



2024

ria ANNUAL REPORT

Transformation in Action



VALERIE GODHWANI

LETTER FROM **Valerie Godhwani, Interim Chair, BOD**

Dear Ready•Inspire•Act Community,

As I reflect on the past year, I am inspired by the resilience of the survivors we serve and the unwavering dedication of the RIA community. In 2024, RIA reached more survivors this year than before the pandemic —103 individuals seeking safety, healing, and empowerment.

At the same time, we recognize that 2025 will present challenges that we cannot ignore. With the recent federal actions threatening to cut a third of RIA's funding, we are entering a period of uncertainty. But if there is one thing I know about this organization, it is that we do not back down when faced with obstacles. We are committed to meeting the moment with the same courage and tenacity we ask of the survivors we support.

Now, more than ever, our mission depends on the collective strength of our community. Every volunteer, donor, and partner plays a role in ensuring RIA remains a source of stability and hope. Together, we will continue to show up, innovate, and fight for the resources survivors deserve.

Thank you for standing with us.

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VICE CHAIR

Padmaja

SURENDRANATH

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Janika LEMAITRE

Rev. Lucy MARSHALL

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Grant Writer



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Development &
Strategy Director



HEATHER
Executive Director
& Founder



IVETTE
Outreach/
Operations
Manager



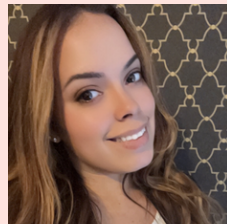
JACQUELINE
Peer Mentor &
Advocate



JA'DANA
Clinical Intern



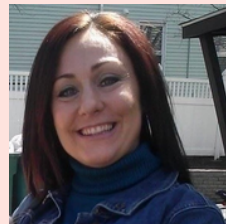
LIBBY
Therapist



KATHERINE
Director of Peer
Mentorship &
Advocacy Services



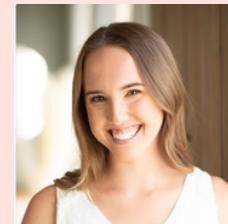
MARGO
Evaluation &
Impact



MICHELLE
Peer Mentor &
Advocate



RACHEL
Clinical Director

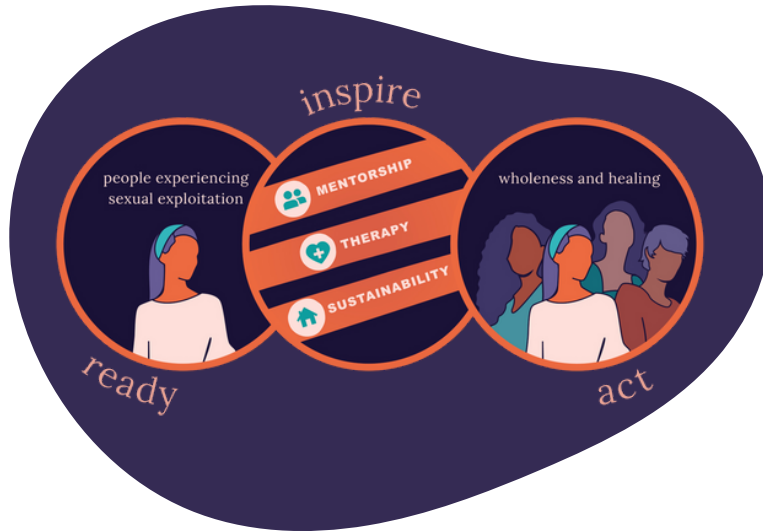


SARA
Clinical Intern



STACEY
Housing Specialist/
Peer Mentor &
Advocate

 **STACY** Director of Peer Mentorship & Advocacy (through April)
NICOLE Intake/Peer Mentor & Advocate (through July)
MALIKA Peer Mentor & Advocate (through September)



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.

VISION

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

MISSION

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

Who RIA Serves

RIAs direct service team meets people where they are at



IDENTIFY AS FEMALE



REPORTED ONE OR MORE DISABILITY
(mental, physical, or cognitive)



HAVE A HISTORY OF SUBSTANCE USE



IDENTIFY AS LGBTQIA+

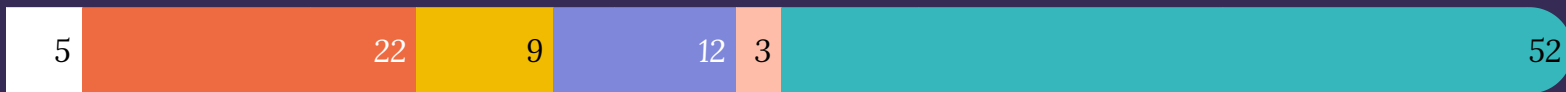


HAVE CHILDREN



FIRST EXPLOITED AS A CHILD

● Asian, N.Am., Pl., Other ● Black ● Latinx ● Multi-racial ● Not Reported ● White

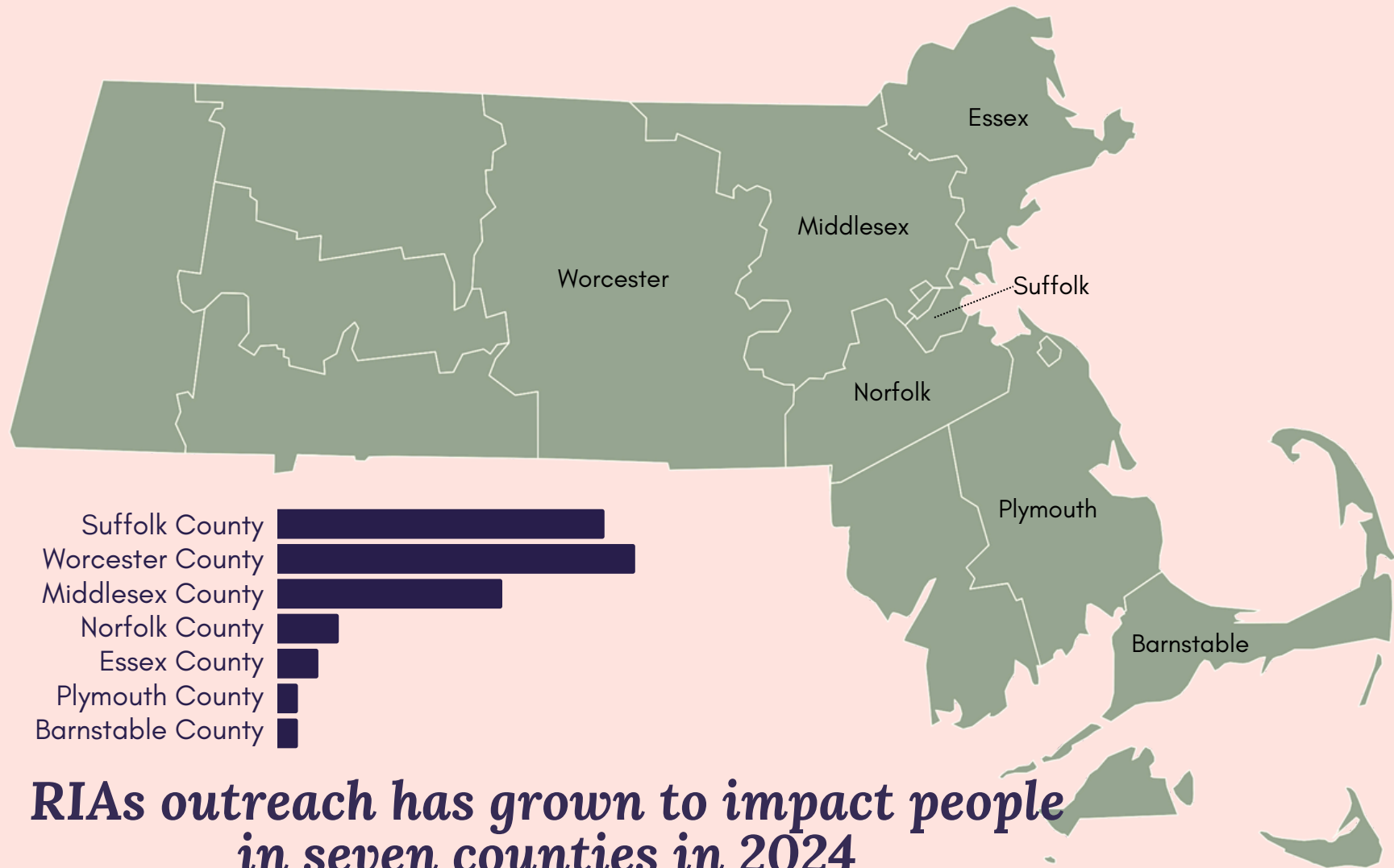


Race/Ethnicity

● 18-24 ● 25-30 ● 31-40 ● 41-59 ● Not Reported ● 60+



Age



**RIAs outreach has grown to impact people
in seven counties in 2024**

2024 Life Experiences

103 UNIQUE PARTICIPANTS*
Served in 2024



57 RETURNING PARTICIPANTS



46 NEW INTAKES



A special thank you to all participants for allowing RIA into your lives.

89%

have a history of domestic and/or family violence

30%

report teen dating victimization

93%

report stalking/harassment

74%

report having been robbed

30%

are survivors of homicide victims

95%

report poly-victimization

54%

have a history of kidnapping

91%

have a known history of sexual assault

100%

of RIA participants have **traded sex for something of value** such as food, shelter, drugs, diapers, etc.

69%

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

70%

of RIA participants experienced **commercial sexual exploitation** as a child.

50%

of RIA participants report **experiencing homelessness** on intake.

Year In Review

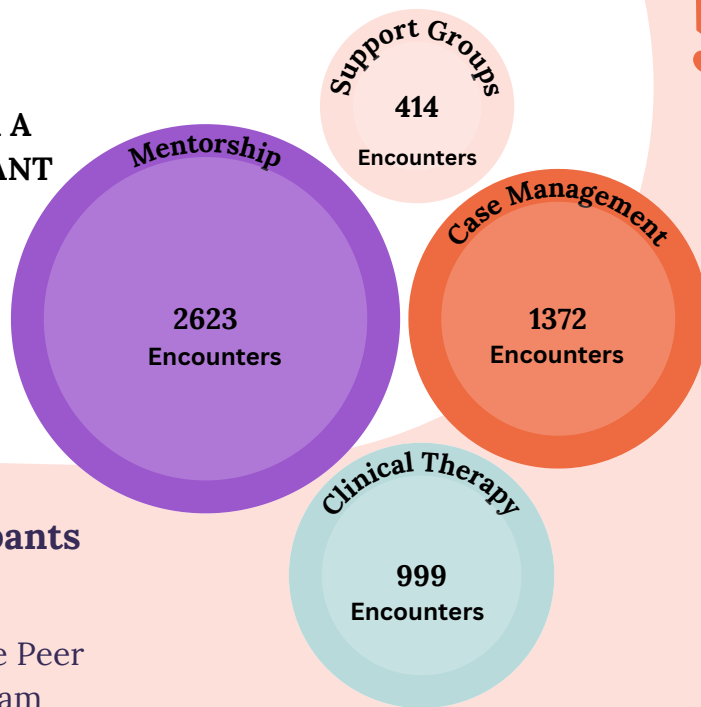
106 HIGHEST # OF
ENCOUNTERS FOR A
SINGLE PARTICIPANT

56 AVERAGE # OF
ENCOUNTERS PER
PARTICIPANT

103 Unique Participants
Served*

- 84** Participated in the Peer
Mentorship Program
- 46** Attended Support Groups
- 54** Received Clinical Therapy Services

** Some individuals participated in multiple programs*



Measuring Our Impact

5,800 ENCOUNTERS

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

Breakdown of Encounters

 **3,253 TEXT MESSAGES**

 **2,016 PHONE CALLS**

 **1,212 IN-PERSON MEETINGS**

 **877 VIRTUAL MEETINGS**

 **247 SOCIAL MEDIA CHECK-INS**



STACEY TRINGALI

RIA Housing Specialist/ Peer Mentor & Advocate



Human trafficking and addiction are among the most heartbreaking and complex issues facing our world today. Yet, amid the darkness, stories of survival, resilience, and recovery continue to shine as a reminder of the strength of the human spirit. Every year, millions of individuals are affected by these struggles, but many have found their path to recovery, with the right resources, support, and hope.

I am dedicated to sharing these stories of triumph and to calling on advocates, donors, and the public to join RIA in the fight for lasting change.

Human trafficking and addiction often go hand-in-hand, with individuals trafficked for labor or sex often facing drug addiction as a means of coping with the trauma they've endured. This vicious cycle can feel impossible to break, but it's crucial to remember that recovery is always possible. While the road may be long, there are organizations, programs, and communities working tirelessly to help those impacted reclaim their lives. It's not just about survival—it's about healing, rebuilding, and rediscovering hope.

One of the most powerful ways we can understand the true impact of recovery is through the stories of those who have lived it. Take Joya, for example—a young woman who was trafficked across Massachusetts and forced into addiction to cope with the pain and fear of her situation. Since working with RIA, Inc. and other supportive organizations that provided shelter, counseling, and rehabilitation, Joya is now living a life she once thought was impossible.

From her own words she writes, “Coming up on 15 months clean I would never imagine in my wildest dreams where my life would be today from homeless living under a bridge addicted to drugs selling my body day in and day out just to get the next high looking like I was 1 lb. away from death's door knob. Today my life does not look anything like that. Today I have self-confidence back, I have 15 months clean I have two real jobs that I take pride in today. I am about to be moving into my very first apartment in over 8 years I am beyond blessed for where my life is today.”

The recovery process for survivors is not just about breaking free from addiction or escaping exploitation. It's about rebuilding a sense of self-worth, safety, and trust. It's about overcoming years of trauma, often alone, without the support systems that many of us take for granted. This is where advocacy becomes an essential lifeline. Recovery from human trafficking and addiction is possible, but it takes a collective effort. It takes compassion, resources, and unwavering support from the public. Together, we can provide hope, healing, and the promise of a brighter future for survivors. We encourage you to join us in this important work, whether through a donation, volunteering, or simply spreading the word. Together, we can make a difference—one life at a time.



WHAT IS SURVIVOR-DIRECTED HOUSING?

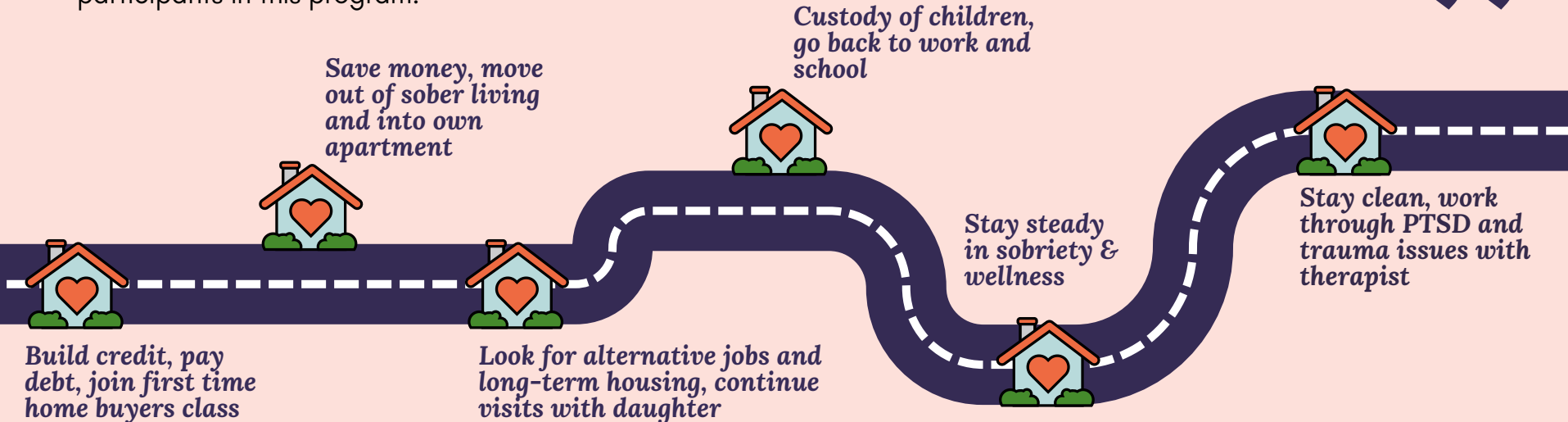
RIA's rental assistance program provides crucial support to enrolled participants for 6 to 24 months and offers practical aid in the journey toward stability and independence. By increasing access to safe housing, the program enables individuals to break free from the cycle of exploitation and begin 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 19 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.



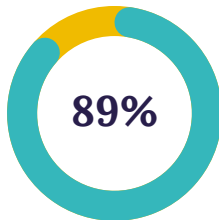


OUTCOMES: Survivor-Directed Housing

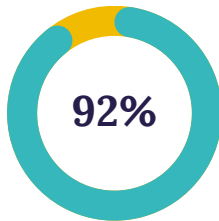
The following participant outcomes were assessed after at least six months of rental assistance and support.



Only **18%** of participants reported having **extremely high financial stress**.



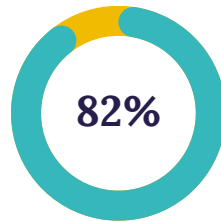
of participants report that they are **completely out of the commercial sex trade**



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



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



of participants **experience 2 or more positive life events** related to employment, education, legal, health, relationship, substance use



The average length of time with RIA is **3.9 years** compared to 2.3 years for participants **not receiving rental assistance**.

One participant **paid down her debt** and **increased her credit score**, opened up her **first savings account** and moved into her **own apartment**.

IN THE Journey THERE IS Life Changing IMPACT



*In your words, how
has RIA helped you?*

66

“By giving me a support network of reliable people that i can contact anytime about anything that will go above and beyond to help me.”

“Rent being paid has helped me tremendously not being overwhelmed by not having the money or when is it coming without me getting evicted.”

“RIA has made me realize I have a voice!!”

“Mentally stable.”

“RIA has helped me by being a listening ear and they helped me financially one time when I was behind on my bills which was a huge relief for me at the time. Which I am very thankful for!”

“For the past 2 years RIA has been there since the release of my incarceration. With the trauma support groups, peer mentorship, and therapy I've received all through RIA I have surpassed the goals I had set for myself. Their belief in me has kept me pushing forward to the better life I now believe I deserve! I refer other survivors to RIA because I want them to have the same amazing support!”

“RIA has offered me so much support in my effort of self improvement. Therapy has really helped me deal with the every day stresses of life and also past trauma and RIA has also been a great support financially now that I'm back in college. I would not have been able to make all the progress I have achieved without the help of RIA. Thank you!”



Heart to Heart

Let's reflect...

Ready • Inspire • Act
hosted FOUR inspiring
dinners to share the
importance of RIAs work
and to bring your voice
into the movement to
end commercial sexual
exploitation.

Thank you to everyone
who was able to be
present in these
conversations. Your
genuine and sincere
dialogue enables us to
continue to amplify
survivors' voices and
advocate for services.



March 2024
Let's Talk Sustainability



April 2024
Safety and Stability Starts at the Home



May 2024
Understanding Mental
Health & Wellness



June 2024
The Essence of Peer Mentorship

I first learned about RIA in 2014. I was fresh out of college looking for volunteer opportunities and soon began writing grants for RIA in my free time. When I started, RIA had only a few thousand dollars in funding - enough to support one hourly staff person serving five survivors at a weekly dinner group in that first year. More than ten years later, I am still with RIA, having transitioned from grant writing to program evaluation, and loving my job all the more. Working alongside RIA's dedicated team, we have grown RIA's annual budget to \$1.1 Million and have expanded RIA's staff team to 10 staff serving over 100 survivors per year. Looking back, I realize that I have volunteered and worked with RIA throughout the many ups and downs of my own life: from getting married to earning my doctorate degree, from the births of my daughters to the death of my mother. All the while, RIA and this passionate group of women that make RIA possible, has been one of the few constants through it all.

RIA's work is so important, and I have had the great honor to play a small role in its growth and development.

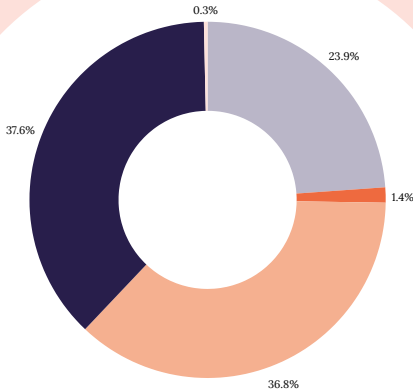
Thank YOU!



MARGO JACOBSEN, PHD

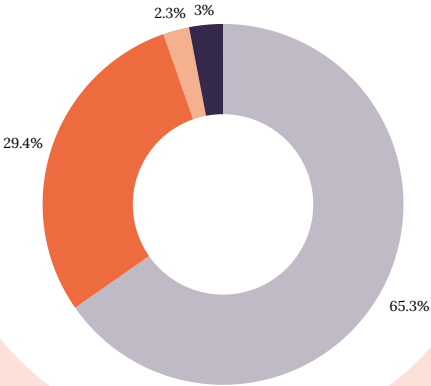
RIA Evaluation & Impact

THE 2024 FINANCIALS



EXPENSES

Personnel	\$648,658
Operations	\$291,585
General & Administrative	\$23,229
Fundraising	\$29,998
Total Expenses	\$993,470
Net Income	\$81,465



INCOME

Individuals and Churches	\$256,621
Corporate Contributions	\$14,844
Federal/State	\$395,726
Foundations	\$404,159
Dividend & Interest	\$3,515
Justice Enterprise	\$70
Total Income	\$1,074,935

SheFUND Totals

Participant Financial Support Total Individuals

Clothing	35
Coffee & Meals	61
Celebrations (Birthdays, Graduation, etc.)	7
Groceries	20
Rent/Housing/Utilities	24
Transportation/Gas/Travel	38
Gift Cards	20
Tuition/Program Fees	4
SheFund - Total Individuals (Unduplicated*)	86
Total \$ Spent on SheFund	\$92,111

*some participants receive more than one type of support

THANK you!

Financial Contributors

Agnes Lindsay Trust
Albert W. Rice Foundation
Anonymous
Avidia Bank
Clipper Ship Foundation
Community Foundation of MetroWest
Cornerstone Bank
Costco Foundation
Cummings Foundation
Eastern Bank
Fletcher Foundation
Frederick E. Weber Charities Corporation
Gardiner Howland Shaw Foundation
George H. & Jane A. Mifflin Memorial Fund
Gratis Foundation
Greater Worcester Community Foundation
GS Fuller Foundation
Katharine C. Pierce Trust
Liberty Mutual
Lincoln & Therese Filene Foundation
MA Department of Public Health
MA Executive Office of Public Safety
MAPA Translations

Marianne J H Witherby Foundation
Massachusetts Office for Victim Assistance
MetroWest Health Foundation
MetroWest Women's Fund
Rebecca Pomroy Foundation Inc.
Robins Kaplan LLC
Rockland Trust
The Adelard A. and Valeda Lea Roy Foundation
The Boston Foundation
The Deborah Munroe Noonan Memorial Fund
The First Religious Society of Carlisle
The Hamilton Company Charitable Foundation
The John H. and H. Naomi Tomfohrde Foundation
The Philanthropy Connection
TJX Corporation
Town Fair Tire
U.S. Department of Justice, Executive Office of Public Safety
U.S. Department of Justice, Office of Victims of Crime
U.S. Department of Justice, Violence Against Women Act
Webster Five
Wellesley Village Congregational Church
WestMetro Home Consortium (HOME ARP)
Women Connect4Good
First Parish Unitarian Church of Concord
First Parish Unitarian Church of Stow & Acton

Collaborative Partners

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

A *very special*
thank you to
all of our
individual
donors that
make our
work
possible!

And *thank*
you to:

RIA Participants

RIA Staff

*RIA Board of
Directors*

Volunteers

*In-kind
Donors*



2024 highlights



Graduated from Social Innovation Forum



Hosted 1st Heart-to-Heart dinner series



Hired two bilingual leadership staff



Three years of tracking outcomes



2nd Year of Survivor-Directed Housing Program, completed 6 cohorts



Proud Policy Member of the EMMA Coalition



Continued Partnership with The Analysis Group to build out an evaluation tool

LOOKING AHEAD TO 2025

Goal ONE

- Launch Mission Ambassador Program

Goal TWO

- Increase outreach in MetroWest, Boston, Worcester regions

Goal THREE

- Diversify funding streams



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info@readyinspireact.org



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