HANDS OF HOPE

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



CONNECT

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

VISIT

ancoratn.org/volunteer



ATTEND

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

VISIT

ancoratn.org/events



LISTEN

Someone Like Me, the official podcast of AncoraTN, was created to amplify the voices of human trafficking survivors, shed light on this complex crime, and highlight how this organization continues to grow one of the most innovative and effective human trafficking restoration programs in the United States. We explore the complexity of trauma, the nuance of exploitation, and its impacts with survivors themselves and program leaders invested in this vital work.

SUBSCRIBE NOW



PRAY

Lord, we ask for your provision over AncoraTN 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 AncoraTN staff against second-hand trauma and protect them against burnout and fatigue.

ANCORA[™]
STAFF

ADMINISTRATION

KELLI CARY, MSSA, LISW-S
Chief Executive Officer

LEAH MOYER, M.Ed.
Chief Operating Officer

CARLEE SMITH, M.Ed.
Director of Development & External Relations

TOSIN OKUNOREN, CPA, MBA
Director of Finance

AMANDA ARMSTRONG
Development & Communications Associate

SHELBI BALL
Grants & Partnerships Specialist

BRENNA FILBRUN
Community Engagement Specialist

RILEY HERMAN
Office Coordinator & Executive Assistant

STEPHANIE SMITH, MS
Development Manager

KATIE WILCOX
Human Resources & Diversity, Equity, & Inclusion Generalist

DIRECT SERVICES

KELSEY MIZE
Director of Survivor Care

HILLARY SMITH, MSW
Trauma Therapist

HANNAH ROSE
Resident Manager

SAVANAH CORBITT, MSW
Survivor Care Coordinator

MARISSA SKINNER, MAAT
Clinical Support Group Coordinator

JORDAN DE FIESTA
Resident Coordinator

REGINA COTHREN, MSW
Survivor Care Coordinator

CHARLI HAYES, MA
Transportation Coordinator

TEODORA GATES
Resident Coordinator

SAM GOFFRIER, MSW
Survivor Care Coordinator

KELNECCIA DENMAN
Resident Support Staff

O'NESHA JONES, MSW
Survivor Care Coordinator

MEGAN GRIFFITH
Resident Support Staff

EMILY GUILLEN
Intervention Specialist

BRANDI KEY
Resident Support Staff

CIERRA WILLIAMS
Resident Support Staff

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Fellow

VISHAL KANNAN

Board Intern
Owen Graduate School Board
Fellow



Ancora^{TN}

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Formerly End Slavery Tennessee

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Nashville, TN 37216



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