

People Against Trafficking Humans - PATH

Strategic Plan: 2020-2023

**Developed by the PATH Board of Directors with Facilitation from
the Center for Nonprofit Excellence**

ADAPTED SEPTEMBER 2020

CHANGES HIGHLIGHTED IN YELLOW

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MISSION -- VISION -- VALUES

Vision:

A community united in its resolve to end human trafficking.

Mission:

To foster awareness of the realities of human trafficking and cultivate collaborative efforts with agencies and individuals who provide healing and hope to those affected by human trafficking.

Core Values:

Justice
Leadership
Collaboration

Strategic Goals

- I. **Develop a strong and diverse board of directors**, organizing a leadership development process that sustains PATH's capacity to govern and lead its mission (Leadership & Fund Development Committee).
- II. Cultivate the engagement and support required to grow **fund development** and organizational capacity (Leadership & Fund Development Committee).
- III. Advance PATH's mission to build awareness and collaboration through regularly planned **communication and marketing** messages (see below for committee responsibilities).
 - A. Collaboration Committee focus on common data needs, broader aspects of peer organizational interests and needs.
 - B. Education & Outreach focus on specific offerings.
 - C. Leadership and Fund Development to focus on engagement opportunities, advocacy and legislative issues
- IV. **Foster collaboration** among service providers and offer professional development opportunities with and for them (Collaboration Committee).
- V. **Educate**, in collaboration with other providers, for the prevention and support of human trafficking victims (Education & Outreach Committee).

Goal I Leadership & Governance

Develop a strong and diverse board of directors, organizing a leadership development process that sustains PATH's capacity to govern and lead its mission.

Objectives (PHASE 1)

Key Metrics: 1) Two additional board members; 2) Greater Diversity; 3) Board Core Partner(s)

- A. Recruit 2-3 new Board members with fund development experience and/or connections.
- B. Recruit a Board member(s) that is a survivor of human trafficking (utilize CNPE, Leadership Louisville).
- C. Define professional contract (Jaime) priorities and best use of time (start with review of original job description).
- D. Assist Board committees with recruitment, coordination and orientation of committee and/or board members.
- E. Determine appropriate partners to advance broader mission.
- F. Conduct Board Training Session with focus on Fund Development.
- G. Identify and develop key Board position succession plans.
- H. Determine when and how to bring on contract staff member to coordinate administrative and program action (in Y1 or Y2) – establish fundraising goal needed to make this possible (Ci).

Objectives (PHASE 2)

- A. Grow role of Board in increasing private donations.
- B. Develop close alliance with other service provider(s) with potential for significant cooperative programming.
- C. Develop Board Chair Elect position through nomination
- D. Hire Project Directors, budget permitting.
- E. Determine if/what changes need to be made to business-funding model.
- F. Conduct a Board Self-Assessment.
- G. Add additional Board and/or committee members if needed/feasible.

Objectives (PHASE 3)

Goal II: Fund Development

Cultivate the engagement and support required to grow fund development and organizational capacity (Leadership & Fund Development Committee).

Objectives (PHASE 1)

- A. Develop 3-PHASE budget plan that allows for implementation of mission.
- B. See IA.
- C. Coordinate fund development with Giving Tuesday 2019
- D. Develop fund development plan:
 - i. **Set goal**
 - ii. Clarify case statement for support – what will be achieved with growth in funding
 - iii. Utilize database management (Aperio or some other), **migrating current data into more discernible friend and fund development potential**
 - iv. Train Board members on role they must play for fundraising to succeed
 - v. Meet with current and prospective funders
 - vi. Identify appropriate grant support and determine best approach to pursue
- E. Secure funding for key events through sponsorships, donations and fees.
- F. Determine the cost associated with program activities and events, and the return on investment (use Logic Model).
- G. Determine when and how to bring on contract staff member to coordinate administrative and program action (in Y1 or Y2) – establish fundraising goal needed to make this possible (Ci).

Objectives (PHASE 2)

- A. Annualize Fund Development Activities.
- B. Organize fundraising with Give for Good Louisville 2020, Giving Tuesday 2019 and Year End Gifts.
- C. Develop Calendar for Grant Development (partnering, where appropriate)
- D. Develop Engagement Process that moves from identification, contact, cultivation and stewardship.
- E. Provide Annual Report to “investors” of PATH.

Objectives (PHASE 3)

- A. Develop ongoing annual fund and grant development plans.
- B. Build plan for ongoing sustainability.

Goal III: Communications

Advance PATH's mission to build awareness and collaboration through regularly planned communication and marketing messages **(Divide responsibilities among the three committees):**

- A. Collaboration Committee focus on common data needs of service providers, broader aspects of peer organizational interests and needs.
- B. Education & Outreach focus on specific offerings, announcement and features.
- C. Leadership and Fund Development to focus on engagement opportunities, advocacy and legislative issues.

Objectives (PHASE 1)

- A. Develop annual communication plan that includes
 - i. Newsletter: Collaboration Highlights, Education Offerings, Legislation/Advocacy Issues
 - ii. Op-Ed, Share Research Findings
 - iii. Announcements of Specific Work to Combat Trafficking
- B. Develop Mail Chimp Template so each committee can offer input into newsletter
- C. Assign lead responsibility for coordinating social media, newsletter, and announcements -- Recruit a volunteer to coordinate newsletter.
- D. Organize current website within context of further re-design in 2021

Objectives (PHASE 2)

Objectives (PHASE 3)

Goal IV: Collaboration

Foster collaboration among service providers and offer professional development opportunities with and for them (Collaboration Committee).

Objectives (PHASE 1)

- A. Build partnership with local task force to cultivate coalition.
- B. Complete an inventory of organizations and key people and learn about their needs and interests.
- C. Develop menu of topics of interests and opportunities for mutual undertakings.
- D. Conduct a Community of Providers forum, in concert with Task Force, on results of PATH Needs Assessment Survey (January 2020) – Carrie asked Chris to head up this effort.
 - i. Gather their input and strategies based on discussion at forum
 - ii. Summarize and disseminate follow up.
 - iii. Formulate additional gatherings dependent and based on input and feedback.

Objectives (PHASE 2)

- A. Offer quarterly forums that feature topics of interests and best practices
- B. Identify presenters and seek sponsorship for forums.
- C. Consider an advisory group made up of key organizations.

Objectives (PHASE 3)

Goal V: Educate, in collaboration with other providers, for the prevention and support of human trafficking victims (Education & Outreach Committee).

Objectives (PHASE 1)

- A. Focus on outreach in Y1, using HT 101 and Digital Safety, plus quicker engagement material (for handouts in public places)
- B. Develop potential to provide training for professionals in Y2-3
- C. Set goal on number of education outreach offerings to provide and the number of people to reach.
- D. Develop annual calendar of offerings and engagements
- E. Repeat strategies for presentations in schools, faith-based organizations – reconnect and schedule program offering.
 - i. Collect feedback and utilize for marketing messages via website and FB.
 - ii. Include survivor, using professional care, in presentations and, where appropriate, other service providers.
 - iii. Develop protocols of best practices throughout outreach engagements (refer to Department of Education’s website for possible templates).
- F. Schedule outreach events.
- G. Assure that impact of outreach and education are appropriately measured (see Logic Model).

Goals (PHASE 2)

- 1. Continue to research and organize outreach and education according to best practices.
- 2. Develop plan and offer professional training to specific professional groups.

Goals (PHASE 3)

PATH Logic Model

	Goals	Inputs (Assets and Resources)	Activities (What We Do)	Outputs (How Much We Do)	Outcomes (Why It Matters)
1	Increase awareness of PATH in overall community	<ul style="list-style-type: none"> Contract professionals (or services to-hire) Coordinator Marketing skills Website Trained volunteers 	<ul style="list-style-type: none"> Host and organize vigils, conferences with keynote speakers Present and distribute information at public events Generate earned media exposure about the nature of the problem, how to identify, what to do... 	<ul style="list-style-type: none"> Number reached via information outreach Number of media stories/press impressions Website metrics (visits) Volunteer hours 	Increased awareness of <ul style="list-style-type: none"> the prevalence of human trafficking how to recognize human trafficking preventive actions Anecdotal indicators
2	Increase understanding of the problem and of ways to avoid victimization or to get help.	<ul style="list-style-type: none"> Coordinator Certified education modules Volunteers with professional skills 	<ul style="list-style-type: none"> Provide HT 101 Provide Digital Safety module Provide annual calendar of outreach education Schedule and make presentations to general community and vulnerable populations Contact and develop partnerships with key institutions 	<ul style="list-style-type: none"> Number of people engaged in HT 101 Number of people engaged in Digital Safety module 	Increased understanding of <ul style="list-style-type: none"> Precautions to take How to recognize victims How to take action <ul style="list-style-type: none"> Solicit feedback on level of change in understanding – Develop questionnaire for modules Number of Digital Safety Contracts completed Develop understanding of digital methods of recruiting victims of human trafficking and ways to avoid being recruited.
3	Increase level of partnerships and collaborative strategies/actions	<ul style="list-style-type: none"> Coordinator Board Volunteers Space Speakers/Facilitators 	<ul style="list-style-type: none"> Collect actionable data for service providers Organize focused conversations for service providers Facilitate working partnerships 	<ul style="list-style-type: none"> Number of service provider conversations hosted, plus # attending Number of service providers engaged collectively 	<ul style="list-style-type: none"> Strengthen overall services provided to survivors in our greater community via partnerships and collective action (survey). Number of service provider issues identified and addressed collectively
4	Develop professional training offerings – 2021 to strengthen overall service quality	<ul style="list-style-type: none"> Program Manager Space Speakers/Facilitators Volunteers 	<ul style="list-style-type: none"> Host fee-based training opportunities for professionals whose work intersects with human trafficking 	<ul style="list-style-type: none"> Number of training programs hosted Number of attendees Hours of training provided Volunteer hours 	Develop and collect outcome measures for training sessions

Three-Year Budget Projections

	FY19	FY20 (PHASE 1)	FY21 (PHASE 2)	FY22 (PHASE 3)	Assumptions
Income					Increase by \$35K, \$10K and \$10K
					Assumption: In order to hire a Project Director at \$35K, plus have funding for specific contract work and operational costs, revenue (contracts, grants, donations) would need to reach at least \$55K. In terms of program outputs that would warrant that level of investment, the Board needs to determine the level of traction PATH should reach to substantiate its particular need and relevance.
Individual Donations		\$25,000	\$27,500	\$30,000	
Corporate Sponsorships		\$5,000	\$6,000	\$7,000	
Grants		\$25,000	\$30,000	\$35,000	
Membership Fees			\$1,500	\$1,500	
Training Events			\$3,000	\$5,000	
Consulting Income				\$5,000	
Other Income					
Revenue Subtotal	\$21,846	\$55,000	\$65,000	\$75,000	
Expenses					
Accounting					
Advertising & Marketing					
Continuing Education					
Hardware/Software					
Capitalized Purchases					
Insurance - Liability and Health					
Licenses, Dues, Subscriptions					
Legal Fees					
Payroll Processing & Taxes					
Postage & Delivery					
Professional Fees	\$17,380	\$45,000			
Rent					
Repairs and Mnt					
Salaries and Wages					
Supplies					
Telephone					
Travel					
Utilities					
Subtotal Expenses	\$20,282				
Net Profit/Loss					

***Core values for internal operations include sustainability, stability and teamwork.**



PATH Historic Timeline

How We Are Evolving

2006	2007	2013	2014	2014
Lexington Task Force on HT <i>Catholic Charities was active in combatting HT as well as several religious orders</i>	Louisville Task Force on HT Formed <i>Several of the early founders of PATH were sisters of religious orders: Dominican, Charity, Ursuline</i>	Statewide Taskforce Established <i>PATH formation: Sisters Rita Wigginton, Joetta Kenneman, Julie Driscoll & Judy Morris were early leaders in combatting HT in KY; PATH held vigil in 2013</i>	Public Awareness & Training <i>Theresa Hayden, PhD joins Board; Holly Austin Smith shares her story via Courier-Journal</i> <i>U of L Medical School Training initiated</i>	PATH Formal Formation <i>Leaders held 6 meetings and formulated dual purpose: 1) Education/Prevention and 2) Provide Residential Support. Vigils continue</i>

PATH Timeline
July 8, 2019

2015	2015	2016	2017	2018
Resource Growth <i>501(C)(3), "Resources Lacking," KY Rescue & Restore, Tng. Videos, Lenten Series, Billboard, Demonstration Economy Inn, HT Summit, WLKY Interviews</i>	Local Study Released <i>HT Summit at Frazier, Rus Funk (Men at Work), Chris Burnside (Rock Cares Fdn).</i>	Hired Staff AG Office/ Awarded Grant to CC <i>Jaime Thompson hired part time. Presented 3-sessions at 2nd Pres. Collab with KyOne. Visited Safe Houses in TN, LA, AL, MA, NY.</i>	Org - Board Formation <i>Carrie Bohnert, Michelle Kersting and Sister Charlene Moser join Board. Continued visits, presented at conferences, agreed to serve 18-24 yr olds in Survivors Home. Hosted Education Event at Bellarmine.</i>	Guiding Principles & Policies Developed by CC & Task Force <i>Catholic Charities & SE Region published Guiding Principles, Statewide TF published Policies</i>

PATH Timeline
Photo

2018	2019	2020	2021	2022
Education Outreach <i>SW Intern Added, Brochure Completed, Digital Contract for Teens Drafted, Education Modules Honed</i>	Vision and Mission Updated <i>Convening and Coalescing Role Envisioned to Advance Quality and Coordination of HT Programs. Fall Session Conversation Planned</i>	Roll Out Forums, Increase Capacity <i>PATH becomes active with consortia of service providers to enhance quality and continuity</i>	Continue Forums - Add Professional Trainings <i>To enhance quality of services, offer training to professionals. Continue to build collaborations. Consider memberships.</i>	Build Capacity via Collaboration <i>In addition to fostering collaborations, PATH builds its own capacity through collaboration.</i>

PATH Timeline
July 8, 2019

PATH SWOT Analysis

Developed July 18,
2019

Strengths	Opportunities
Critical Thinking Due Diligence - Thoroughness Outreach Connections Enthusiasm Assertive Passionate Diverse Skills Depth of Knowledge Credibility Integrity Years of Commitment Un-intimidated	LGBT Conference Adopt Orphan Topics Collaboration with other groups Education Awareness Training LTH & Independent Living PATH as the HUB
Weaknesses	Threats
Lack of Survivor Representation Some Fear with LTH Admin Lack of \$ and Connections to \$ Slow Pace of Action Lacking in Structure and Plan Clarity Limited Resources (staff and \$) Not Most Efficient Use of Staff Not Tapping Into or Finding Connections	Other Groups How We Play Together Not Resolving Desired Direction Not Developing or Implementing Specific Strategies

Vision Exercise Summary

Conducted at Board Planning Retreat

July 2018

I & II. BOARD & LEADERSHIP DEVELOPMENT PLUS FUND DEVELOPMENT	II. Collaboration	III. Outreach and Education
Develop PATH Board with a leadership pipeline networking with CNPE & LL	Know who does what	Choose our material and build on existing curricula and other materials
Organize committee leadership	Identify conversations they would like to have	Develop specific messages for target audiences: 1) influence beliefs, values, assumptions 2) change behaviors
Nurture Board development and expertise	Exchange Best Practices	Offer expertise, bird's eye view – known as credible convener
Mix of grants, sponsorships, philanthropy and fees for service	Serve as a catalyst for partnered work	INDICATORS OF SUCCESS
Develop business and fund development plan	Identify ways to measure impact in all of this work	Programs are in demand: build self-esteem, make an impact on vulnerability
Meaningful volunteer engagement	Be open to new learning from other groups (attend their training, etc)	Agencies look to us
Build staff resources, including diversity	Organize standards and pathways to achieve them	Community looks to us
Identify resource needs (materials, finances, people)	Open the door to direct services – learn obstacles, develop program, research funding	Recognized as a trusted and credible brand in KY and throughout the US
Having our own space	Partner with New Directions, Habitat, etc.	
Maintain strong partnership with funders	Other Groups trust PATH	

Summary of Needs Assessment Survey

PATH developed an assessment survey that could help assess the relative service needs that people who have been victimized by human trafficking require to find safety, stabilize their lives and move toward independence. The PATH Needs Assessment Survey of Programs Offered to Assist Victims and Survivors was distributed to individuals (245) that have had considerable experience working in the Louisville metropolitan area combating human trafficking. The PATH survey asked respondents to rate 1) the level of need is specific services, 2) the level of availability of those services and 3) the level of quality of the elements that make up comprehensive services to victims and survivors of human trafficking.

Forty-eight (48) people completed the needs assessment survey, providing a robust picture of the most critical areas of service needs for victims and survivors of human trafficking.

On average, ninety (90) percent of the respondents rated the need for services for human trafficking victims and survivors as “high or very high” of need, while only thirty one (31) percent rated the availability those services at high or very high levels. By comparing service need acuity level with service availability levels, the gap between need and availability levels can be observed (a difference between need severity and service availability, in this instance, is 59%).

	Need Level 4-5 (High to Very High) Pct	Level 4-5 Availability of Svcs Pct	Diff (4-5)	Quality Level 4-5
Independent Living Skills	96%	26%	70%	35%
Long Term Residential	91%	24%	67%	21%
Immediate Services	89%	24%	65%	35%
Specialized Therapy	93%	29%	64%	50%
Emergency Shelter	96%	33%	63%	36%
Utilization of Consistent Protocol	89%	28%	61%	31%
Training for Law Enforcement	93%	36%	57%	43%
Case Mgmt Services	85%	28%	57%	38%
Case Mgmt Services (under 18)	89%	34%	55%	38%
Community Awareness	78%	29%	49%	33%
Medical Services	86%	40%	46%	32%
Trauma Informed Training	89%	46%	43%	59%
Average and Difference	90%	31%	59%	38%

The highest variance between need and availability was services for “Independent Living Skills” with a difference of 70 percent (ranked with a need level at 96% and an availability rating of 26%).

Perhaps the bigger picture, though, is that, once again, the gap between need level and availability level is significant across the board, with an average of 90 percent of respondents reporting high to very high service need levels compared to 31 percent reporting services availability at high to very high levels.

The PATH Needs Assessment Survey asked respondents: What procedures or actions do you think would help strengthen services for victims/survivors of human trafficking?

Their responses are listed below:

Visible long-term safety plan

Increase funding

Compassion

Outreach, identification of victims and tailored services

Education and awareness

Outreach and connecting with other agencies, bringing more information about how it affects our city and the public

More education to recognize victims

Awareness - many people in human trafficking do not realize they are in it

More LGBTQ+ awareness training

More awareness

Better training for law enforcement agencies, enhancing services in place, offering additional resources for victims/survivors, better legislation

Therapy at initial assessment and ongoing through recovery care

Screening for level of trauma

DCBS, DJJ and similar youth serving agencies to implement thorough screening tools to flag trafficked minors

Giving law enforcement training to stop trafficking and identify victims

QA Standards

Some oversight of programs and orgs willing to work together

Agencies need to coordinate with each other

Implement Guiding Principles, self-assessment and training

More collaboration, better training and case manager experience. Certification for agencies working with HT victims

Services that are using best practices

The first thing we need is to compile what services we have, not what is advertised or promoted. Real services that can be applied. Organizations using buzz words as trauma informed services and do not even employ a license counselor. We really need to look at organizations we use.

Proper training & intervention, additional case management orgs and services and increase shelter

Trauma informed care training, how to identify trafficking

Law enforcement and worker training. Lobbying for stronger policies and monitoring.

Funding for more housing

More shelters and housing programs
Additional shelter and support groups
Having more quality residential services to place HT victims
More housing and wrap around svc
Specialized programs that directly impact & serve survivors and victims. Should include emergency staff that is on-call and licensed therapist that specialize in trafficking and domestic violence

More involvement of survivors

Help those who don't have a social work degree or don't run a nonprofit to help survivors
Decision makers need to listen to the lived experience on what they need - do a SWOT analysis
More education to the community at large. Especially with JCPS when children of the mothers who have been trafficked need protection and privacy and JCPS violates their privacy REPEATEDLY and seem to discard the wishes of mothers to keep the identity of their children private. A panel discussion with survivors who are comfortable enough to tell their story. Things they go through that the average individual doesn't think about.

#1 TOP SERVICE PRIORITY WORD CLOUD

victim therapy Shelter services Housing trained
Emergency shelter

#2 TOP PRIORITY SERVICE

Therapy victims Counseling Emergency Shelter Training
shelter services trafficking case management placement
Housing

#3 TOP PRIORITY SERVICE

Medical Case Management skills independent living services Support
therapy Counseling Housing Shelter Employment
victims youth

Summary of Interviews with Key Leaders in the Field

Five key leaders in the field of combating human trafficking were interviewed to gain their perspective about PATH, its strengths and weaknesses, and the pivotal needs required to address the gaps in services for victims and survivors.

Impressions of PATH:

- Modest, humble, well-informed, but not very well known
- I know them basically through working with Theresa.
- I know them through Theresa and Jaime – both are great to work with.
- I know them through the work of the coalition and task force – not sure what they are doing currently beyond that.
- I really appreciate how thorough and mindful they are of best practices – there are so many resources that pop up that sometimes, maybe oftentimes, cause more harm than good.
- They seem to be having a hard time getting footing on the specific service elements they want to offer
- I see them as offering a “path” between other organizations in order to offer comprehensive services
- I know they exist and sort of why they exist. I believe they provide education and information to support and connect people with other resources.

Strengths

- Authentic, responsible, deliberate and thoughtful -
- They have bright and committed people associated with them.
- Connections with Sisters of Charity of Nazareth and SCN programs (Our Lady of Peace, Maryhurst, Spalding University)
- Trauma-informed care approach
- Level of training that they have developed
- Thoroughness
- Encompassing the spiritual aspect to healing is a positive
- Commitment to Quality

Weaknesses

- No single, accessible point of contact
- Lacking clear message of mission/purpose
- Small, limited resources
- Inability to decide on specific mission
- Strained relationship with Catholic Charities
- Can't make the decision on their ultimate mission design
- Can't really achieve their residential purpose on their own

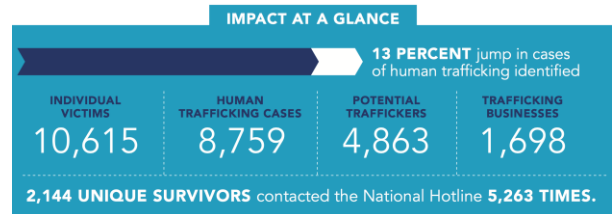
Role PATH Would Do Well to Play

- Decide on Education/Outreach or Residential and Pursue It
- Can play a role in establishing, through their system of networks (Maryhurst, OLOP, Center for Women & Families, Catholic Charities), a comprehensive program that provides long term residential care
- I would like to see them move in the area of residential services – while I think they may lean toward youth, I believe there is less of a gap in youth-oriented services than for adults.
- While labor trafficking is a huge problem, and I would appreciate their moving in that direction, I would also caution them of the lengthy process – a T-VISA can now take up to 34.5 months – running a residential program would take an enormous investment
- Ultimately, PATH needs to make the best decision it can and move forward to achieve its mission – which should be clear and specific
- Housing of all types (emergency, short-term, long term) are needed – PATH could play an important role in this.
- It would probably great for someone to step up to the leader role with service providers to help organize the array of services – could also serve in advocacy and legislative roles. The task force is good but there are so many people and groups, it is difficult for them to truly lead and organize – and that is probably beyond their role.
- As for other ideas for PATH, once their role is clarified, they should engage in awareness-building of the role they plan and who their partners are. I think there is also a need for a step-by-step protocol of the process to help trafficked victims (glad to help with strategic planning process).

Human Trafficking data and Local Research Findings

National Data and Trends

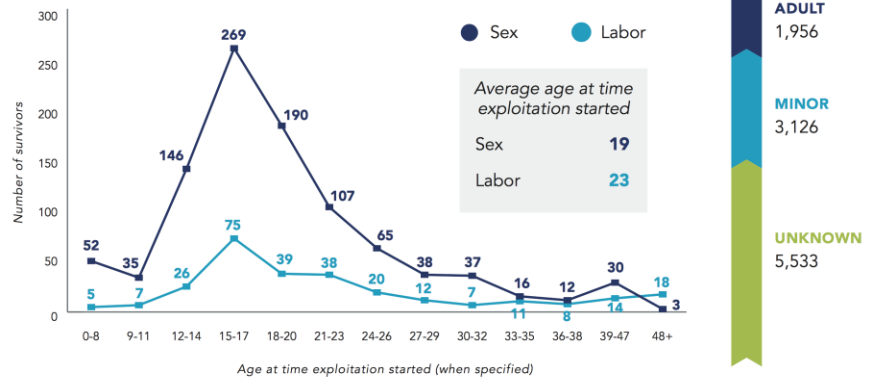
- ✓ According to the Polaris Project, the nonprofit that operates the National Human Trafficking Hotline and seeks to disrupt trafficking networks, **in 2017 there was a 13% increase** in cases of human trafficking through the hotline, with 8,759 cases, affecting 10,615 individual victims the US.



- ✓ Human trafficking involves the use of force, fraud, or coercion to lure their victims and force them into labor or commercial sexual exploitation. Sex trafficking accounted for 71 percent of the cases reported to the hotline in 2017.

- ✓ Women and girls comprise approximately 80 percent of the identified survivors. In the case of sex trafficking, the average age at the time exploitation started was 19, with **69.2% of those being before the age of 18**. And in the case of labor trafficking, the average age at time of exploitation began at 23, with 65.6% starting prior to the age of 23.

AGE AT TIME SEX OR LABOR TRAFFICKING BEGAN



- ✓ In 2017, the National Center for Missing and Exploited Children reported that 1 in 7 endangered children reported to them that they were likely sex trafficking victims. Other studies in Louisville, KY and Phoenix, AZ demonstrate the severe vulnerability of runaway and homeless youth to human trafficking.

Regional and Local Data

- ✓ Kentucky passed its first law making human trafficking a crime and granting right to victims in 2007, thus beginning its collection of human trafficking data in the commonwealth. Following the 2013 passage of the Human Trafficking Victims' Rights, data collection efforts became more systematized and consistent, though it must be pointed out that these efforts are relatively recent.
- ✓ Major findings of the 2017 Annual Report of the Kentucky Statewide Human Trafficking Task Force, a document prepared by the KY Office of the Attorney General and Catholic Charities of Louisville Enhanced Collaborative Model Grantee

Committee (see Table below). Note the 28 percent increase in reported incidents in 2017 compared with 2016.

Table 1 – Number of Incidents by DCBS Service Region

Region	Year		2015 (10/1/2014- 9/30/2015)	2016 (10/1/2015- 9/30/2016)	2017 (10/1/2016- 9/30/2017)	Totals
	2013	2014				
Jefferson	14	13	18	29	32	106
Salt River	12	03	11	19	31	76
Cumberland	0	15	15	27	33	90
Eastern Mountain	07	06	09	21	16	59
Northeastern	02	07	10	13	14	46
Southern Bluegrass	03	04	11	17	13	48
The Lakes	0	06	13	19	13	51
Two Rivers	01	02	05	07	19	34
Northern Bluegrass	01	01	07	17	46	72
Statewide Total	40	57	99	169	217	582

For the 2017 reporting period:

- Thirteen children were placed outside of the familial home due to human trafficking allegations. Placements included foster homes, private child caring facilities, or relatives. Services were provided to the victims and families in those settings.
- In 130 cases, drugs were identified to have been provided to the victim or involved in the trafficking.
- Criminal charges were made in 14 investigations with reported charges that included human trafficking, sodomy, sexual abuse, unlawful transaction with a minor, and illegal sex act with a minor.
- Of the 250 alleged victims, 246 were American-born, and four were foreign-born.
- Of the 217 cases, 204 had prior DCBS history, and 13 did not have prior DCBS history.
- A caretaker was alleged to be the perpetrator of 139 of the 250 total alleged victims. A non-caretaker was alleged to be the perpetrator of 175 of the 250 total alleged victims. In some cases, both a caretaker and non-caretaker were listed as perpetrators in the case.

- ✓ The Youth Experiences Survey, carried out by U of L's Kent School of Social Work in 2016, included 140 homeless youths ages 12 to 25. The study of those surveyed showed that *one of every two females and one in three males reported being sex-trafficked*, mostly in exchange for money or lodging. The youths who reported the human trafficking abuse were more likely to be drug-addicted and diagnosed with more than one mental health problem.
- ✓ Dr. Jennifer Middleton of U of L also partnered with Arizona State University researchers to conduct a similar study of homeless youth in that state. Note the similarity in findings of the sample in these studies.

	% Reporting Being Sex Trafficked Louisville Area	% Reporting Being Sex Trafficked in Phoenix Area	% Females Reporting Being Sex Trafficked Louisville/Phoenix	% Reporting They Had a Sex Trafficker (Louisville/Phoenix)	% Reporting Being Sex Trafficked for Money (Louisville/Phoenix)	For a Place to Stay (Louisville/Phoenix)	For Drugs (Louisville/Phoenix)
Homeless Youth	41%	33%	48%/39%	66%/74%	56%/53%	48%/49%	37%/35%

Status of Victims of Sex Trafficking Experiencing Homelessness in Kentuckiana

- Overall, 40.9% (n=54) of the youth experiencing homelessness identified as being a sex trafficking victim. (In the Arizona State University study, 33.2% of young adults identified as being a sex traffic victim)
- Almost half (47.6%, n=30) of female respondents reported they had been sex trafficked (approximately 38.6 of the females in the ASU study reported having been sex trafficked).
- Approximately one out of three (32.3%, n=20) male participants reported a sex trafficking experience (1 out of every 4 in Arizona)
- The average age of first sex trafficking experience was 16.4 years old with 35.2% (n=19) reporting that they were sex trafficked before the age of 18 (average age in AZ was 17.9 years old with 36.1% occurring before the age of 18).
- Approximately 66% (n=41) (74.2% in AZ) of the respondents who reported being sex trafficked reported they had a sex trafficker with 29.6% (n=16) of the respondents reporting they were currently being sex trafficked at the time of the survey.
- The most common reasons identified by the 54 participants that reported sex trafficking victimization were for money (55.6%, n=30) (53% in AZ), for a place to stay (48.1%, n=26) (48.5% in AZ), and for drugs (37%, n=20) (34.8%)

Comparison of Trafficked and Non-Trafficked Youth in the Homeless and Runaway Youth in the YES Study

- ✓ In addition to the 60-item YES survey developed by Arizona State University’s Sex Trafficking Intervention Research (ASU STIR), the youth participants were asked an additional 10 questions from the Adverse Childhood Experiences (ACE) protocol, an assessment instrument that has demonstrated that the severity and frequency of adverse experiences in childhood are linked with subsequent health problems.
- ✓ Research regarding childhood trauma indicates that people with an ACE score of four or higher are more likely to experience chronic health and mental health problems in adulthood (Felitti et al., 1998). Sixty-six percent of the YES respondents had an ACE score of four or higher, in contrast to 12% of respondents in the Center for Disease Control and Prevention’s national study of ACE.

✓ When comparing the sex trafficked youth experiencing homelessness with the non-sex trafficked youth experiencing homelessness, the sex trafficked group was found more likely to:

- Be addicted to drugs
- Participate in self-harm activities including cutting o Have survived a suicide attempt
- Have a mental health problem/diagnosis
- Have higher adverse childhood experience (ACE) scores

Self-Harming and Risk Taking Behaviors	Sex trafficked group (n =54)	Non-sex trafficked group (n =78)
Self-harming behaviors**	38 (71.7%)	23 (37.7%)
Not eating for long periods**	26 (53.1%)	9 (16.4%)
Risk taking behaviors**	24 (77.4%)	7 (12.7%)
Drug use**	23 (46.9%)	9 (16.4%)
Cutting**	22 (45.8%)	9 (16.4%)
Sex with strangers**	20 (40.8%)	4 (7.3%)
Drinking alcohol excessively*	17 (34.7%)	8 (14.5%)
Body modification**	13 (26.5%)	1 (1.8%)

*Significance at a p< .05 level. **Significance at a p< .01 level.

Policy Development to Combat HT (Task Force)

- ✓ The first Kentucky Human Trafficking Task Force was established in Lexington in 2006, followed in 2007 by the Louisville Human Trafficking Task Force, the same year in which KY passed its first law making Human Trafficking a crime and affording rights to its victims.
 - ✓ The Kentucky Statewide Human Trafficking Task Force was formed in 2013 with the implementation of the Human Trafficking Victims' Rights Act and is a multi-disciplinary task force bringing together law enforcement, victim advocates, service agencies, survivor leaders to combat human trafficking in KY. The task force is co-chaired by the Office of the Attorney General and Catholic Charities of Louisville. In addition, there are now nine task forces on human trafficking operating throughout the state.
 - ✓ In 2016, the Office of the Attorney General and Catholic Charities of Louisville were awarded funding for the first time from the Bureau of Justice Assistance and the Office for Victims of Crime to improve collaboration between federal, state, and local law enforcement, state agencies, and victim services providers.
 - ✓ A new resource was made available in 2018 for agencies serving survivors of human trafficking in the regional southeastern United States. The **Guiding Principles for Agencies Serving Survivors of Human Trafficking** was published by the Catholic Charities of Louisville's Bakhita Empowerment Initiative and developed in collaboration with all the members of the ACF Region 4 Human Trafficking Advisory Group.
 - ✓ The Kentucky Statewide Human Trafficking Task Force published **Policies and Protocols in November of 2018**. It establishes comprehensive guidelines for standards in the coordination and delivery of services for and on behalf of victims and survivors of human trafficking. The policies and protocols address one of the core objectives the Statewide Task Force.
 - ✓ Objectives of KY Statewide Task Force, as reported in its 2017 Annual Report, include:
 1. Establish and sustain effective task force leadership and structure *to support the successful identification of victims of all forms of human trafficking; service delivery for victims; and investigation and prosecution of trafficking perpetrators.*
 2. Increase capacity of law enforcement officers, service providers, and other stakeholders in the community to identify and respond to human trafficking victims through training and public awareness activities.
 3. Conduct proactive investigations of sex and labor trafficking, increasing successful prosecutions at the state and federal level.
 4. Develop plans for data collection and develop a process for sharing data with task force members. Develop and implement a plan for evaluating and investigating the effectiveness of the efforts to meet task force goals and objectives.
 5. *Provide High-Quality Comprehensive Services for Victims of Human Trafficking.*
- *Italicized are the areas in related to PATH's stated purpose statement.*

Summary Listing of Primary Service Providers

Here is a list of organizations in the Louisville area that should be considered in the coordination of comprehensive services.

Organization	Organization	Organization
Catholic Charities: Bakhita Empowerment Initiative	KY Office of the Attorney General	People Against Human Trafficking (PATH)
Center for Women & Families	KY Statewide Human Trafficking Task Force	Scarlet's Bakery
Home of the Innocents	KY Youth Advocates	Southern Indiana Human Trafficking Task Force
Coalition Supporting Young Adults	Louisville Human Trafficking Task Force	Taylrd
Free2Hope	Lou Metro Police Dept.	Women of the Well
Jefferson County Attorney	Louisville Metro Office for Women	Youth Detention Services
Kristy Love Foundation	Maryhurst	YMCA Safe Place Services
KY Cabinet for HHS, Dept for Community Services	Our Lady of Peace	

Promising Programs

A. Established Outreach and Education Programs

United Against Human Trafficking

2007 IRS designation

2009 Co-authored Crime Stopper Call

2010 White House and DHHS -- asked to advise government

2011 Completed a Field Assessment on Domestic Minor Sex Trafficking – used by agencies to develop better services

2014 Received FBI Directors Community Leadership Award

2015 Developed first 101 Human Trafficking e-learning course

2016 New Media Campaign in partnership with City of Houston

Human Trafficking Prevention Education: Guidance for Implementation of Youth Programs (Aug 2016)

Developed by the Ohio Human Trafficking Commission in collaboration with the University of Dayton's Human Rights Center (provides guidelines for education implementation including sample letters to education leaders).

B. Residential Programs (Beginning List)

Place of Hope

9078 Isaiah Lane

Palm Beach Gardens, FL 33418

561-7195

Residential Programs

- Family Cottages – family style foster care
- Villages of Hope – independent living, life skill development
- Joann's Cottage – family style maternity home
- Homes of Hope – trains and supports people in the community to provide a home/support
- Seven Stars Cottage – emergency placement and assessment for abused and neglected boys

Place of Hope also has outreach & education programs

Shared Hope International

California: Saving Innocence—Emergency crisis response, case management, awareness-raising, workshops (JuST Response Council)

North Carolina: Restore One – open and develop innovative safe home care that embraces holistic healing (The Anchor House 12-18 year-old boys that have been sexually trafficked)

Washington: Shared Hope and The Coffee Oasis – operate Terry's House as part of a continuum of care for young women

Nationwide: SunGate Foundation – offers education scholarships to survivors

Virtual Mentoring Bender Ministries (RBM) – provides virtual mentoring

PATH Board of Directors

Carrie Bohnert, Presiding Chair

Carrie A. Bohnert, MPA, CHSE, has a twenty-year history of managing education programs in Louisville. She currently serves as Director of the Standardized Patient Program at the University of Louisville School of Medicine, where she instructs health care students in fostering the doctor-patient relationship. Ms. Bohnert is a past vice president of the Association of Standardized Patient Educators and co-author of the Association's standards of best practice. She has given over thirty peer-reviewed presentations and published several articles on her work in this field. With her research partner, Dr. Olivia Mittel, she has published, presented, and received grant funding for her work teaching medical and nursing students to recognize human trafficking in patients. Prior to her work at U of L, Ms. Bohnert administered programs at the Kentucky Science Center, Louisville Public Media, and the Kentucky Center Governor's School for the Arts. She is also the proud leader of a Girl Scout troop for both typical and special needs girls.

Rita Ann Wigginton, Vice Chair

Sister Rita Ann Wigginton is a member of the Order of St. Ursula from Louisville, KY. She has been a sister for 51 years and has taught in two Catholic grade schools in Louisville and has worked with deaf people for over 40 years. She has worked as a pastoral minister in four arch/dioceses and is currently the Director of the Ministry Formation Program for Deaf Adults which is based in Chicago. She has been the vocation director for her community and has served on leadership with her community as well. She has been a member of her community's Social Concerns Committee for a number of years and is currently co-chair of this committee. Her educational background includes: Bachelor of Arts degree in Elementary Education from Bellarmine University, Master of Arts degree in Deaf Education from Gallaudet University, Certificate of Advanced Studies in the areas of Religious Education from Boston College, a Masters in Theological Studies from St. Meinrad School of Theology, a Certificate in Spiritual Direction from Lourdes College, and is a Certified Interpreter for the Deaf.

Michelle Kersting, Treasurer/Secretary, Leadership & Fund Development Chair

Michelle has a BSBA and MBA both from the University of Louisville. She has worked in accounting/finance for 24 years, 19 of which were in non-profit organizations. She is currently the Vice President of Finance/CFO at Maryhurst. She has been involved in Federal HUD grant applications and has been a member of the Cedar Lake annual gala committee for 10 years. She has experience with budget development, financial reporting, technology, employee benefit plans and risk management.

Julie Driscoll, SCN, Collaboration Committee Chair

Julie has a BS in Education from Spalding University, an MA in Psychology from Catholic University of America in Washington, D. C., and an MA in Religious Studies from Mundelein College, now Loyola University in Chicago. She was in elementary education in schools in Kentucky, Massachusetts, and Maryland for 10 years and then pastoral work in Massachusetts and Alabama. Julie is a professed SCN for 56 years and has served as Vocation Director and Vice-President of her Congregation. Julie was the first Executive Director of House of Ruth, has worked with immigrants at Americana, Casa Latina, La Casita, and Doors to Hope. She was recently on the board of AIDS Interfaith Ministries and has been involved in numerous justice issues for many years. For a number of years, Julie has served on the SCN Western Province Justice Committee.

Theresa C. Hayden, Immediate Past Chair

Theresa has a doctorate in social work from UL Kent School, two master degrees (social work Kent School and religious education Fordham University), and a BA degree from Brescia University Owensboro, KY. Since 2005, she has been a full time professor at the University of Louisville, Criminal Justice and part time lecturer at the Kent School of Social Work. Her research and teaching interest include human trafficking and generational family violence. In addition, she has presented on human trafficking at international, state, and local conferences. She is engaged with community awareness on the crime of human trafficking since 2006. Her spare time is spent enjoying her 4 adult children, their spouses, and 7 grandchildren.

Amy Nace-DeGonda, Member

Amy has her undergraduate degree in Sociology from the University of Louisville. Amy has been working in social services since 2002. Amy works with Catholic Charities of Louisville as the Human Trafficking Case Manager, where she provides educational workshops and trainings on human trafficking, assists in development of a statewide anti-trafficking coalition, and works directly with identified victims of human trafficking throughout Kentucky. She works closely with social service providers, health care workers, law enforcement, and others to ensure that human trafficking is being identified in our communities and that the survivors are provided with the resources they need to rebuild their lives. Amy has provided training on human trafficking to churches, social service agencies and volunteers. Amy works on the HOPE Campaign, creating materials for training professionals as well as volunteers. She works in the community to build relationships with businesses to increase participation in the HOPE Campaign.

Joetta Venneman, Outreach & Education Committee Chair

Sister Joetta Venneman is a member of the Sisters of the Presentation of the Blessed Virgin Mary located in Dubuque, Iowa. She has worked with the Sisters of Charity of Nazareth in the Office of Social and Environmental Justice since 2004. Prior to this, she lived in Chicago teaching middle school student's mathematics in South Chicago. She has worked in parish ministry and as an adjunct at the Calumet College of St. Joseph in Whiting, IN. She earned a masters from the California Institute of Integral Studies in Cultural Anthropology: Human and Organizational Transformation. Her bachelor's, from Mount Mercy University, is in Mathematics with a minor in secondary education. She remains a professionally certified teacher in Iowa and Illinois.

Charlene Moser, OP, Member

Sister Charlene Moser is a Dominican Sister of Peace who currently serves as Founded Ministries Liaison for the ecology, retreat, and senior housing, ministries of the Congregation. This work includes serving on Boards of Directors and Advisory Councils as well as committees for each ministry; fulfilling delegated tasks, and generally supporting the Mission of each ministry. Prior to 2009, Sr. Charlene served in elected leadership of her founding Congregation of St. Catharine in her home state of Kentucky. She also has ministered for 28 years in various Catholic schools in Louisville and Springfield, Kentucky; Hastings and Omaha, Nebraska; and Memphis, Tennessee; and for 8 years as Assistant Treasurer for the Congregation. Her teaching areas were junior and senior high school math and science, while her work in development included recruitment, alumnae affairs, and producing events. Sr. Charlene earned her MEd in Secondary Education from Indiana University, Bloomington; and her BA in Mathematics from University of Nebraska at Omaha.

Chris Owens, Member

Chris has an MA in Media Communication, a post-baccalaureate certificate in secondary education (Indiana Wesleyan) and a BS in Human Resource Leadership (Sullivan University). She began working at the Louisville Metro Office For Women (an advocacy and policy office for women's issues) in 2005. Much of her work is related to violence against women, safe child visitation for families affected by intimate partner violence, and collaborating with criminal justice and community organizations to improve system responses. Current projects include compiling, analyzing and sharing information related to vulnerable populations and developing opportunities for young women to connect to career mentors.

Jaime Thompson, Director

Jaime Thompson, MSSW is a professional social worker committed to serving marginalized, oppressed, abused and exploited humans. Currently, she is a PhD Candidate at the Kent School of Social Work at the University of Louisville and the Program Coordinator at People Against Trafficking Humans (PATH) Coalition of Kentucky. Her research interests include human trafficking, child welfare and foster care system outcomes for youth and high-risk families, trauma-informed care frameworks, and using qualitative research methodologies to promote empowerment and resilience for vulnerable populations. Since 2014, she has been a part-time lecturer at the Kent School. Prior to returning to academia, Jaime worked for 10 years at Family & Children's Place conducting home visits in the HANDS program, working with foster children and their families of origin during therapeutic visits, supporting non-offending caregivers whose children were seen at the Child Advocacy Center for allegations of child sexual abuse, and facilitating child sexual abuse prevention training to over 1500 adults in a Kentucky Statewide program. Jaime lives in the Highlands of Louisville with her 17 year-old son and enjoys camping, hiking, forest bathing, and traveling with family and friends.