# Heal Trafficking Inc

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**APPENDIX**

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</tbody>
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Heal Trafficking Inc

Heal Trafficking leads innovative health solutions to eradicate human trafficking in our communities worldwide.

MISSION

EIN
47-3969303

RULING YEAR
2019

IRS SUBSECTION
501(c)(3) Public Charity

FOUNDING YEAR
2013

MAIN ADDRESS
236 Ximeno Avenue
Long Beach, CA
90803

AFFILIATION TYPE
Independent Organization

CONTACT
Amanda Stylianou, Executive Director
info@healtrafficking.org

PRINCIPAL OFFICER
Amanda Stylianou

BOARD CHAIR
Kathleen Thurmond

SUBJECT AREA
Medical education
Health
Public safety
Public policy
Human rights

NTEE Code
Fund Raising and/or Fund Distribution (E12)
PROGRAMS

1. HEAL Trafficking
   Population(s) served: Social and economic status, Health, Ethnic and racial groups, Sexual identity, Work status and occupations

POPULATIONS SERVED

1. Sexual identity
2. Ethnic and racial groups
3. Social and economic status
4. Health
5. Work status and occupations

COMPLIANCE

- IRS Pub 78 Verified as of July 2024
- IRS BMF 509(a) as of July 09, 2024
- A-133 Audit Required/Performed?
- Conflict of Interest Policy
- Written whistleblower policy

TRANSPARENCY MEASURES

- Board Practices Reported?
- Diversity Data Reported?
- 12 Number of Independent Board Members
Programs & Results

PROGRAMS
Source: Self-Reported by Organization, November 2023

HEAL Trafficking

Population(s) Served: n/a

HEAL provides health professionals, globally, with the educational and training resources they need to recognize human trafficking when they see it, and to humanely and safely respond in ways that protect dignity, show respect and prevent further harm to the person being trafficked.

HEAL has created assessment and protocol toolkits which are downloadable, shares best-practice resources with a network of over 4,000 health professionals in the US and 50 other countries, offers webinars, group trainings, and customized programs and speaking engagements, each based on the needs of the health professionals seeking training and guidance.

Because all of HEAL’s trainers are recognized experts in the field of human trafficking as a health crisis, each program’s purpose is to educate and train, ultimately putting an end to trafficking.

HEAL’s reach is worldwide. If there is a need, (and there isn’t a corner of the world where human trafficking doesn’t exist), then HEAL is available to help.
RESULTS

Number of people trained

TOTALS BY YEAR

<table>
<thead>
<tr>
<th>Year</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>2022</td>
<td>2,500</td>
</tr>
</tbody>
</table>

Population(s) Served: No target populations selected

Related program:

Notes: Since 2013, HEAL has trained over 20,000 professionals in how to identify and respond to human trafficking.
CHARTING IMPACT

What is the organization aiming to accomplish?

HEAL aims to provide trauma and lived experience-informed and person-centered resources both for individual health care workers as well as larger health centers and systems. In addition, HEAL’s goals focus on providing excellent training and technical assistance for health care providers and systems in order to support them in identifying and addressing human trafficking.

One of HEAL’s most impactful programs is the HEAL network, which connects over 4,500 professionals from over 50 countries in their efforts to end human trafficking.

What are the organization’s key strategies for making this happen?

HEAL takes a systems-change approach to end human trafficking by approaching it as a public health issue rather than a criminal justice issue. By partnering with experts (those with lived experience as well as those with varied professional expertise) at both national and international levels, we focus on providing the highest level of training, technical assistance and up-to-date resources to empower individuals and support system-level protocol development. In these ways, we are helping to build our collective capacity to respond to and address human trafficking in an impactful way.

In addition, HEAL advocates for local, state and federal policies that support survivors of human trafficking and empower systems to respond to and prevent human trafficking.

What are the organization’s capabilities for doing this?

In addition to HEAL’s global network of over 4,500 professionals, the organization maintains a dedicated board and leadership staff. All of the Board members are actively involved in the organization, bringing diverse skills, expertise, perspectives, and insights into the anti-trafficking field. HEAL also partners with other organizations to share best practices, collaborate on various initiatives, and to advance the mission of ending human trafficking.

In terms of funding, HEAL is the recipient of grants, as well as individual and foundation-based donations. These are the mechanisms that keep the organization running financially.

Overall, it is HEAL’s people and wide-reaching network that are the greatest assets for reaching the organization’s goals.

What have and haven't they accomplished so far?

Since its inception in 2013, HEAL has grown a network of over 4,500 professionals spanning over 50 countries, and has provided training to over 20,000 individuals since 2017.

Through HEAL’s Train the Trainer Academy, an annual two-day intensive course delivered since 2019 in collaboration with the MGH Institute of Health Professionals, HEAL has trained over 180 professionals to be able to train individuals and organizations on how to identify and support trafficked persons. HEAL has also worked with a number of health care systems to implement anti-trafficking protocols, and has been invited to consult on curriculum development in various organizations.

The HEAL Protocol Toolkit, a guide to building a health system-wide trafficking response protocol, has been downloaded over 6,000 times in over 60 countries.

HEAL Trafficking continues to grow in impact and scope, and more details about the organization's progress can be found here: https://healtrafficking.org/2022/07/heal-trafficking-impact-report/
## Financials

**FISCAL YEAR START:** 01/01  
**FISCAL YEAR END:** 12/31

### Financial Trends Analysis

#### Business Model Indicators

<table>
<thead>
<tr>
<th>Profitability</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unrestricted surplus (deficit) before depreciation</td>
<td>$266,149</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>97.4%</td>
</tr>
<tr>
<td>Unrestricted surplus (deficit) after depreciation</td>
<td>$266,149</td>
</tr>
<tr>
<td>As a % of expenses</td>
<td>97.4%</td>
</tr>
</tbody>
</table>

#### Revenue Composition

- Total revenue (unrestricted & restricted) $539,304
- Program services revenue 21.6%
- Membership dues 0.0%
- Investment income 0.0%
- Government grants 0.0%
- All other grants and contributions 78.4%
- Other revenue 0.0%

#### Expense Composition

- Total expenses before depreciation $273,155
- Personnel 54.2%
- Professional Fees 26.7%
- Occupancy 0.0%
- Interest 0.0%
- Pass-Through 0.0%
- All other expenses 19.1%
Financial Trends Analysis, continued

Moving Toward Full Cost Coverage

<table>
<thead>
<tr>
<th>Full Cost Components (estimated)</th>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Expenses (after depreciation)</td>
<td>$273,155</td>
</tr>
<tr>
<td>One Month of Savings</td>
<td>$22,763</td>
</tr>
<tr>
<td>Debt Principal Repayment</td>
<td>$0</td>
</tr>
<tr>
<td>Fixed Asset Additions</td>
<td>$0</td>
</tr>
<tr>
<td>Total Full Costs (estimated)</td>
<td>$295,918</td>
</tr>
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</table>

Capital Structure Indicators

Liquidity

| Months of cash                          | 19.5 |
| Months of cash and investments          | 19.5 |
| Months of estimated liquid unrestricted net assets | 19.5 |

Balance Sheet Composition

| Cash                               | $443,875 |
| Investments                        | $0       |
| Receivables                        | $0       |
| Gross land, buildings, and equipment (LBE) | $0 |
| Accumulated depreciation (% of LBE) | 0.0%     |
| Liabilities (as % of assets)       | 0.0%     |
| Unrestricted net assets            | $443,875 |
| Temporarily restricted net assets  | N/A      |
| Permanently restricted net assets  | N/A      |
| Total restricted net assets        | $0       |
| Total net assets                   | $443,875 |

Key Data Checks

Material Data Errors

<table>
<thead>
<tr>
<th>2022</th>
</tr>
</thead>
<tbody>
<tr>
<td>No</td>
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</table>

Note: This issue is relevant to a small number of organizations: The nonprofit subject(s) of this report may have affiliates. The Form 990 data may not include information about any or all potential affiliates. If an organization does have affiliates and these affiliates have substantial financial activity, the financial data in this report may not present a comprehensive picture of the nonprofit’s financial condition. Please consult the 990s of any potentially related affiliates for additional information.
Operations

Source: Self-Reported by Organization, November 2023

PRINCIPAL OFFICER
Amanda Stylianou Ph.D., LCSW

Amanda M. Stylianou, Ph.D., LCSW, is a nationally recognized expert in the anti-violence field. She has a decade of nonprofit leadership experience working at Safe Horizon, Rutgers Health, and Easterseals. Dr. Stylianou had developed and implemented numerous nonprofit programs, including multidisciplinary approaches to supporting survivors of human trafficking.

Dr. Stylianou is a thought leader in the field. She co-led a critical study focused on increasing our understanding of practices used throughout the globe with adult human trafficking survivors, the results of which were published in the Journal of Evidence-Informed Social Work. She also co-created the first evaluality study of an anti-human trafficking program, funded by the National Institute of Justice, and published in the International Journal for Equity in Health.

NUMBER OF EMPLOYEES
Source: IRS Form 990

- 2

BOARD CHAIR
Kathleen Thurmond
Term: 2023 -
## OFFICERS, DIRECTORS, TRUSTEES, AND KEY EMPLOYEES

### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Other</th>
<th>Related</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hanni Stoklosa</td>
<td>CEO</td>
<td>$78,750</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Abigail English</td>
<td>DIRECTOR (UNTIL 12/31/22)</td>
<td>$9,000</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>George Askew</td>
<td>CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Kristin Potterbusch</td>
<td>VICE CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Kathleen Thurmond</td>
<td>TREASURER</td>
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<tr>
<td>Rhonelle Bruder</td>
<td>SECRETARY</td>
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<tr>
<td>Bette Ann Baker</td>
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<tr>
<td>Suzanne Poppema</td>
<td>DIRECTOR (UNTIL 12/31/22)</td>
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<tr>
<td>Jose Alfaro</td>
<td>DIRECTOR</td>
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<td>$0</td>
<td>$0</td>
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<tr>
<td>Keetha Mills</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Megan Tackney</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Miya Cain</td>
<td>DIRECTOR</td>
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<tr>
<td>Sutapa Basu</td>
<td>DIRECTOR</td>
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<td>$0</td>
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# Officers Directors, Trustees, Key Employees

**FISCAL YEAR 2021**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Compensation</th>
<th>Benefits/Deferred Compensation</th>
<th>Expense Account, Other</th>
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</thead>
<tbody>
<tr>
<td>George Agnew</td>
<td>CHAIR</td>
<td>$0</td>
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<tr>
<td>Kristin Potterbusch</td>
<td>VICE CHAIR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Kathleen Thurmond</td>
<td>TREASURER</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Rhonelle Bruder</td>
<td>SECRETARY</td>
<td>$0</td>
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<tr>
<td>Abigail English</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Mariam Garuba</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Suzanne Poppema</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Bette Baker</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Shaylin Chock</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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<tr>
<td>Sutapa Basu</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Susie Baldwin</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Katherine Hargitt</td>
<td>DIRECTOR</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
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</tbody>
</table>
## Paid Preparers
### FISCAL YEAR 2022

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>EVERGREEN ALLIANCE PROFESSIONAL CORP</td>
<td>86-1400078</td>
<td>4332 CERRITOS AVE SUITE A105, LOS ALAMITOS CA 90720 USA</td>
<td>714-372-8110</td>
</tr>
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</table>

## Paid Preparers
### FISCAL YEAR 2021

<table>
<thead>
<tr>
<th>Firm Name</th>
<th>Firm EIN</th>
<th>Firm Address</th>
<th>Firm Phone</th>
</tr>
</thead>
<tbody>
<tr>
<td>EVERGREEN ALLIANCE PROFESSIONAL CORP</td>
<td>86-1400078</td>
<td>4332 CERRITOS AVE SUITE A105, LOS ALAMITOS CA 90720 USA</td>
<td>714-372-8110</td>
</tr>
</tbody>
</table>
Organizational Demographics

Who works and leads organizations that serve our diverse communities? This organization has voluntarily shared information to answer this important question and to support sector-wide learning. GuideStar partnered on this section with CHANGE Philanthropy and Equity in the Center.

Leadership

The organization’s leader identifies as:

- **Race & Ethnicity**: White/Caucasian/European
- **Gender Identity**: Female, Not transgender
- **Sexual Orientation**: Heterosexual or Straight
- **Disability Status**: Person without a disability

### Race & Ethnicity

Board Members: 10

- Asian/Asian American: 0%
- Black/African American: 10%
- Hispanic/Latino/Latinx: 28%
- Middle Eastern/North African: 0%
- Native American/Asian Indian/Alaska Native/Indigenous: 0%
- Native Hawaiian/Pacific Islander: 0%
- White/Caucasian/European: 50%
- Multi-Racial/Multi-Ethnic (2+ races/ethnicities): 0%
- People who prefer to identify with another race or ethnicity: 0%
- Unknown or decline to state: 0%

### Gender Identity

Board Members: 10

- Female: 50%
- Male: 25%
- Non-binary: 16%
- People who prefer to identify with another gender identity: 0%
- Unknown or decline to state: 0%

### Transgender Identity

Board Members: 10

- Transgender: 0%
- Not transgender: 96%
- People who prefer to identify with another gender identity: 0%
- Unknown or decline to state: 0%

### Sexual Orientation

Board Members: 10

Gay, Lesbian, Bisexual: 49%
- Heterosexual or Straight: 56%
- People who prefer to identify with another sexual orientation: 0%
- Unknown or decline to state: 0%

### Disability

Board Members: 10

- Person with a disability: 10%
- Person without a disability: 0%
- Unknown or decline to state: 0%
Equity Strategies  Last Updated: 08/01/2023

Candid partnered with Equity in the Center - a project that works to shift mindsets, practices, and systems within the social sector to increase racial equity - to create this section. Learn More

Policies and processes

✅ We seek individuals from various race backgrounds for board and executive director/CEO positions within our organization.

✅ We have community representation at the board level, either on the board itself or through a community advisory board.
## Appendix

### Key Documents

| IRS Forms 990 |  
|---------------|---|
| 2022 990     | [2022 990](#)  
| 2021 990     | [2021 990](#)  

<table>
<thead>
<tr>
<th>IRS Forms 990T</th>
<th>Not Available</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Audited Financial Statements</th>
<th>Not Available</th>
</tr>
</thead>
</table>

| Key Organization Documents |  
|---------------------------|---|
| Key Revenue & Expense Data from Form 990 | [Key Revenue & Expense Data from Form 990](#)  
| Key Balance Sheet Data from Form 990 | [Key Balance Sheet Data from Form 990](#)  

GuideStar Charity Check

Heal Trafficking Inc
Aka HEAL Trafficking
236 Ximeno Avenue
Long Beach, CA 90803

✓ Foundation Status Code: PC*
✓ Public charity described in section 509(a)(1) or (2)

IRS Publication 78 Details

- Organization name: Heal Trafficking Inc.
- Location: Long Beach, CA
- EIN: 47-3969303
- Most recent IRS Publication 78: July 2024
- Deductibility status description: A public charity (50% deductibility limitation).
- Verified with most recent Internal Revenue Bulletin: July 22, 2024

IRS Business Master File Details

- Organization name: HEAL TRAFFICKING INC
- Most recent IRS BMF: July 09 2024
- Reason for Non-Private Foundation Status: Section 509(a)(1) organization as referred to in Section 170(b)(1)(A)(vi)
- EIN: 47-3969303
- IRS subsection: This organization is a 501(c)(3) Public Charity
- Ruling date: 07/2019
- Foundation Code: 15
- Foundation Code Description: Organization which receives a substantial part of its support from a governmental unit or the general public

This organization was not included in the Office of Foreign Assets Control Specially Designated Nationals (SDN) list.

On September 8, 2011, the IRS issued regulations which eliminated the advance ruling process for a section 501(c)(3) organization. Note that this code cannot be derived in some cases (e.g., supporting organizations for which ‘type’ can’t be determined).

IRS Revenue Procedure 2011-33 allows grantors to rely on third-party resources, such as GuideStar Charity Check, to obtain required Business Master File (BMF) data concerning a potential grantee’s public charity classification under section 509 (a) (1), (2) or (3).

GuideStar Charity Check Data Sources

- GuideStar acquires all IRS data directly from the Internal Revenue Service.
- IRS Publication 78 (Cumulative List of Organizations) lists organizations that have been recognized by the Internal Revenue Service as eligible to receive tax-deductible contributions.
- IRS Internal Revenue Bulletin (IRB) lists changes in charitable status since the last Publication 78 release. Between the release of this Publication 78 and the subsequent IRS Internal Revenue Bulletin, the IRB date will reflect the most recent release date of IRS Publication 78.
- IRS Business Master File lists approximately 1.7 million nonprofits registered with the IRS as tax-exempt organizations.
- The IRS Automatic Revocation of Exemption List contains organizations that have had their federal tax-exempt status automatically revoked for failing to file an annual return or notice with the IRS for three consecutive years.
- The Foundation Status Code is a value derived by mapping the codes found on the 990PF filing instructions to the corresponding codes in the IRS BMF. Note that not all codes are able to be mapped due to insufficient data.
- The Office of Foreign Assets Control (OFAC) Specially Designated Nationals (SDN) list contains organizations that are owned or controlled by targeted individuals, groups, and entities, such as terrorists or narcotics traffickers. Their assets are blocked and U.S. persons are generally prohibited from dealing with them.

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