



ria

Illuminating Hope

ANNUAL REPORT 2023

Letter from *the Board of Directors, Chair*

Dear Ready•Inspire•Act Community,

As we reflect on the end of another remarkable year, I am filled with gratitude. Serving on the board of this incredible organization for over six years and having the privilege to lead as board chair for three of these has been an immensely humbling journey. Our mission, dedicated to supporting survivors of sex trafficking and commercial exploitation, is not just a cause we champion—it's a calling that unites us in purpose, compassion, and justice. We've remained steadfast in our commitment to those we serve, amplifying their voices, advocating for their rights, and fostering pathways to healing and empowerment.

Together, we've achieved so much this year. From expanding our rental assistance program to collaborating with local communities, each milestone signifies not only our dedication but also the resilience and strength of our participants who inspire us daily. It's in their stories of courage and resilience that we find strength to push forward, to break barriers, and to create lasting change.

None of this would be possible without the unwavering support of our dedicated staff, volunteers, partners, and donors. Your tireless efforts, generosity, and belief in our mission are the cornerstone of our success. Your contributions, whether big or small, ripple outwards, shaping brighter futures and instilling hope where it's needed most.

In closing, I want to express my deepest gratitude to you all for your steady support throughout this year. Your passion and commitment inspire me daily, and I am honored to serve alongside you in this vital work.

Wishing you all a peaceful new year filled with love, peace, and moments of reflection.

With gratitude,



Tiffany Lillie
RIA Board of Directors, Chair



Board of Directors

Tiffany Lillie
Chair

Manleen Singh
Vice Chair

Padmaja Surendranath
Treasurer

Valerie Godhwani
Secretary

Rebecca Hawk
(term ended June)

Rev Lucy Marshall

Cassandra Mombrun

Estie Rappaport
(term began Oct.)

Members

Meet Our Team



Stacy
Director of Peer
Mentorship &
Advocacy Services



Malika
Peer Mentor &
Advocate



Stacey
Peer Mentor &
Advocate



Nicole
Intake Coordinator/
Peer Mentor &
Advocate



Rachel
Clinical Director



Libby
Clinical Intern



Chantha
Development &
Strategy Director



Heather
Executive Director
& Founder



Margo
Evaluation & Impact



Marissa
Operations Manager/
Grant Writer



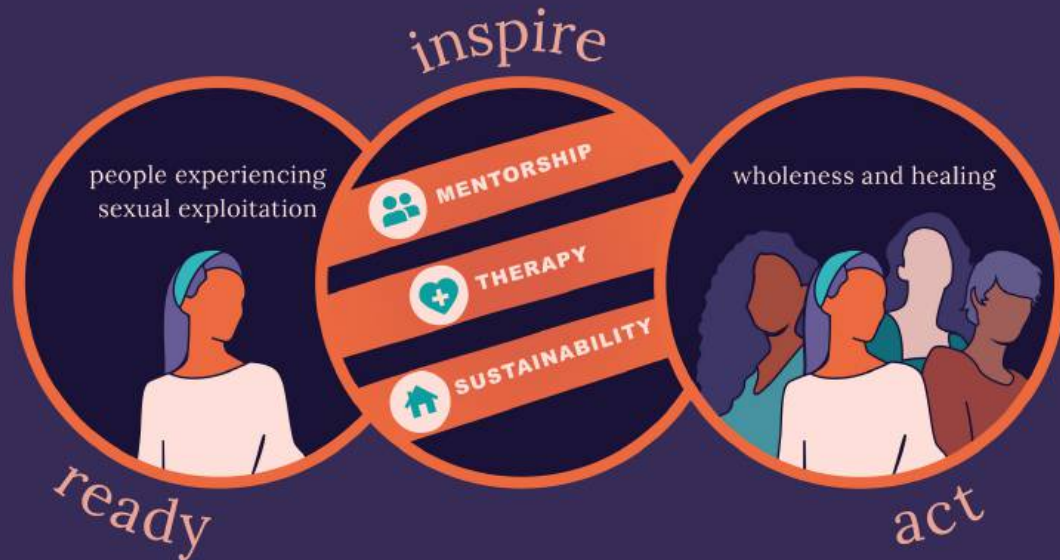
Our vision is a world where people's bodies are not victimized, exploited, bought or sold for the sexual gratification of another person.

Our mission is to stand with and support adults, majority women, with experience in the commercial sex trade and its associated exploitation, trafficking and prostitution, by providing a range of community-based services.

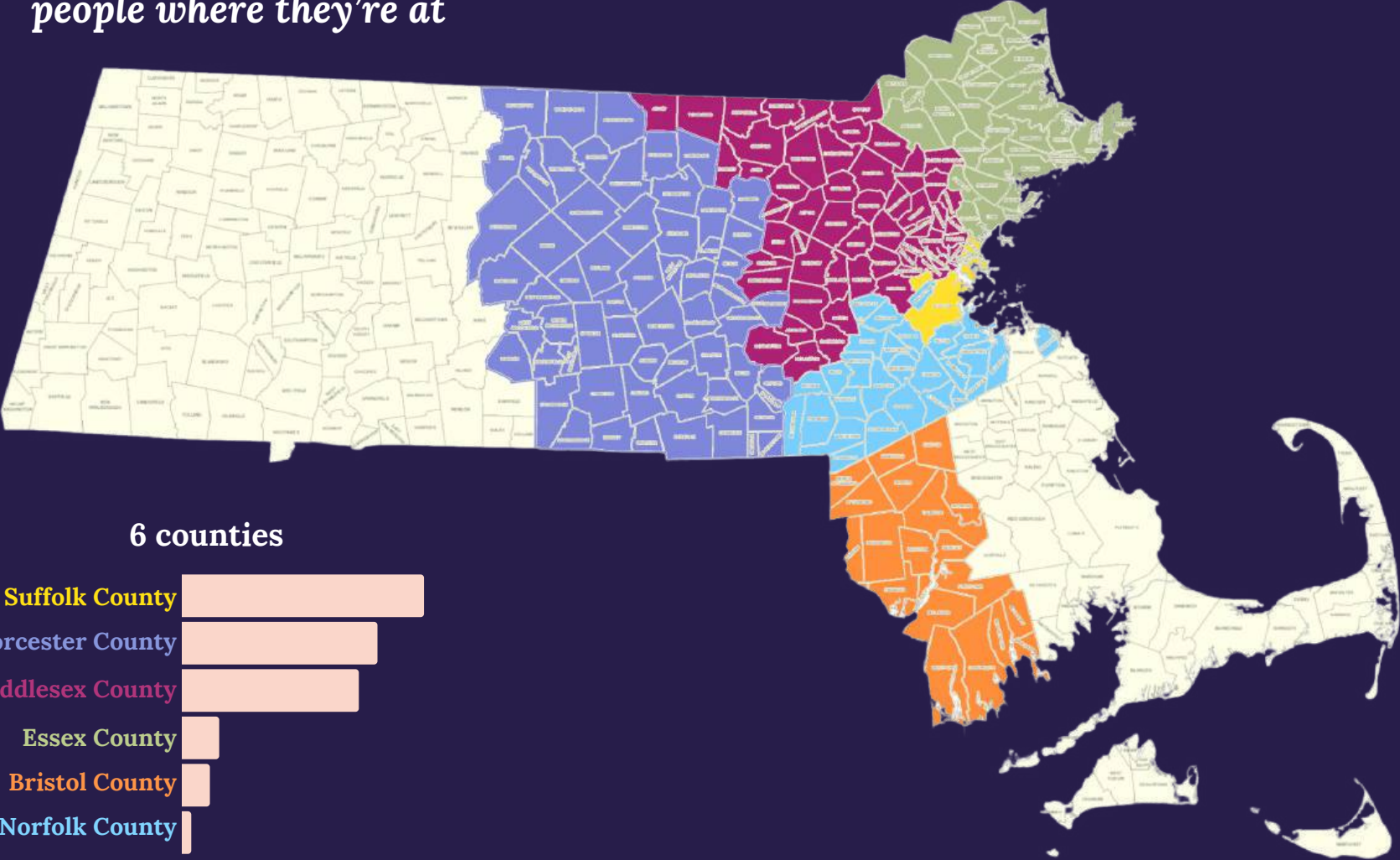


Working Towards Wholeness and Healing

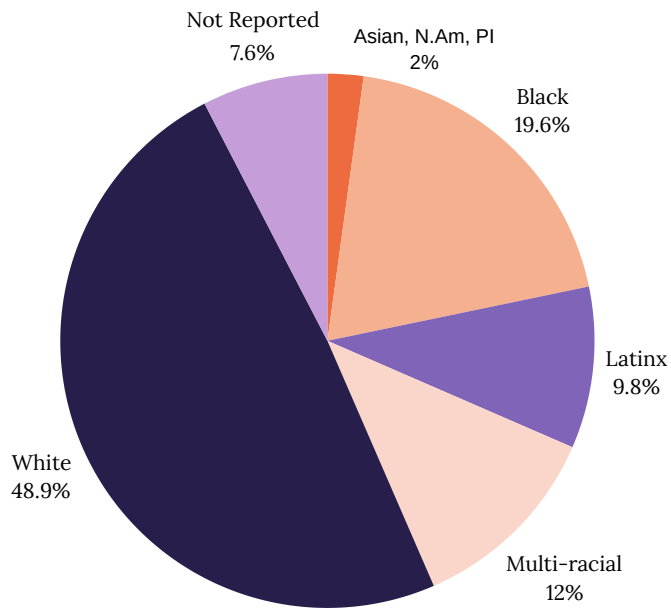
RIA builds healing relationships to support adults, majority female, identified with experience in commercial sex. RIA accompanies participants where they are in their lives, whether experiencing homelessness, living in a shelter, or in a more stable housing situation. Exploitation robs people of their born identities, it diminishes self-esteem, and hurts physically and emotionally. RIA walks with people as they feel value and joy and are seen and loved.



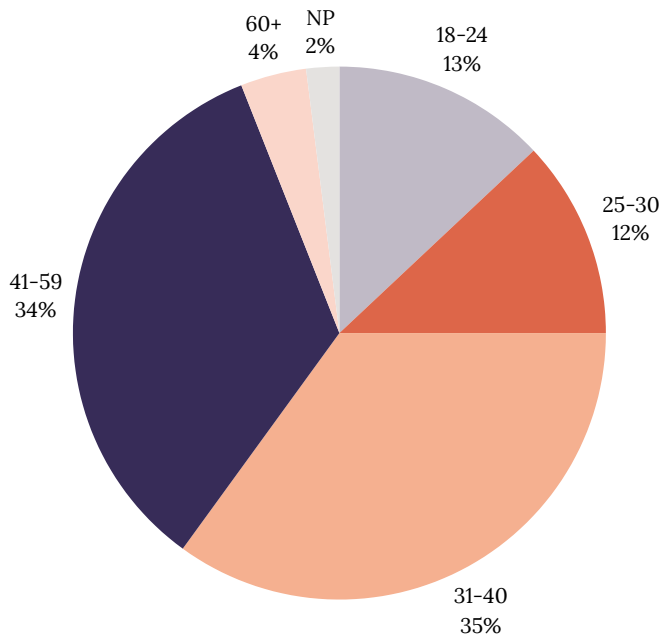
RIA's direct service team meets people where they're at



Who We Serve



Race/Ethnicity



Age

98%

identify as female

84%

have a history of substance use

63%

have children

45%

identify as disabled (mental, physical, or cognitive)

32%

identify as LGBTQIA+

3%

are immigrants

2023 Statistics

Historical Experiences

95 Unique Participants*
Served in 2023

58
Returning
Participants



37
New
Intakes



68% <i>have a history of domestic and/or family violence</i>	65% <i>report stalking/harassment</i>
21% <i>are survivors of homicide victims</i>	40% <i>have a history of kidnapping</i>
38% <i>report teen dating victimization</i>	39% <i>report identity theft/fraud/financial crime</i>
92% <i>report polyvictimization</i>	84% <i>have a known history of sexual assault</i>

100%
of RIA participants have traded sex for anything of value such as food, shelter, drugs, diapers, etc.

86%
of RIA participants have felt manipulated, threatened, or controlled in some way related to their experience in commercial sex.

85%
of RIA participants experienced commercial sexual exploitation as a child

68%
of RIA participants report experiencing homelessness on intake

*A special thank you to all of the participants for letting RIA into your lives.

Year in Review

95

Unique Participants Served*

93 Participated in the Peer Mentorship Program

42 Attended Support Groups

48 Received Clinical Therapy Services

** Some individuals participated in multiple programs*

5,930

Total Care Encounters

3,614 Peer Mentorship

517 Case Management

747 Support Groups

638 Clinical Therapy

211 Other Therapy

111 Crisis Intervention

Measuring Our Impact:

Each encounter encompasses multiple personal interactions between participant and staff. Individual interactions are categorized and logged by mode of communication to reflect engagement time.

3,752 Text Messages

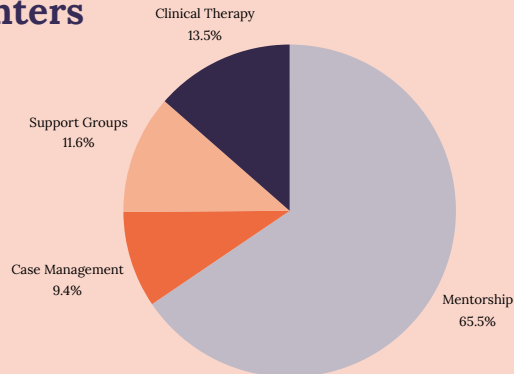
3,169 Phone Calls

28 Virtual Meetings

1,539 In-Person Meetings

951 Social Media Check-Ins

Total Encounters By Type



216

**Highest # Of Encounters
for a Single Participant**

52

**Average # of Encounters
Per Participant**

9,992

Individual Interactions



What does group support look like at RIA?

RIA offers three weekly support groups: one in Worcester, one in Framingham, and one on a virtual platform. Groups are led by RIA's Peer Mentorship Team. The following quotes from participants offer insight into the sense of community and belonging fostered by these support groups.

RIA's group allows women like me to interact with other women that are going through the same thing. It let's me know I'm not alone. We support each other, that's a Blessing.

Finding hope in them brings hope to me.

The Tuesday group gives me encouragement that life can go on after trauma.

Little Girl Grows Up has given me a safe place to come and share with a group of supportive women that makes me feel safe which is what I needed to help me become a better version of myself and start the healing process.

I'm not alone anymore.

This group has given me an identity...and also allowed me to find connections with others who face trauma and adversity...Women empowering other women to let their voices be heard is not only amazing but it breaks the stigma that women are not only survivors but we are also healers.

Participant Spotlight:

●●● How has RIA's virtual support group affected your life?

“Ever since I started my journey with RIA back in 2022 and attended the Gala, I've been amazed at how much I've learnt and have grown over the course of my experience with RIA. I look forward to growing more in many areas necessary for my restoration towards the opposite sex. I must admit at the beginning of this journey to heal from my sex trafficking experiences, I didn't think the Tuesday meetings were worth my time. After, consistently attending them with you, I've learned quite a bit of wisdom, additional positive thinking strategies, new ways and ideas to address difficult situations especially centered around relationships, a deeper understanding of healthy boundary setting and I've gained further insight on how important it is to have a safe space for women to talk and have meaningful discussions regarding our unfortunate past sexual assaults, together as a whole.”





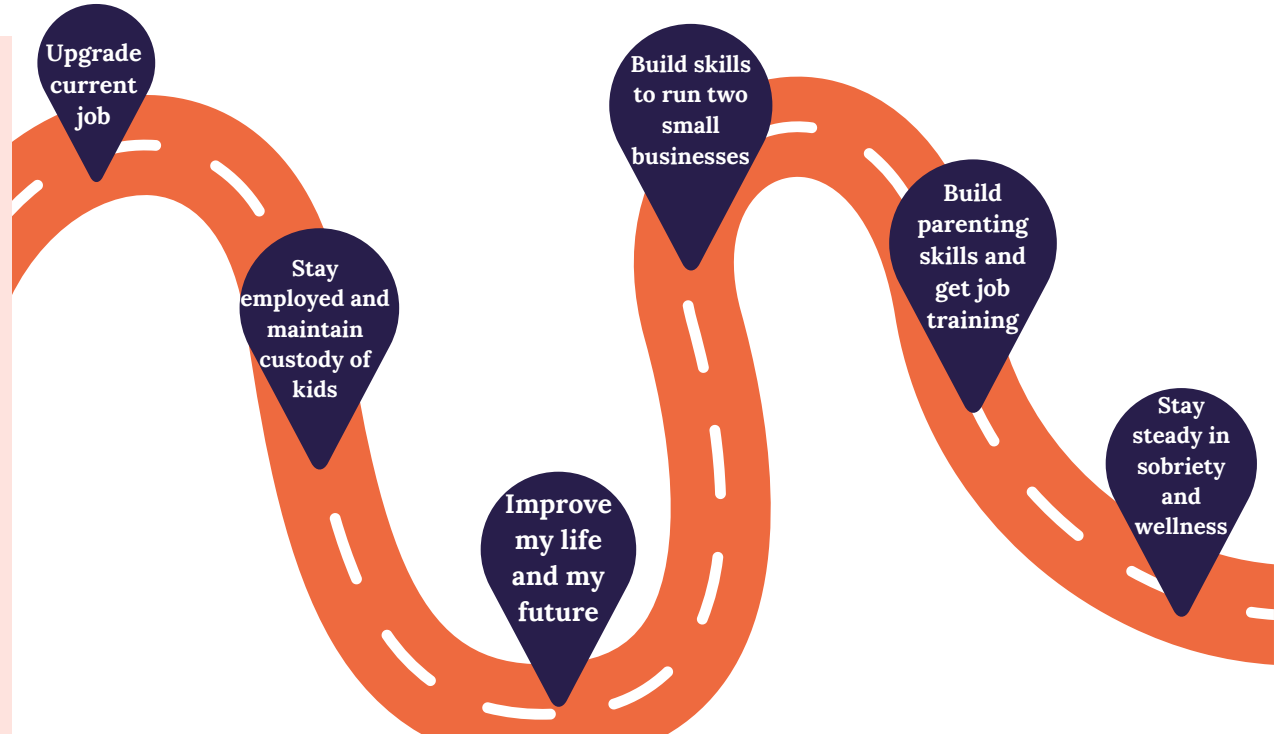
What is Survivor-Directed Housing?

RIA's rental assistance program provides crucial support to enrolled participants for anywhere from 6 to 24 months and offers practical aid in their journey toward stability and independence. By increasing access to safe housing, the program enables individuals to break free from the cycle of exploitation and begin rebuilding their lives with dignity. With the burden of rent alleviated, participants can focus on healing and accessing necessary resources, gradually reclaiming control over their futures. Since March 2022, RIA has enrolled 10 participants in this program.

PERSONAL GOALS

Participants define and work towards their own unique, personal goals throughout the duration of the program.

From improving health and wellness to pursuing new career goals, participants focus on meaningful goal attainment with their mentors while receiving rental assistance.

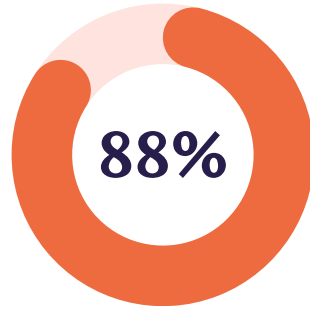


Survivor-Directed Housing Outcomes

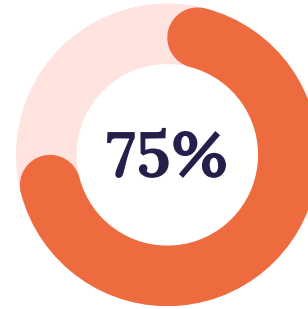
The following participant outcomes were assessed after at least six months of rental assistance and support



100%
of participants report that they are completely out of the commercial sex trade



88%
of participants report that they are living in a safe housing situation



75%
of participants report that they are employed either full or part-time



100%
of participants who are employed report positive life events related to their employment



Only 25% of participants reported having extremely high financial stress



63% of participants reported being in a healthy relationship



One participant regained full custody of her child



In Conversation with **NICK JOSEY**

Nicholas Josey is the Executive Director of The Vincita Institute and collaborates with RIA by providing monthly financial coaching for participants enrolled in the Survivor-Directed Housing Program.

“I left the financial services industry in order to have a greater and more positive impact in the life of others. I started a non-profit organization: The Vincita Institute, in order to educate and help more people to make better informed financial decisions that should positively impact all individuals and their families.”

●●● How does what you do impact our participants (in your words-the goal)?

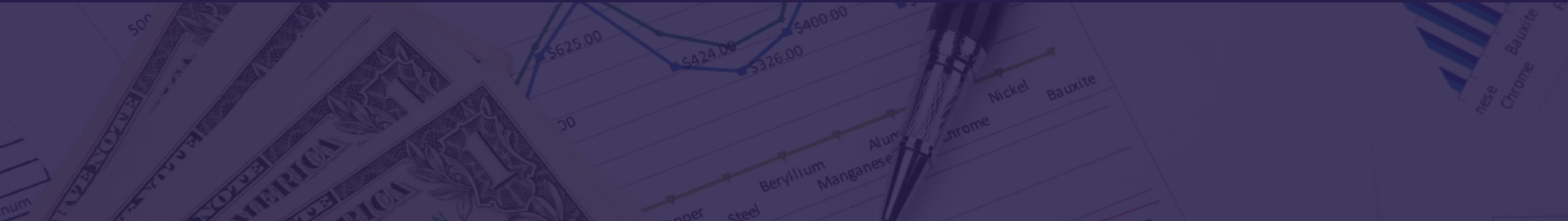
Nick: When we began the program, I didn't have a definitive plan as I was only hopeful to be able to have some form of a positive impact with each of the group participants. My goal at the time was to learn how to share the Vincita motto; to engage, educate and empower each and every woman in the RIA program.

●●● How has the work with RIA impacted you?

Nick: Thus far this has been a fascinating journey. I have been truly amazed by the amount of love, support and commitment that the RIA team members have brought to each session designed to impart valuable financial education concepts. This is truly a wonderful and personally impactful team effort. I look forward to every opportunity to connect each month to find different ways to uplift and motivate the participants. I have admitted during at least one of our group chats that I have three beautiful yet imperfect daughters whom I love with all my heart. It is comforting to know that an organization like RIA exists, should any of my children stumble or fall. I see the sincere desire of the RIA women to become victorious in spite of potential daily challenges. I am so thankful to have an opportunity to simply share, and to perhaps make a positive difference during each group video chat.

●●● What is the future of Nick & RIA?

Nick: I sincerely look forward to maintaining a great relationship with RIA as I think that we share a similar synergistic energy designed to uplift and encourage every program participant to fearlessly reach their greatest level of growth and potential, one step at a time.






ready · inspire · act
Celebrates

3rd Annual Gala
Inspired by the people we serve.



\$202K
Total Raised

265
Total Attended



In the journey...there is life changing impact

After leaving Cuba, **Joya's*** mother married a man she barely knew. Joya's stepfather made her do things that she hated and by 14 years old, she left home, believing she would be better off on the streets. After weeks of couch surfing, Joya was befriended by an older man who groomed her into commercial sex, exploiting her body for profit. For the next 20 years, Joya faced homelessness, violence, sexual abuse, addiction, and prison. Through a weekly support group, she met a **RIA Mentor** who got to know her better, building trust to begin one-on-one support.

Today, Joya is beginning to see a new life for herself. She recently enrolled in college to pursue a bachelor's degree with the help of RIA's **SheFund**. With new awareness and support from RIA, Joya continues her healing journey and dreams of someday being a nurse.

**identifying details of Joya's case have been changed to protect her privacy*

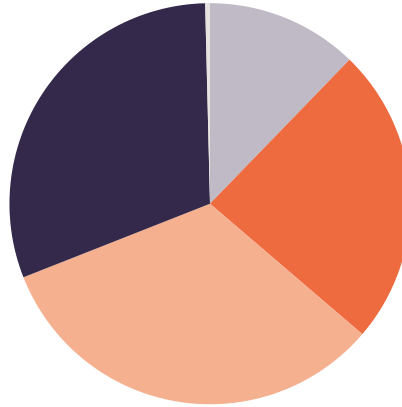


2023 FINANCIALS

SheFund Totals

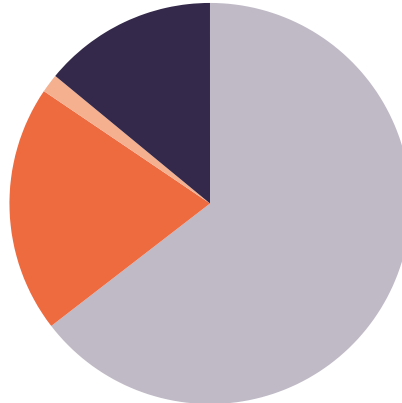
Income

Individuals and Churches	\$102,978
Events & Corporate Sponsorships	\$201,955
Federal/State	\$275,352
Foundations	\$267,195
Miscellaneous Revenue	\$3,041
Justice Enterprise	\$198
Total Income	\$857,019



Expenses

Personnel	\$626,900
Operations	\$193,504
General & Administrative	\$14,659
Fundraising	\$136,255
Total Expenses	\$971,318
Net Income*	-\$125,099



Participant Financial Support	Total Individuals
Clothing	34
Coffee & Meals	57
Gift Cards	31
Groceries	17
Rent/Housing/Utilities	16
Transportation/Gas	31
SheFund - Total Individuals	79

Total \$ Spent on SheFund **\$77,182**

*RIA operates on a cash basis accounting system rather than an accrual basis. The apparent deficit stemmed from the non-renewal of one of our three major federal grants—a highly competitive award that we were fortunate to have originally secured. Although we were previously one of 33 grantees nationwide, the grant was awarded to other organizations in 2023. To mitigate this loss, we pursued alternative funding avenues, securing additional foundation grants and launching targeted fundraising campaigns to sustain our operations. Additionally, we received several foundation grants towards the end of 2022, spanning into 2023, which were deposited into our account during the third and fourth quarters of 2022 to support expenses throughout the subsequent year.

Thank you!

Financial Contributors

Albert W. Rice Foundation
Agnes Lindsay Trust
Anonymous
Avidia Bank
Beth Israel Deaconess
Medical Center (BIDMC)
Clark University
Clipper Ship Foundation
Colleen McKenna
Cornerstone Bank
Community Foundation of
MetroWest
Cummings Foundation
Digital Federal Credit
Union (DCU)
Eastern Bank

First Parish Unitarian
Church of Concord
First Parish Unitarian
Church of Stow & Acton
Fletcher Foundation
Framingham Police
Department
Gardiner Howland Shaw
Foundation
George & Jan LeMaitre
George H. & Jane A.
Mifflin Memorial Fund
Greater Worcester
Community Foundation
GS Fuller Foundation
Katharine C. Pierce Trust

Kristin Canty
Lincoln & Therese Filene
Foundation
Manleen & Sunny Singh
MAPA Translations
Massachusetts Office for
Victim Assistance
MetroWest Health
Foundation
Middlesex Savings
Charitable
MutualOne Charitable
Foundation
New England Regional
Black Nurses Association
(NERBNA)

People's United Bank
Phillip & Soyoung L. Kim
Progress Software
Red Sox Foundation
Robins Kaplan LLC
Rockland Trust
Stoddard Charitable Trust
TD Charitable Foundation
The Boston Foundation
The Philanthropy Connection
The John H. and H. Naomi
Tomfohrde Foundation
TJX Corporation
Town Fair Tire

U.S. Department of
Justice, Violence Against
Women Act
U.S. Department of
Justice, Executive Office
of Public Safety
Valerie Godhwani
Vanguard Charitable
Vantage Point Financial
Wagner Family Foundation
Webster Five Bank
Wellesley Village
Congregational Church
Women Connect4Good
WomenAde Boston

Collaborative Partners

Dignity Matters
Framingham Police
Gifts of Hope International
Jasmine Grace Outreach
The EMMA Coalition
South Middlesex Opportunity
Council (SMOC)

In- Kind Contributors

Barcelona Wine Bar
Boston Harbor Distillery
Boston Harbor Hotel
Cast N Kettle
Claudia O'Regan, Arbonne
Concord Carlisle Unitarian
Church
Cobblestones Restaurant
Cohasset Golf Club
Empire Restaurant
Encore Boston Harbor Hotel
and Rare Steakhouse
Grace by Nia
Gianonni Selections
ICA Museum
Indian Meadow Golf
Course
Intercontinental Hotel
Irene Gorbman Fine Art
KegNBottle
Legal Seafoods

Mamaleh's
Marimekko
Michelle Samuel,
Berkshire Bank
Mint Julep
Natural Sense
Omni Hotel Seaport
Patagonia
Portland Harbor
Hotel
Royal Jewelers
Selections in Sudbury
Sisters of Saint Joseph
Sognos Italian Restaurant
Strands Hair Studio
The Abbey Restaurant
Tim Zue, Boston Red Sox
Tory Burch, Burlington
Wegman's Chestnut Hill
Woods Hill Restaurant
Group

Special Thanks To

ALL of the individual donors
that make our work possible!

RIA Staff
RIA Board of Directors

Diya Kallivayalil PhD
Licensed Psychologist
Jeanne Golembiewski
Cy Poon, Statistician (v.)
RIA Gala Committee
Members (v.)
Asia Rossow
Becky Keys
Colleen McKenna
Delmeshia Haynes
Ellery Moorey
Estie Rappaport
Janika LeMaitre
Marissa Martin
Scheba Cius Sainthelmy
Valerie Godhwani
Yasmeen Konja

2023 Highlights

- **Social Innovation Forum Showcase**
- **First Model Graphic & Prospectus**
- **2nd Year of Life Events Assessment**
- **Survivor-Directed Housing Program**
- **Joined the EMMA Coalition as a policy member**
- **Partnered with The Analysis Group to create an evaluation tool called the Shiny App**

Looking
ahead
to
2024



GOAL 1:

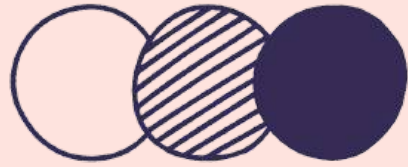
Publish our first Impact Report

GOAL 2:

Introduce first educational and awareness dinner series, Heart-to-Heart with RIA

GOAL 3:

Increase language capacity for therapy and mentorship services



ria

Stay Connected



www.readyinspireact.org



info@readyinspireact.org



Facebook: RIAInc



Instagram: readyinspireact



LinkedIn: readyinspireact

RIA, Inc.

330 Cochituate Road #1784

Framingham, MA 01701

Phone: 774-245-9153



ready • inspire • act