

2020 - A Year in Review

END SLAVERY TENNESSEE

RESTORATION REPORT



end slavery.
TENNESSEE



end slavery.

TENNESSEE

MISSION

To promote healing of human trafficking survivors and strategically confront slavery in our state.

VISION

To create a slave-free Tennessee.

SUBSCRIBE TO THE ESTN NEWSLETTER

endslaverytn.org/subscribe

END SLAVERY TENNESSEE

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

TENNESSEE HUMAN TRAFFICKING HOTLINE

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

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CONNECT WITH US ON SOCIAL MEDIA!



MESSAGE FROM THE BOARD CHAIR



"End Slavery Tennessee takes strides daily to support human trafficking survivors and strategically address the issue in the state in large part due to the generosity of supporters like you."

Dear Supporters,

In early 2010 when prosecuting my first federal human trafficking case, my eyes were opened to the impact of the crime in our community. In that case, traffickers were using violence and drugs to keep their victims compliant. When I learned one victim suffered a punctured lung from a beating, I vowed to focus to support anti-human trafficking efforts in our state because of the survivors I had met, their stories, their silenced voices and the offenders who continue to walk free and exploit others.

Throughout the years, I prosecuted numerous trafficking cases and became even more active in the community as the Human Trafficking Task Force Coordinator for the Middle District of Tennessee. In this role, I had the honor of meeting Founder and former End Slavery Tennessee (ESTN) CEO, Derri Smith, and current ESTN CEO, Margie Quin, in her previous role with the Tennessee Bureau of Investigation. With the wealth of knowledge and passion both women bring, they are doing outstanding work through this leading organization dedicated to training, aftercare, advocacy and prevention.

In closing, ESTN takes strides daily to support human trafficking survivors and strategically address the issue in our state. This is possible in large part due to the generosity of supporters like you. Thank you from the bottom of my heart for your contributions and continued support to see our vision fulfilled to create a slave-free Tennessee.

Kindest regards,

LYNNE INGRAM

Board of Directors Chair

MESSAGE FROM THE CEO



"I am proud to celebrate End Slavery Tennessee's ability to sustain and remain a stable place for healing to every human trafficking survivor needing safety."

Dear Stakeholders,

As I reflect on 2020, I am left thinking about the perseverance and resiliency of the survivor population we serve. We have all been through challenges this year, some very personal and tragic. As I think about the struggles my staff have faced professionally and personally, I am reminded that our clients are hit with these difficulties 10-fold.

Despite the challenges of a pandemic and the social, economic and environmental hardships faced in Middle Tennessee, survivors found their way to our *open doors*. Survivors do not quit. Their strength is profound – a beautiful reminder and lesson to us all.

Through the obstacles of 2020, our staff remains committed and connected to our mission more than ever. We choose to see the positive in our circumstances, largely due to the generosity and kindness of the End Slavery Tennessee (ESTN) community – helping us to accomplish a 9% increase in revenue as compared to 2019.

During a difficult time in our history, I am proud to celebrate ESTN's ability to sustain and remain a stable place for healing to every human trafficking survivor needing safety. I pray 2021 brings good health, joy and peace to you, staff and our courageous survivors. Because of the amazing support of the ESTN community and stakeholders, we continue to confront human trafficking in Tennessee.

Thank you,

MARGIE QUIN

Chief Executive Officer

KIARA'S STORY

Kiara's trafficking began when she was 15-years-old. A history of childhood sexual abuse from family members made her the target of a man looking to exploit the pain of a vulnerable child.

This man groomed Kiara – a tactic employed by traffickers to train and prepare a victim to be sold for sex. He gained Kiara's trust, bought her gifts, told her she was special and let her spend the night when she didn't want to return home. He started to isolate Kiara from friends. He bought her a cell phone, but controlled who she contacted.

Her childhood trauma distorted her views of sex and love. Believing this man to be her boyfriend, Kiara thought these control tactics were evidence of deep love. Kiara felt she owed him for everything he did for her. He put an advertisement online and sold her for sex in and out of motel rooms for several years.

Kiara was identified by law enforcement officers when she was 19 and referred to End Slavery Tennessee's (ESTN) holistic aftercare services. She has complex-PTSD from her trafficking history and childhood trauma. She struggles with low self-esteem, depression and anxiety.

Kiara also used drugs while she was being trafficked to numb the pain and survive the trauma she was experiencing. She had a trauma bond with her trafficker – a strong emotional attachment between an abused person and their abuser, formed as a result of the cycle of violence and confused by distorted views of self and body.

At ESTN, Kiara worked with a trained Care Coordinator receiving comprehensive, trauma-informed aftercare specific to her individual needs and personal goals. Kiara's Care Coordinator advocated for her to receive benefits from the victim compensation fund and procured a laptop for Kiara amidst COVID-19 to help her with virtual learning.

Kiara loved hearing stories of other survivors, so her Care Coordinator connected her with an alumni survivor, mentor and brought her books about trafficking.

Every day that Kiara faced the trauma of her past, she proves her strength and courage for her future. Kiara's story is far from over, but because of the support of a generous community, Kiara is on the road to healing and restoration.

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



It's the smallest things that are really the biggest.

At End Slavery, I've received emotional and financial support. My Care Coordinator was always a phone call away and when I needed assistance with things in the outside world she is always able to help.

End Slavery takes care of needs like hygiene and food. They helped me with job materials, clothes and shoes. They go above and beyond to make sure I am as successful as I can be.

From the bottom of my heart, thank you, End Slavery!

- Kiara



WHAT IS HUMAN TRAFFICKING?

Human trafficking is the exploitation of humans for purposes such as sexual and labor servitude.

It is also known as **modern-day slavery**.



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

As experts in the field, 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.



What keeps me hopeful and drawn to this work each day is the power of relationships. I get to provide and facilitate a space for survivors to create meaningful relationships with one another and lay the groundwork for trust to be rebuilt. To me, there is no position more desirable than to be a witness of healing in action.

*- Julia Rotunno
Community Response Specialist*

DIRECT SERVICES STAFF SPOTLIGHT JULIA ROTUNNO

Julia started with End Slavery Tennessee as the Transportation Coordinator in December 2019, ensuring safe transport to essential appointments for clients in our program. Because of her leadership, she quickly advanced to the role of Community Response Specialist where she leads the robust support group program and facilitates prevention curriculum to high-risk youth populations.

Since her promotion in May, Julia has redefined support groups, transitioning most to a virtual platform per COVID-19 health and safety precautions. Collaborating with community partners, Julia built, transformed, and supported the curriculum for 18 virtual groups, using evidence-based principles.

Julia's innovation and dedication has been pivotal in equipping survivors with positive coping strategies and life skills to heal from past trauma. Support groups provide a sense of community and understanding while empowering survivors to work toward independent, healthy living.

Julia continues to sharpen her skills and is currently pursuing a Master of Clinical Mental Health Counseling at Trevecca Nazarene University.

Support groups range from 4-6 weeks & include topics below:

- Grounding Techniques
- Safety, Emotions, Loss & Future
- Codependency
- Bible Study
- Art Therapy
- Nutrition, Self-Care Skills (COVID-specific)
- Community Building Skills, Boundaries & Relationships
- Developing Emotional Awareness & Listening
- Coping Through Change
- Dialectical Behavioral Therapy
- Women Empowerment

SURVIVOR AFTERCARE

End Slavery Tennessee's (ESTN) Safe House and Care Center are where survivors in our Aftercare Program spend most of their time. The locations and environment of each building take into account trauma-informed principles. Intentionally structured with multiple exits, lots of light and peaceful décor, survivor comfort and safety are top priority.



CARE CENTER

ESTN's Care Center is where residential and community clients come together for daily programming. Survivors attend therapy, meet with Care Coordinators, participate in classes and support groups and socialize with staff and other survivors.

Small business partners often allow survivors to work part time jobs from the safety of the Care Center and law enforcement interviews are conducted there to maintain a level of comfort for clients.

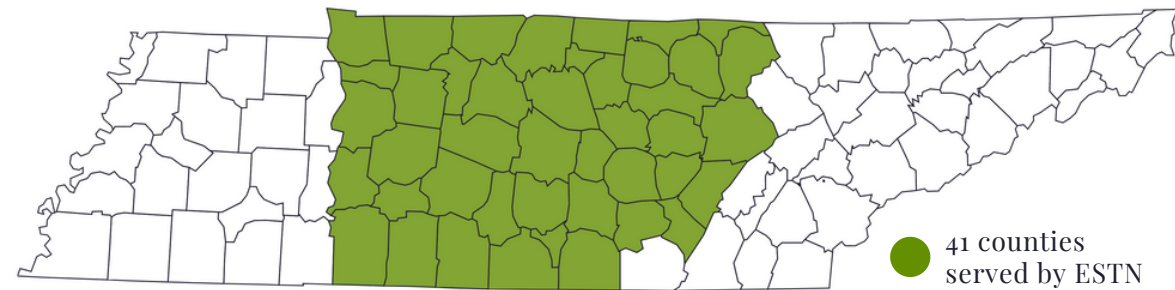
SAFE HOUSE

Ohana ("family" in Hawaiian) is the name of ESTN's safe house. Its confidential location ensures survivors are free from trafficker retaliation. Residential clients typically live in the safe house for 6 months prior to transitioning to independent living.

With strengths-based oversight and trauma-informed support from ESTN's Resident Manager, survivors learn the basic life skills of home and health management, practice conflict resolution and form peer support systems in a structured and safe environment.



DEMOGRAPHICS & NUMBERS

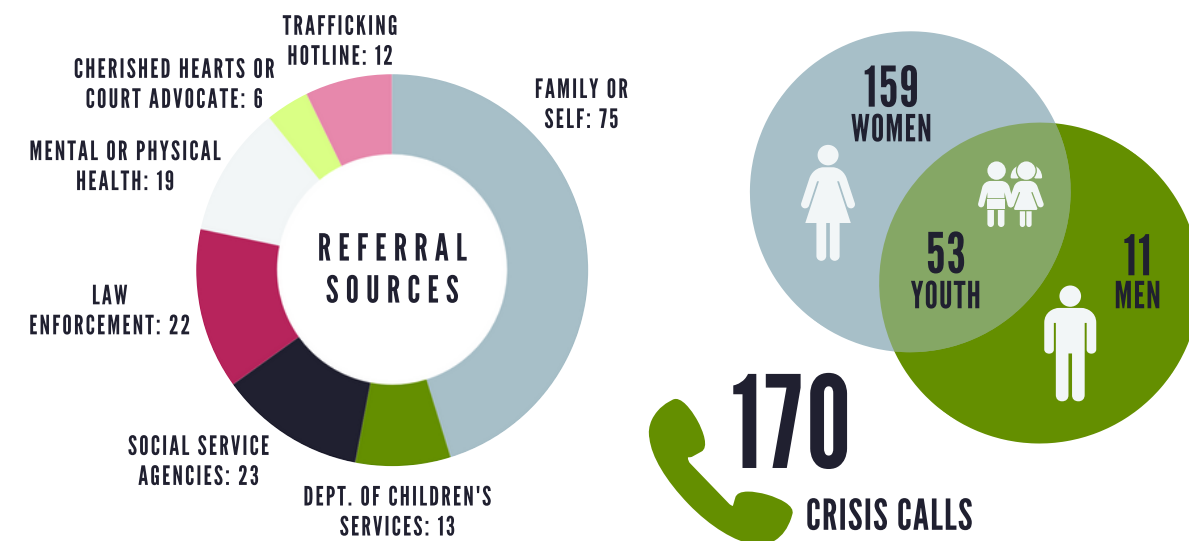


In 2020, End Slavery Tennessee (ESTN) provided aftercare, training, advocacy or prevention programming in all 41 counties in Middle Tennessee.

Below are the counties where trafficking was reported and aftercare services were provided:

Cheatham	1	Humphreys	3	Montgomery	4	Sumner	1
Cumberland	1	Knox	5	Putnam	2	Van Buren	2
Davidson	86	Madison	3	Robertson	1	White	2
Gibson	2	Marshall	3	Rutherford	10	Williamson	3
Hamilton	3	Maury	1	Shelby	6	Wilson	1

**Some victims served did not report a county or state of origin. Data is based on where a survivor reports they were trafficked. ESTN serves survivors outside of Middle Tennessee when in the best interest and safety of a survivor.*



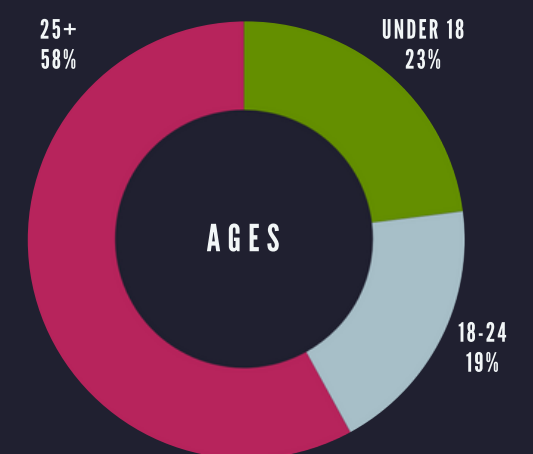
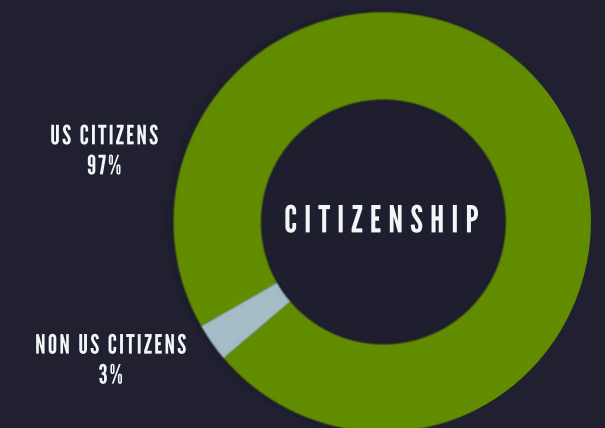
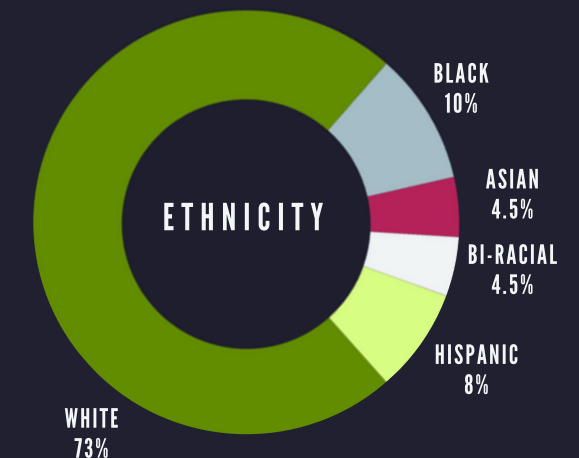
28
 VICTIMS ENTERING
 AFTERCARE PROGRAM

665*
 EMERGENCY FINANCIAL
 ASSISTANCE CASES

485
 GROUP AND
 THERAPY SESSIONS

TENNESSEE ANTI-SLAVERY ALLIANCE

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.



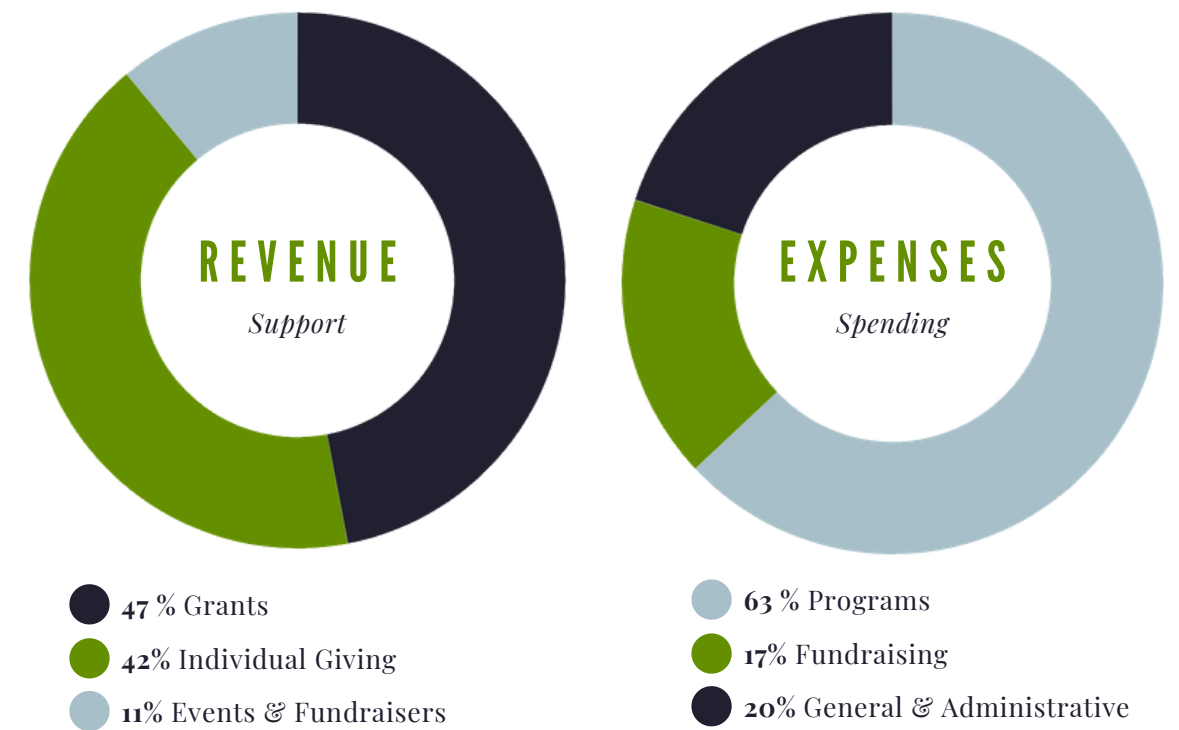
**The numbers on these graphs represent the survivors who self-identify their demographics.*

2020 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.



2020 FINANCIAL OVERVIEW



TOTAL REVENUE **\$1,492,859**

TOTAL EXPENSES **\$1,391,993**

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

\$57,856 TAX DOLLARS SAVED

COMMUNITY ENGAGEMENT & IMPACT

 **529**
VOLUNTEERS

 **3,279**
VOLUNTEER HOURS

\$139,022 
VALUE OF VOLUNTEER SERVICES
**Includes value of in-kind donations*

VOLUNTEER HIGHLIGHTS

Volunteer work includes:

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

COMMUNITY GROUPS

Join a group of like-minded people who want to learn and take action to end modern-day slavery!

Community groups meet regularly throughout the year to discuss current events related to human trafficking, raise awareness, host lectures, help raise funds for End Slavery Tennessee and more.

Find a community group in your area:

- Brentwood
- Clarksville
- Franklin
- Hendersonville
- Hermitage/Donelson
- Murfreesboro
- Oak Hill

VISIT

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

OFFICIAL PODCAST SOMEONE LIKE ME

SURVIVOR STORIES. BUSTED MYTHS. LIVES CHANGED.

In 2020, End Slavery Tennessee (ESTN) launched *Someone Like Me*, the official podcast of ESTN, which lifts up the voices of survivors in their own words. This digital initiative is the latest innovative way 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.

Someone Like Me features real-life events told by actual survivors who are graduates of the ESTN program. The podcast explores ways to gain a deeper understanding of how people become human trafficking victims and the many challenges and obstacles that hinder their recovery.

Someone Like Me also highlights updates from program leaders about initiatives in this vital work and provide education to dissolve common myths around human trafficking.

Season 2 coming in March 2021.

PODCAST TEAM

DERRI SMITH
Executive Producer

LESLIE EILER THOMPSON
Host

GREGORY BYERLINE
Producer & Editor

SUBSCRIBE NOW



6,438 
TOTAL DOWNLOADS
**As of 1/5/2021*

 **2,028**
LIVE STREAM VIEWS



Excellent presentation! I enjoyed the different modalities used. It held my attention. I must admit, I had no idea this was such a problem in Tennessee. I learned a great deal and felt pride in knowing our state is number one in dealing with this issue! Congratulations to you guys. Thank you.

- Tennessee Public Educator

Beginning in the 2019-2020 school year, a new law requires all public educators to take a course on how to detect human trafficking. All teachers must receive a one-time in-service training on the detection, intervention, prevention and treatment of child victims.

HUMAN TRAFFICKING LEARNING CENTER



23,348
TEENS & EDUCATORS TRAINED

3,193

REACH THROUGH AWARENESS EVENTS
& COMMUNITY TRAINING

ONLINE COURSES



3 SILVER OMNI AWARDS

SPRING 2020 CONTEST WINNERS

Educational • Government • Non-profit

In partnership with ThinkThru, End Slavery Tennessee (ESTN), was recognized with Silver Awards in three categories for our Introduction to Human Trafficking for Tennessee Educators training 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

ENROLL

courses.endslaverytn.org

HUMAN TRAFFICKING AT HOME

Would you like to delve into the nuances of what it's like to address human trafficking on the front-lines?

ESTN's webinar series, Human Trafficking at Home, features a variety of topics based on relevant and timely issues. We encourage you join us in learning how we strategically confront the complex dynamic of human trafficking in Tennessee.

SCHEDULE A TRAINING

Do you have a corporate, church or professional group who would like to receive a training? Book an ESTN staff member for a training to learn more about our approach to combatting human trafficking and the complexities of modern-day slavery in our state.

BOOK A SPEAKER

endslaverytn.org/training

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

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.



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.



ATTEND

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

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:

- Join a community group
- Host a fundraiser
- Coordinate a gift card campaign
- Sign up for our volunteer newsletter

VISIT

endslaverytn.org/volunteer



It's inspiring to see this organization daring to hope, to contend for change, to continue despite the challenges, to press on no matter what.

I see it in the bravery of survivors entering and walking through our program. I see it in our Direct Service staff walking with survivors through their healing journeys. I see it in the creative and engaging projects implemented to build awareness. I also see it in the inquiries from our community committing to be part of the solution.

Every one of these hearts activate our mission by daring to hope

*- Lee Ellen Starks
Office Manager*

2020
BOARD OF DIRECTORS

LYNNE INGRAM

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MICKI YEARWOOD

Board Vice Chair Pro Tempore
Fundraising Committee

JENNIFER MANTERNACH

Treasurer
Finance Committee Chair

BRANDI BINKLEY

Chair Emeritus
Strategy Committee

REBECCA FINLEY

Chair Emeritus
Strategy Committee

LORI HINES

Fundraising Committee

NICK PILKINGTON

Chair Emeritus
Strategy Committee

DERRI SMITH

Advocacy Committee
Governance Committee

KIMBERLY VEIRS

Board Vice Chair
Human Resources Committee Chair

LATRES JARRETT

Secretary
Fundraising Committee Chair

KIM ALLEN

Sabbatical

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TAMARA HANDLEY

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CHRISTINE KIESLING

Human Resources Committee

MEGAN LONG

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SHELBY BROWN

Director of Finance & Administration

LEAH MOYER

Director of Development

CATHERINE BARKLEY

Development Specialist

STACY ELLIOTT

Community Engagement Coordinator

CAITLIN REED

Communications & Events Specialist

LEE ELLEN STARKS

Office Manager

DIRECT SERVICES

KELSEY MIZE

Director of Survivor Care

LISA TONKIN

Resident Manager

TIA BOWDEN

Intervention Coordinator

MARISSA BROWNELL

Care Coordinator, Commerical Sexual
Exploitation of Minors Specialist

AMANDA TORRES

Care Coordinator, Legal & Law
Enforcement Liaison

TYESHIA JACKSON

Survivor Care Coordinator

JULIA ROTUNNO

Community Response Specialist

MARYBETH JENSEN

Care Coordinator,
Labor & Foreign Victims Specialist

SAM GOFFRIER

Transportation Coordinator



END SLAVERY TENNESSEE

PO Box 160069
Nashville, TN 37216

2021 SAVE THE DATES

NO SHOW BALL BRUNCH

Saturday, April 24

**DRIVE-IN &
DRIVE OUT TRAFFICKING**

Late Spring

VOICES OF FREEDOM

Friday, September 24
Loveless Events Barn

HUMAN TRAFFICKING AT HOME

Training Series

Trauma-Informed Aftercare

Sunday, March 7

Advocacy

Saturday, April 24

Training: Red Sand Project

Wednesday, July 21

Prevention

Tuesday, November 30

SUPPORT OUR MISSION. GIVE TODAY!
[ENDSLAVERYTN.ORG/GIVE](https://endslaverytn.org/give)

WEBSITE

endslaverytn.org

EMAIL

info@endslaverytn.org

OFFICE PHONE

(615) 806-6899

TN HUMAN TRAFFICKING HOTLINE

(855) 558-6484