Confidential
Business Plan Abstract
August 12, 2012
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Modern Day Slavery Exists!

In fact, the United Nations estimates there are over twenty-seven million slaves in the world today. This is roughly three out of every one thousand people! Roughly 250,000 of those are in the United States! But you say, “The Civil War ended slavery here in 1865!” The Civil War only ended the legal form of slavery! Criminal slavery is alive and well, and one of the most lucrative criminal enterprises in the world today.

It is estimated that human trafficking generates over thirty-two billion dollars a year in illicit revenue. This is more than the Major League Baseball, National Football League, National Basketball Association and the National Hockey League make in combined revenues! Furthermore, human trafficking is expected to overtake drug trafficking as the most profitable criminal enterprise in the next few years. There are several reasons: lower legal risks and higher profitability. A kilo of cocaine may be sold once; a human may be sold again and again, ensuring the future of this horrific enterprise.

The United States is a major destination or “consumer country” for trafficked individuals. Estimates indicate between 15,000 to 60,000 foreign nationals are trafficked into the States annually. Florida is a strategic destination point for trafficked victims. Only New York and California have higher populations of trafficked individuals. The huge majority of trafficked persons are women and children, with the majority of these being exploited in the sex industry. There is also a very large number of American’s trapped and trafficked here. An article in the New York Times, dated January 25, 2012 describes the story of an American teen escaping the control of a violent pimp by pounding the door of a random apartment and begging for help while the pimp, having brought her to the building to service a john, waited for her in the lobby.

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2 Ibid.
Data suggests almost 300,000 children in our nation are at high risk for being trafficked into the sex industry yearly.\textsuperscript{10} The appalling reality is that the average entry age into human trafficking is thirteen years old!\textsuperscript{11} The Catholic Online group estimates that the chances of being rescued out of a trafficking situation is “ONE CHANCE IN ONE HUNDRED.”\textsuperscript{12} Equally disturbing, the average life expectancy for trafficked women is a mere seven years.\textsuperscript{13} Hepzibah House serves the adult population some of whom have spent their entire adolescence and early adulthood in some form of trafficking.


Executive Summary

Hepzibah House is a faith-based residential treatment program for women who have been freed from human trafficking in the south Florida area. There is a pressing need for services and resources for this population of both domestic and foreign national adults. Most resources are devoted to either under-aged minors or sent outside the United States focusing on international human trafficking concerns. This leaves limited funding available for adult survivors here.

The three most common mental health issues facing women rescued out of sex trafficking are: Depression, Anxiety and Traumatic Stress Disorders\(^\text{14}\). Depression and Anxiety begin to remit within six weeks of reaching safety. However, Traumatic Stress Disorders rarely remit without specific therapeutic intervention. Further, family of origin dynamics often create vulnerabilities placing these women at risk for being trafficked from an early age. Our therapeutic programming will focus on remittance of traumatic stress sequelae from the trafficking experience in addition to maladaptive patterns and life skill deficits that may have been factors in their enslavement.

We offer a three phase program beginning with short-term housing and therapeutic intervention lasting approximately six weeks. Why? Because these women have been living a day-to-day existence: "If I wake up tomorrow, I'm good!" They are unable to conceive of a long-term commitment until they can “decompress” in a safe setting. From here, women may opt to participate in a second phase (up to sixteen months) addressing the social, life and educational deficits that make it difficult for these women to transition to autonomous living. The third phase will run concurrently with the first two, involving participation in the various micro-businesses providing opportunities to develop a healthy work ethic and job skills.

Therapeutic interventions will include group, individual, art, music, talk, and equine therapy. We will incorporate best practices professional mental health therapy standards, with dynamic integration of Christian faith-based applications as the clients indicate interest. In addition to addressing the mental and emotional repercussions of having survived a trafficking experience, we will offer instruction in English as a second language, GED preparation, and basic skills for securing jobs and autonomous living, preparing them for an independent future beyond this tragic experience.

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Business Description

Mission Statement
Hepzibah House: RECOVERY, RESTORATION and RELEASE from the nightmare of HUMAN TRAFFICKING.

Company Vision
Hepzibah House is a faith-based safe house and multi-faceted residential treatment facility for women who have been freed from human trafficking in the south Florida area.

Goals and Objectives
Hepzibah House aims to:
• Operate a multi-faceted residential treatment facility, for women rescued out of human trafficking;
• Instill hope and a future through guiding women to recognize their self-worth through a personal relationship with Jesus Christ;
• Provide necessary resources for healing, by meeting physical needs as well as spiritual, emotional, and mental needs through a highly trained therapeutic team;
• Oversee a team of counselors and volunteers who are passionate and equipped to participate in the healing and redemptive process.
• Create micro-businesses to provide productive activities that will build life and job skills for women and contribute to the financial well-being of Hepzibah House;
• Partner with the community by: 1. Recruiting mentors and establishing internships with local businesses, 2. Developing markets for the goods produced on site and 3. Involving the local community through projects, volunteer opportunities, raising awareness and financial support.

Brief History
Hepzibah House began as a dream in 2008. On hearing Derek Loux, a modern day abolitionist, share his plans for a home – a family setting – working with women rescued out of sex trafficking, Becky Dymond began to daydream about turning a horse farm into something similar. The dream simmered in the background, while she completed her Master of Science Degree in Counseling Psychology, became the recording secretary in a local anti-trafficking coalition, opened a private practice and researched the topic while looking for a group working with trafficking survivors locally. Unfortunately, there were no groups specifically targeting this population, providing either housing or counseling in Palm Beach County.

It wasn’t until she began to look for new office space in the fall of 2010 that the dream stirred to life. It just so happened the farm she had daydreamed about three years earlier was now for sale and had an out building that would make the perfect office
space for a counseling practice. Thinking about this possibility resurrected the dreams from three years previous.

The realization that this was the direction she was to go – to create a family-style ministry working with adult women rescued out of human trafficking – was an overwhelming prospect. Being a woman of faith, she took it to prayer. When she pointed out a lack of personal finances for such a huge project, that still, small voice replied, “If you will risk for this population, I will meet you every step of the way.” As she began to take tentative steps each practical objection was neutralized in unexpected ways.

- When funds were needed for the initial start-up costs, a benefit barn dance produced five times the investment providing ample resources for the necessary legal, electronic & executive hurdles.
- When business and legal advisors were needed to give direction & design to the planning, skilled and capable individuals stepped in to help.
- When she needed skilled volunteers for key positions, they all appeared as if on queue.

At present, we have accomplished these milestones:
- Awarded 501(c)3 non-profit status approval from the IRS in September, 2011.
- First board meeting in November, 2011.
- Initial set-up and maintenance of website, Facebook & Twitter accounts, February, 2011
- Key positions filled by competent, experienced personnel as follows.
  - Business Advisors: Ashley Boyd, Kent Johnson.
  - Programming Advisors: Dr. John Abuso, Dr. Lisa Stubbs.
  - Bookkeeper: Lori Schwenk
  - Legal Advisor: Celia Henry and Chris Barber
  - Event Organizer: Sandy Bitgood

Our next step is raising funds for our first safe home and micro-business start-up. The property is currently in foreclosure.
Operating Procedures

Legal Structure
Hepzibah House is incorporated in the State of Florida under Hepzibah House, Inc. We have six board members and articles of incorporation and bylaws that define our organizational structure.

Gaining Clients
Clients will be referred to us through emergency or domestic violence shelters, law enforcement agencies, prostitute and strip club outreaches or prison. Local police, sheriffs, FBI agents, domestic violence shelter representatives and human trafficking operatives all agree there will be no shortage of clients willing, and even desperate, for the services Hepzibah House will offer. The day we open our first safe home we will very likely have all the clients we can accommodate.

Security
The unfortunate reality is that one women pimped in the sex industry can bring in as much as $500,000 income in a year. While the majority of HH Daughters will not pose security risks, some inevitably will. John Griffey, a security professional with almost 30 years in the industry has offered to provide instruction for our staff, and a complete security survey for the Hepzibah House home. He has agreed to design and oversee the implementation of the security system for us. His expertise will help us ask the right questions and find workable solutions.

Clinical Programming

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<thead>
<tr>
<th>Phase I: Decompression</th>
<th>Phase II: Trauma Therapy</th>
<th>Phase III: Skills Development</th>
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<tbody>
<tr>
<td>4 - 6 Weeks</td>
<td>2 - 9 Months</td>
<td>(Runs Concurrently with Phases I &amp; II)</td>
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<tr>
<td>Physical needs assessed and addressed</td>
<td>PTSD Therapy</td>
<td>3 - 9 Months</td>
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<tr>
<td>Stabilization in safe environment</td>
<td>Self-Soothing Skills</td>
<td>Life Skills Training</td>
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<td>Depression &amp; anxiety begin to remit</td>
<td>Disassociative Tendencies</td>
<td>Career/Aptitude Inventory</td>
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<td>Attachment Injuries</td>
<td>Mentoring/Internship</td>
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<td>Problem Solving</td>
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<td>Communication Skills</td>
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**Phase I:** The overarching objective for this phase is to help these daughters acclimate to safety and freedom. The goals are: 1. Safety. 2. Address physical needs such as malnourishment, STDs, parasites, and dental care. 3. De-escalate hypervigilance, anxiety and depression related to survival in the trafficking environment. 4. Begin to build relationship with each daughter that comes. This relationship will be the cornerstone for any assistance we are able to provide.

**Phase II:** The goals for this phase are to address trauma associated with the trafficking experience as well as complex trauma from earlier passages of abuse, betrayal, abandonment and/or neglect. Research indicates that family dynamics for homes in which children are sexually molested by a family member or close family friend are the...
same as in homes where children are molested outside the home. Systemic inadequacies actually predispose individuals to be victims. Many women coming to us have extensive histories of dysfunctional and abusive family of origins.

**Phase III:** This phase will run concurrently with Phases I & II. Hepzibah House daughters will be involved in micro-businesses immediately upon entering our home. The initial plan is to do light upholstery, sewing, gardening, and limited catering through King’s Table Catering. This catering business is owned and operated by Maribeth Swager, with 35 years of restaurant, catering and food management experience. She has a passion for helping Hepzibah Daughters and has agreed to partner with us, providing job training and internships.

**Program Partners**
**Career Assessment, Job Skills, Education & Placement Services**
Boca Helping Hands, Communities in Schools, Dress For Success, Goodwill Industries, Palm Beach County Department of Community Services

**Clothing**
Dress For Success, Taylor’s Closet

**Therapeutic Resources**
Positive FX Puppet Team, Horses Healing Hearts

**Government Resources**
Florida Department of Children and Families

**Health, Dental & Eye Care**
Caridad, Found Care, Palm Healthcare Foundation, One Sight, We Help, Nurse Practitioners of Palm Beach County

**Household Goods & Food**
Helping Hands

**Micro-Business Resources**
Mission Gifts, Resource Depot, Trash To Treasure, ECHO

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Timeline
There is a sequential order to the opening of our first safe house. This timeline seeks to capture that for effective planning & communication.

1. $750,000 dollars to cover the property purchase and first 9 months utility fees, salaries, food and clothing for six daughters
2. Remodel the home as necessary
3. Install security upgrades as necessary: lighting, monitors, deadbolt locks, one-way film on windows, fencing as necessary, with security gates
4. Furnish home, and decorate interior to welcome our first daughters to a lovely home that communicates value right away

Organizational Chart

Board Members
Dr. John Abuso, Licensed Marriage and Family Therapist, Clinical Member AAMFT
Ashley Boyd, BA Business Management, Accounts Manager for Lockheed Martin
Becky Dymond, M.S. Counseling Psychology, Licensed Mental Health Counselor
John Dymond, Licensed Real Estate Broker, Mortgage Broker, Business Owner
Kent Johnson, BA International Business, MS Organizational Leadership
Dr. Lisa Stubbs, Director of the Graduate Counseling Psychology Program at Palm Beach Atlantic University

Staff:
Becky Dymond, Program Manager, Therapist
Mitchell Dobrow, Program Director, Certified Addictions Specialist
Lori Schwenk, Bookkeeping, Records, Secretary
Sandy Bitgood, Management, Marketing and Event planning
Maribeth Swagger, House Manager, Food Service Management, Trainer, Supervisor
Sarah Noone, House Mother, Micro-business Coordinator
April 4, 2012

To Whom It May Concern:

The purpose of this letter is to recommend Becky Dymond and the ministry of the Hepzibah House. Becky has been a committed member of the Harbour Church, where I serve as the senior leader, for the past seven years. She has been serving faithfully in a pastoral role in a home fellowship setting co-leading up to 30 people per semester during her time that she has been attending the Harbour. She has demonstrated excellence in her character and gifting.

In regards to the Hepzibah House, it is an organization that has been in Becky’s heart for many years that has recently come to life. Not only is her heart in a place where she is able to lead this organization well but she has also been trained extensively in the professional realm for this purpose in the areas of counseling. In addition, she has a strong group of board members that are able to help her to lead it in wisdom.

I believe the Hepzibah House has great potential to impact a generation of women who are in need of inner healing and the love of the Father. It is positioned for such a time as this to make an impact in the lives of many! I highly recommend Becky Dymond and the Hepzibah House to you. If you have any questions or need additional information, feel free to give me a call or email me.

For His Glory,

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