



IJM

INTERNATIONAL
JUSTICE MISSION
AUSTRALIA

2015 ANNUAL REVIEW

WE ARE INTERNATIONAL JUSTICE MISSION

**RESCUE THOUSANDS, PROTECT MILLIONS,
PROVE THAT JUSTICE FOR THE POOR IS POSSIBLE.**

We have spent nearly 20 years on the front lines fighting some of the worst forms of violence: slavery, sex trafficking, rape, police brutality and property grabbing. We work in communities in Africa, Latin America, South Asia and Southeast Asia. Through our unique Justice System Transformation model, we help victims of violence secure justice and partner with key authorities to fix broken justice systems in the countries where we work.

When local justice systems are broken, the poor suffer the most. Living outside the protection of the law they are exposed to unspeakable acts of violence. International Justice Mission partners with local authorities to restore broken justice systems. Together we push individual cases through the 'justice pipeline'. As we do, we identify weaknesses and seek to resolve them so the justice system is strengthened to protect the poor.



RESCUE VICTIMS:

we collaborate with local police to rescue victims from ongoing violence and bring them to safety.



BRING CRIMINALS TO JUSTICE:

we partner with local police to restrain criminals, traffickers and slave owners from hurting others.



RESTORE SURVIVORS:

we join with social workers to restore survivors to their communities through counselling, education and skills training.



STRENGTHEN JUSTICE SYSTEMS:

we work alongside prosecutors to represent survivors in court, no matter how long justice takes.



MESSAGE FROM BOARD CHAIR

It is my great privilege and honour to recognise and celebrate all that has been achieved through IJM Australia this year.

My thanks go to our Chief Executives Jeff Nagle and Amber Hawkes and their dedicated team who have gone above and beyond in 2015 to greatly expand IJM Australia's capacity to protect the poor from violence. Thank you to our committed supporters who have generously donated their time and resources to IJM throughout the year. Your support has been invaluable and has enabled us to continue to strengthen the justice systems in Southeast Asia and Africa and to demonstrate that justice for the poor is truly possible. Thank you to our faithful prayer partners. IJM Australia has enjoyed great favour, wisdom and protection in 2015, and we are so very grateful for each and every prayer.

Thank you to Board members past and present, our Company Secretary, alumni and friends of IJM who continue to offer specialised advice and expertise - thank you for your wisdom and dedication to IJM. I am personally grateful for the selfless commitment of my fellow Board members as they seek to guide and oversee the development of a robust and effective partner office in Australia. The demands of a new and growing organisation in this regard have been great, and I have been impressed by their agility and desire to govern well. I am thankful for the privilege of leading the Board over the past three years and look forward to welcoming Andrew Ellis to the role of Chair in 2016. I am grateful for the experience and wisdom he will bring to the Board in this next season.

It is an honour to be on this journey with you all. I look forward with anticipation to all that the Lord has in 2016 for IJM Australia, and for each of us, as we cooperate with all that He is doing to seek justice and restoration for the violently oppressed.

Gratefully,

Nicole Munns
Board Chair





MESSAGE FROM CHIEF EXECUTIVE

2015 was International Justice Mission Australia's first full year of operation... and what a year it was! Our staff and volunteers presented the work of IJM across more than 60 church and commercial forums, and increased our constituency by nearly 150% closing at 2527 supporters.

Our monthly income from recurring gifts rose from around \$5500 to nearly \$8500, the continued growth of which is a core focus for 2016. Our fundraising revenue more than doubled in 2015 to \$692k, as did the total number of donations, nearing 2900. We give thanks to God for exceeding our financial ambitions, enabling a surplus of over \$126k.

2015 saw the pilot of a trial advocacy program in Uganda. Coordinated by Kimberly Randle, training was delivered by six members of the Victorian Bar and Judiciary to Ugandan prosecutors working land grabbing cases there. The training program will be conducted again in 2016 and has the potential to be a potent and uniquely Australian contribution to field programs.

Our first Time for Justice Premier's Breakfast in October was a sell-out event at NSW Parliament House. Our keynote speakers, Chief Judge John Pascoe AC, CVO, Federal Circuit Court of Australia and the Hon. Mike Baird, MP, Premier of NSW, educated and challenged the audience of nearly 300. Our Time for Justice campaign, for which the breakfast was the capstone event, raised over \$127k and engaged 42 volunteer advocates.

Last year also saw the shift in casework activity in Cebu, the Philippines, away from the commercial exploitation of children, toward cyber-exploitation. While Filipino authorities increasingly have the commercial crime

in hand, online exploitation is more complex to investigate and prosecute. Care and restoration of survivors is similarly difficult. IJM is confident, however, that the significant and sustained gains seen in recent years regarding commercial exploitation, will be replicated in the online casework.

Numerous internal initiatives were launched in 2015 including the revision of IJM's financial processes and reporting, the awarding of DGR1 status, a new office, the collaborative development of a 2016 strategic plan and associated work plans and performance frameworks.

More excitingly, we held our first Australian Prayer Gathering, our first Christian Leader's speaking series, our second Time for Justice campaign and much, much more.

All of these things and the myriad of accomplishments unseen have been due to a gracious and generous God and a capable, humble but tenacious team of staff, interns and volunteers.

It has been a privilege and an honour to lead IJM Australia in this season. I look forward to working alongside our dedicated Board of Directors and these committed co-labourers throughout 2016. It's with anticipation and excitement that I look to the year ahead.

Gratefully,

Jeff Nagle
Interim Chief Executive,
IJM Australia



IJM AUSTRALIA

In its second year of operation, IJM Australia continued to expand the work of protecting the poor from violence overseas and growing the movement of Australians seeking justice for the oppressed.

IJM AUSTRALIAN PRAYER GATHERING

Our inaugural Australian Prayer Gathering was held in May 2015. Blair Burns, IJM's Senior Vice President of Justice Operations, delivered the keynote. The event aimed to increase attendees' understanding of IJM Australia, develop a strong IJM Australia community and establish prayer as foundational to the work of IJM. It was a confronting, humbling and ultimately joyous day as we joined with supporters to see God intervene on behalf of the oppressed.

By the end of the year, over 1,000 people were praying for IJM Australia each week.

TIME FOR JUSTICE CAMPAIGN & PREMIER'S BREAKFAST

IJM Australia's Time for Justice campaign ran from August to October 2015, and included the Time

for Justice Premier's Breakfast at New South Wales Parliament House on October 8. The campaign invited fee-earning professionals (primarily lawyers) to donate the equivalent of their charge-out rate of one billable hour to IJM Australia. In 2015 the campaign raised over \$120,000 which funded the equivalent of six lawyers' salaries in Cebu.

Two hundred and ninety people attended the Time for Justice Premier's Breakfast with keynote speakers Chief Judge John Pascoe AC, CVO of the Federal Circuit Court of Australia and NSW Premier The Hon. Mike Baird MP. The Breakfast raised over \$70,000 for the Time for Justice campaign.

SPEAKING ENGAGEMENTS

We continued to engage with churches around Australia with 16 churches entering into partnership with IJM, and were privileged to speak at 37 churches during 2015.



NSW Premier The Hon. Mike Baird MP addressing the Time For Justice Premier's Breakfast



Attendees enjoying the breakfast event

Of note, IJM Australia was also invited to speak at the Bali Process Regional Symposium on Trafficking for the Purposes of Labour Exploitation, Bangkok, The National Student Leadership Forum, Canberra and The Justice Conference, Melbourne.

IJM CEBU

Our focus overseas continues to be partnering with IJM Cebu, the Philippines to rescue and restore children who are victims of sex trafficking. With the support of IJM Australia, IJM Cebu rescued 47 victims from sex trafficking and hosted or helped provide training in which 335 law enforcement officers, social workers and aftercare providers were trained in anti-trafficking related laws, survivor recovery, and trafficking identification.

IJM also worked relentlessly to bring criminals to justice, and in 2015 IJM Cebu secured 31 convictions. A highlight during the year was the closure of the

Red Lips Bikini Bar, a large bar located on a street lined with bikini bars. IJM had previously rescued 26 women and minors from this bar and worked with local authorities to sentence three bar managers to life in prison. Working in partnership with the Cebu City Inter-Agency Council Against Trafficking and others, Red Lips Bikini Bar was officially closed for business on November 26, 2015.

Towards the end of 2015, IJM's focus in Cebu began shifting to online sexual exploitation of children (OSEC). An example of OSEC is a perpetrator from Australia who pays to view, and in some cases direct, live-streaming video of sexual abuse of children located in the Philippines. OSEC is a growing and devastating form of modern-day slavery.

In November 2015 we secured our first OSEC conviction after two perpetrators were convicted for trafficking 11 minors to an alleged internet café in Luzon.



We continue to partner with IJM Cebu, the Philippines, to rescue and restore victims of sex trafficking and online sexual exploitation



IJM Cebu secured 31 convictions in 2015

CHANGING LIVES AROUND THE WORLD

IJM PROTECTS THE POOR
FROM SPECIFIC FORMS OF
VIOLENCE THROUGHOUT THE
DEVELOPING WORLD:

- FORCED LABOUR SLAVERY
- SEX TRAFFICKING
- SEXUAL VIOLENCE
- PROPERTY GRABBING
- POLICE ABUSE OF POWER
- CITIZENSHIP RIGHTS ABUSE
- PARTNER OFFICES SHARE
IN OUR GLOBAL MISSION

*Funds raised by IJM Australia in 2015 were predominantly directed to
addressing commercial sexual exploitation in Cebu, The Philippines*

946 survivors
restored.



ors

20,000+ people
trained, including
14,000+ justice system
officials and 6,000+
community members.

163,968
active intercessors
and 18,439 prayer
communities
worldwide praying
for IJM's work.

IJM NETHERLANDS

IJM GERMANY

IJM UK

Kolkata, India

Delhi, India

Mumbai, India

Bangalore, India

Chennai, India

Chiang Mai,
Thailand

Manila,
The Philippines

Cebu,
The Philippines

Pampanga,
The Philippines

Accra, Ghana

Gulu, Uganda

Kampala, Uganda

Nairobi, Kenya

Phnom Penh,
Cambodia

IJM AUSTRALIA

376 criminals
restrained
through court-
ordered detention
or convictions.

3,749 survivors
and family members
receiving aftercare.

Figures as at May 2016





RESCUE

We collaborate with local police to rescue victims from ongoing violence and bring them to safety.

FIRST RESCUE IN GHANA FREES 10 BOYS FROM BRUTAL SLAVERY

Backed by faithful IJM supporters, our newest field office in Ghana set out on their first-ever rescue operation in March 2015, bringing 10 young boys to freedom.

These boys were among thousands enslaved in the dangerous fishing industry on Lake Volta. They faced daily beatings as they worked, and few had ever been to school or eaten a nutritious meal.

Our team worked closely with anti-trafficking police and social workers to arrest the slave owners and bring these 10 children to a safe aftercare home where they began healing. The boys arrived malnourished, exhausted and barely clothed—but now they are receiving good food, rest, play and education. Today we're locating their families and supporting their parents with counselling and education, so we can be confident the boys won't be trafficked again.



BRING CRIMINALS TO JUSTICE

We work alongside prosecutors to represent survivors in court, no matter how long justice takes.

LANDMARK SENTENCE PROTECTS UGANDAN GRANDMOTHER

At 70 years old, Juliana was no match for the violent young man trying to steal her home and small grove of banana trees. She relied on her land to support her ten grandchildren, but lived in constant terror after this man attacked her with a machete to overtake it.

Our Uganda team relentlessly defended Juliana and worked with police to arrest her attacker and put him on trial.

In April 2015, a judge convicted Juliana's attacker to six years in prison—a rare judgment and the strongest sentence ever in our land grabbing cases. Today, Juliana and her grandchildren are safe again and rebuilding their lives in peace.

"I used to cry all the time. Now I don't fear... I can finally sleep peacefully again!"

—JULIANA*

IJM Client * A pseudonym



RESTORE

We join with social workers to restore survivors to their communities through counselling, education and skills training.

RESCUING CHILDREN FROM ONLINE ABUSE

As violence against impoverished children evolves, so does the expertise of IJM teams working to protect them. In August, we conducted back-to-back operations to rescue six young children in the Philippines from cybersex trafficking—a breakthrough moment in our ongoing casework project against this abuse. These children had been exploited in thousands of abusive photos and videos broadcast online to pedophiles in 19 countries.

We worked closely with local authorities to arrest four suspects and rescue the children (most under 7 years old).

The children received immediate crisis care, and we will continue to guide them on the long journey of recovery.

IJM'S EVOLVING ROLE

In light of the justice system's strong response to traditional forms of sex trafficking, and in response to the high incidence of online sexual exploitation of children, IJM's role in combatting the sexual exploitation of children in the Philippines will evolve during 2016.



IJM will seek to take a more active role in partnering with the Philippine National Police and the National Bureau of Investigation in identifying and developing cases involving suspicion of online sexual exploitation of children.



IJM will seek to take a more active role in partnering with the Department of Justice in prosecuting cases of suspected online sexual exploitation of children.



IJM will seek to take a more active role in partnering with the Department of Social Welfare and Development, local government, and private aftercare providers in delivering aftercare services tailored to the needs of survivors of online sexual exploitation.



STRENGTHEN JUSTICE SYSTEMS

We partner with local police and public prosecutors to restrain criminals, traffickers and slave owners from hurting others.

TRANSFORMATION IN CAMBODIA

Abusers once trumpeted Cambodia as the place to purchase young children for sex with no fear of the law. Very young girls were sold in the open, and the local justice system was simply too broken to respond.

Over the last 15 years we've partnered with officials like General Pol Phie They (pictured). Together with other anti-trafficking leaders we're working to strengthen the justice system and end abuse. Together, we've witnessed remarkable change: Our 2015 study saw the prevalence of children in the sex industry in three major cities drop from an estimated 15-30% to just 2.2%. This fierce effort proves to the world that justice for the poor is possible.

"We have a heart to protect the country by ensuring rights and freedom for all citizens, and by ensuring citizens are free from trafficking, infliction and suppression... Perpetrators may keep coming up with more trickery, but what we have is our will and our responsibility to fight against them."

—GENERAL POL PHIE THEY

Director of Cambodia's Anti-Human Trafficking
and Juvenile Protection Police



OUR FINANCES

Financial overview: 1 January – 31 December 2015

WHERE DID THE MONEY COME FROM IN 2015?

IJM Australia's revenue grew by more than 30% in 2015 compared to the previous reporting period. We received approximately \$1.07 million in revenue, \$692k of which came from our generous supporters. We were tremendously grateful for all the fundraising efforts and support from individuals, churches, foundations and corporate partners.

Our key fundraising activities for the year were the Time For Justice campaign, end of financial year appeal, Christmas appeal and the Premier's Breakfast in October. IJM Australia continued to receive seed funding from IJM HQ, which represented 34% of our 2015 income. Other income included bank interest and revenue generated from merchandise sales.

WHERE DID THE MONEY GO IN 2015?

Our total expenditure for the year was \$947k. Program expenditure totalled to \$479k, which comprised direct disbursements to our partner field office in Cebu, trial advocacy training in Uganda, community education and program oversight in Australia. Funds used to support overseas programs grew by \$261k over the previous period, which was a tremendous testament to our faithful donors.

Net of seed funding, 16% of donor contributed funds were used for accountability and administration costs and raising funds from the public. Accountability and administration expenses encompassed staff

costs for finance, human resources, marketing and administration and office related expenses.

Our reserve balance of \$331k as at 31 December 2015 reflected a healthy surplus and will be continually monitored to meet the organisation's commitment to field and local programs. These early years of operation in Australia are critical in establishing a firm and durable foundation for the future. Our emphasis on quality recruitment and operating effectiveness allows us to drive and respond to growth with efficiency.



SOURCE OF INCOME



BREAKDOWN OF EXPENDITURE

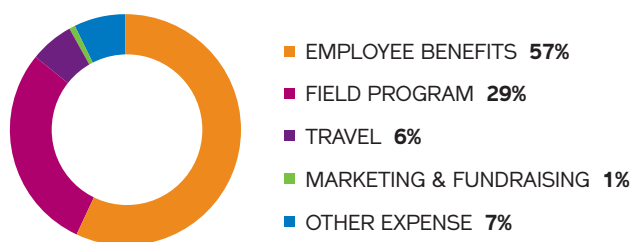
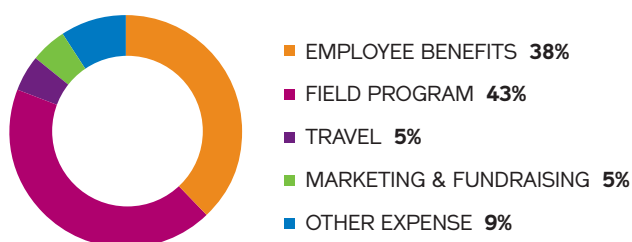
* Please note that 100% of seed funding was used for accountability and administration activities

NB: The figures presented have been summaries from the financial statements of IJM Australia Ltd. The full 2015 financial report is available on request or on the IJM Australia website at www.ijm.org.au.

STATEMENT OF INCOME AND EXPENDITURE

For the Year Ended 31 December 2015

	2015	2014*
	\$	\$
Revenue	1,073,858	716,886
Employee benefits expense	(363,386)	(292,453)
Depreciation expense	(2,159)	(1,216)
Field Program expense	(409,604)	(147,812)
Travel expense	(46,900)	(28,653)
Marketing & Fundraising expense	(47,617)	(5,729)
Other expense	(78,045)	(35,823)
Surplus for the year	126,147	205,200
Total comprehensive income for the year	126,147	205,200

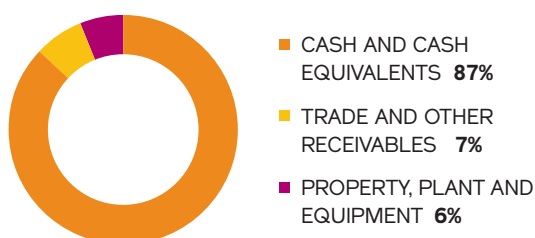


* Comparative figures cover the period from 11 July 2013 to 31 December 2014

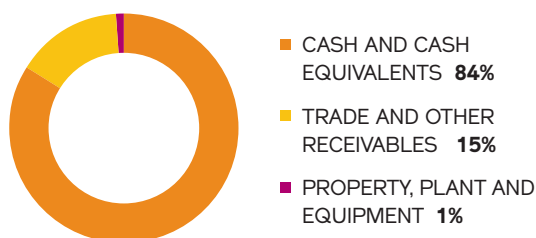
STATEMENT OF FINANCIAL POSITION

For the Year Ended 31 December 2015

	2015 \$	2014* \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	310,665	194,469
Trade and other receivables	26,650	36,019
TOTAL CURRENT ASSETS	337,315	230,488
NON-CURRENT ASSETS		
Property, plant and equipment	21,788	2,433
TOTAL NON-CURRENT ASSETS	21,788	2,433
TOTAL ASSETS	359,103	232,921
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	12,059	23,486
Short-term provisions	15,697	4,235
TOTAL CURRENT LIABILITIES	27,756	27,721
TOTAL LIABILITIES	27,756	27,721
NET ASSETS	331,347	205,200
EQUITY		
Accumulated surplus	331,347	205,200
TOTAL EQUITY	331,347	205,200



2015 ASSETS



2014 ASSETS*

* Comparative figures cover the period from 11 July 2013 to 31 December 2014

STATEMENT OF CASH FLOWS

For the Year Ended 31 December 2015

	2015 \$	2014* \$
CASH FLOWS FROM OPERATING ACTIVITIES		
Donations and other receipts	1,100,031	687,812
Payments to suppliers and employees	(966,931)	(496,201)
Interest received	4,610	2,858
Net cash provided by/(used in) operating activities	137,710	194,469
CASH FLOWS FROM INVESTING ACTIVITIES		
Payment for property, plant and equipment	21,514	-
Net cash used by investing activities	21,514	-
Net increase/(decrease) in cash and cash equivalents held	116,196	194,469
Cash and cash equivalents at beginning of year	194,469	-
Cash and cash equivalents at end of financial period	310,665	194,469

* Comparative figures cover the period from 11 July 2013 to 31 December 2014



IJM Australia Ltd

ABN: 56 164 514 694

Directors' Declaration

The board of directors have determined that the Company is not a reporting entity and that these special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 of the financial statements.

The directors of the Company declare that:

1. The financial statements and notes for the year ended 31 December 2015 gives a true and fair view of the financial position and performance and satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012; and
2. At the date of this statement, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director 

Director 

Dated: 27. 4. 16

IJM Australia Ltd

ABN: 56 164 514 694

Auditors Independence Declaration To the Directors of IJM Australia Ltd

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2015, there have been:

- (i) no contravention of the auditor independence requirements as set out in Section 60.40 of the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Saward Dawson

Saward Dawson Chartered Accountants

Peter Shields

Peter Shields
Partner

Blackburn, Victoria
Date: 27 April 2016

OUR SUPPORTERS

COMMUNITY FUNDRAISING

We were blessed once again by members of the community who gathered to raise funds in support of IJM Australia. In total, community fundraising raised close to \$51,000. Thank you to all those who organised sausage sizzles, baked cakes, ran in fun runs, and participated in many other activities to support us:

- In May 2015, IJM Australia intern, Aiden McCorkindale, organised a team of ten to compete in an Olympic triathlon, raising over \$9000.
- The team behind Scrap Slavery continues to amaze us with their dedication and creativity. In 2015 they raised over \$10,000 through activities like card making, scrap booking and high teas.
- The Dressember campaign in 2015 saw groups of women around Australia take on the creative challenge of wearing a dress for the 31 days of December, in support of IJM. Together they raised over \$8000*.
- A team of Melbourne supporters, Heart for Justice, are passionate about giving a voice to women trapped in slavery and human trafficking. In September they organised a 'Justice Tea' inviting people to enjoy culinary treats in support of IJM. They raised over \$4000 for IJM's work in Cebu, Philippines.

CHURCH PARTNERS

We continued to partner with a number of churches during the year, preaching on the biblical call to seek justice and mobilising them to engage in justice ministry.

We are humbled by those churches around Australia who rallied to learn, pray and raise funds for the work of IJM Australia. We are thankful to GyMEA Baptist Church in NSW who nominated IJM Australia as part of their May Mission Month and Mount Hawthorn Baptist Church in WA who raised funds as part of their Christmas Appeal.

STAND4FREEDOM

In August 2015, Rachel Djoeandy, a Freedom Partner and former IJM Australia intern, organised a Stand4Freedom

event at the Australian National University in Canberra. During the day people were asked to "stand" for an hour or two to raise awareness of modern day slavery. Over the course of the event, close to 60 people participated, 300 flyers about IJM and modern day slavery were handed out, and over 90 people signed up to hear more about IJM. Rachel said, "The day exceeded all our expectations. A highlight was repeatedly hearing from people how happy they were to have been involved."

PARTNERSHIPS

We are incredibly thankful to all those organisations who partnered with us in 2015 and provided pro-bono services:

- Filtered Media
- McCabes Lawyers
- Baker & McKenzie
- StatePlus

UGANDA TRIAL ADVOCACY TRAINING

In August 2015, IJM Australia assembled a team to travel to Uganda to conduct trial advocacy training for 29 Ugandan prosecuting Resident State Attorneys in a joint initiative between IJM Kampala and IJM Australia.

The program was part of a justice system transformation project between the Director of Public Prosecution in Uganda and IJM Kampala, aimed at improving the Ugandan public justice system and upholding the authority of law in order to protect victims of property grabbing and other vulnerable poor.

The team of one judge and five lawyers from the Victorian Bar and Judiciary donated their time and skills to prepare and deliver the training, and evaluate the participants' learning. In its inaugural year, the trip was hailed a success by both trainers and participants, and planning is underway for the program to become a regular part of IJM Australia's activities.

** These funds were raised in 2015, but accounted for in 2016 due to timing of receipt.*

OUR BOARD



NICOLE MUNNS
(BOARD CHAIR)

BEC, FIAA, MA (Dev Studies)

Nicole Munns is the founding Board Chair of IJM Australia.

Nicole has significant experience as a finance executive, having worked in investment banking with Deutsche Bank in London, and consulting with Towers Perrin in Sydney.

Nicole is passionate about seeing God's justice and mercy shown to the poorest of the poor. Recognising that the structures that entrench the poor and disadvantaged are complex and ingrained, Nicole has completed a Masters of International Development and established Aestus Foundation, a not-for-profit committed to addressing these issues of entrenched disadvantage. Nicole lives in Sydney with her husband and four children.



ANDREW ELLIS

BE (Mech), MProjMgmt, MBA

Andrew became the CEO of Hockey South Australia in mid-2014 after being on the Board for a little over 2 years. Previously he

had a 15-year career at NYSE-listed engineering firm KBR with roles as engineer, project manager, quality manager, sales director, and over four years on the Australian Board. He is a Member of the Australian Institute of Company Directors and Engineers Australia.

Andrew sits on a number of Boards including being Vice Chair of Baptist World Aid Australia (until November 2015), Chair of Wirraway Homestead and member of an ethics committee. He lives in Adelaide with his wife Sue and two sons.



ANDREW HILSON

BAcc

Andrew has a wide range of experience with both corporate and non-profit organisations. He is currently the Associate Executive

Lead at the Back in Motion Health Group, overseeing a network of allied health professionals delivering physiotherapy and related services from over 100 locations across Australia. Andrew has also worked as the General Manager of Finance & Corporate Services for Wesley Mission Victoria, CEO of Mission International, and Director at KPMG Corporate Finance.

He has served as a Board Director for several community-based organisations, and has consulted across many sectors in leadership, strategy, organisational effectiveness and financial management. Andrew has lived and worked in the USA and Australia plus has gained significant cross-cultural experience in Southeast Asia and Africa.

Andrew has a sincere passion to make a difference in the lives of those experiencing poverty, injustice and disadvantage. Andrew is a member of the Institute of Chartered Accountants in Australia & New Zealand; he lives in Melbourne with his wife and four children.



NORM LEE

BA, LLB, Grad Dip (Legal Practice), MIntS

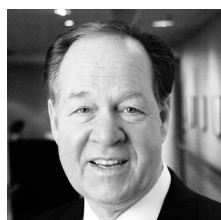
Norm has over a decade of experience as a corporate and financial services lawyer. He qualified with Ashurst (formerly

Blake Dawson Waldron) and has held in-house roles with AMP Capital, GMO, Barclays Global Investors, BlackRock and is currently Head of Legal & Compliance with Atrium Investment Management.

OUR BOARD

Over the years Norm has served in volunteer leadership and mentoring roles with the Chinese Christian Church in Milson's Point, Jannali Anglican Church, City Bible Forum, Barclays Global Investors' Community Giving Committee and The Smith Family.

Norm hopes and prays for the restoration of broken public justice systems around the world so more people can be free from the scourge of modern day slavery, human trafficking, abuse and other experiences of everyday violence.



GARY VEURINK

IJM's Executive Vice President
and Chief Operating Officer
(retired October 2015)

Prior to joining IJM, Gary enjoyed a successful 35-year career with The Dow Chemical Company. As Corporate Vice President of manufacturing and engineering operations, Gary had direct responsibility for the 23,000 employee organisation with more than 150 manufacturing sites in 39 countries, and managed an annual \$4 billion operations budget as well as a \$2 billion-plus new project budget.

Gary received a B.S. in Chemical Engineering at South Dakota School of Mines and Technology and later received an Honorary Doctorate Degree/ Outstanding Alumnus Award from his alma mater. Gary is also a graduate of the Advanced Management Program at INSEAD, Fontainebleau, France.

Gary and his wife live in the Washington, DC area, and he is a grateful father of three and grandfather of eight.

* Following Gary's retirement from IJM, Lauren Ranson is acting in a coordination role between IJM headquarters and IJM Australia. Her role is to be present at formal meetings of the Board.



MARK LEACH (COMMENCED OCTOBER 2015)

BSc (Med), BTh (Hons),
MAppSci (Org Dynamics)

Mark is the Rector of Darling St Anglican Church (www.darlingst.org.au) and a leadership and organisational development consultant (www.markleach.com.au). After growing up in southern Africa and studying medicine in Cape Town, Mark moved to Sydney to study theology and prepare for life as a 'physician of the soul'.

Mark has led churches and worked as a leadership and organisational consultant in Sydney, Melbourne and Toronto, Canada. Since his earliest days as a follower of Jesus at University in South Africa, Mark has had a commitment to justice and mercy ministries as an essential outworking of life in the Kingdom of God.



JOANNA MANSFIELD (COMPANY SECRETARY)

BA (Public Communication),
LLB (Hons) , Grad Dip (Legal
Practice), MIL

Joanna is the Company Secretary of IJM. She qualified with DLA Piper and has practiced in civil and criminal law. Joanna is currently Principal Solicitor/ Manager (Self Representation Service) at Justice Connect, a not-for-profit legal centre.

Joanna is passionate about justice and protection for the vulnerable, and has held the roles of Research and Policy Officer for the Defence Abuse Response Taskforce, Program Director for the American Bar Association's anti-trafficking in persons program (Solomon Islands) and Justice Advisor for Save the Children (Solomon Islands). Joanna currently sits on the Board of WorldShare and lives in Sydney with her husband and baby son.

OUR PEOPLE

IJM Australia operates with a team of nine staff – three full-time and six part-time. Our work was supported in 2015 by 11 interns in positions including Communications, Business Operations and Church Mobilisation, as well as a part-time volunteer Legal and Compliance Fellow and administrative assistant.



JEFF NAGLE

Interim Chief Executive

Jeff has been serving in and consulting to development organisations and Christian ministries for the past 13 years.

His professional experience spans strategy, marketing, change management, organisational development and more. Jeff served for seven years as Chief Operating Officer for Compassion Australia and is the founder and principle of Heritage Leaders, a consultancy dedicated to leader formation coaching. Jeff lives on the NSW Central Coast with his family and is mid-way through an MA in Global Leadership with Fuller Theological Seminary, USA.

"I understand justice to be a central theme of scripture. Justice ultimately speaks of the restoration of all relationships – relationships between creator and creation, and between all elements of creation itself. IJM plays a powerful role in the restoration of this order in the lives of those made vulnerable through poverty. It is the eternal value of this work that has taken hold of my heart."



AMBER HAWKES

Chief Executive (Maternity Leave
May 2015 – December 2016)

Amber is the founding Chief Executive of IJM Australia. Her experience with IJM spans several years, having previously worked on slavery cases with IJM as Special Counsel and Legal Fellow in Chennai and Bangalore.

Amber began her career in litigation at top-tier law firm, Clayton Utz, and has experience prosecuting online child sexual exploitation and human trafficking cases with the Commonwealth Government.

She is a skilled communicator and has a deep passion for seeing God's heart for justice come to fruition.

"It is a joy to be part of a community loving enough to go into the darkest of places to protect the defenceless, courageous enough to try new things, persistent enough to stay until justice is done and humble enough to constantly ask, how can we love our clients and each other better?"



OUR PEOPLE



MELINDA HARVEY

Director of Operations

Melinda has worked in Business Development, Operations and Project Management with not-for-profits for the past five years. She

has a passion for justice and for doing development well, which led her to IJM and her postgraduate studies in International Development.

"IJM is Christian, Professional and Bridge Building, and these values accurately sum up why I love working here. It's remarkable to be part of a global team of passionate, faithful professionals using their skills to transform brokenness into hope in such bold and challenging ways. IJM's work requires prayer, partnership and perseverance at every level and it's exciting to see so many Australians coming together to help end violence against the poor."



KIMBERLY RANDLE

Director of Corporate and Legal

Prior to joining IJM Australia, Kimberly was a lawyer in both Australia and the United States in commercial litigation and later

family law. Kimberly began her legal career at Jones Day in Los Angeles and later worked for Clayton Utz in Sydney before changing her practice area to family law with a particular focus on complex custody matters. During her studies, Kimberly served as an intern for Senator Joseph Lieberman working directly under the Senator's Foreign Policy Fellow from the US State Department and later at the US Supreme Court in the Office of the Clerk.

Kimberly lives in Sydney with her husband and two daughters and enjoys running and stand-up paddle boarding.

"I believe that the standard you walk past is the standard you accept. As an educated woman living in Australia there is a unique opportunity to demonstrate to my profession that justice for the poor is possible and complacency is no longer an acceptable status quo."



ANDREW STARR

Director of Mobilisation

Prior to IJM, Andrew served for 12 years in Kazakhstan. Andrew co-founded and led the Central Asian branch of the charity Crossroads

Foundation till his departure in 2013. He is currently studying an MA in Global Leadership at Fuller Theological Seminary and speaks fluent Russian.

"IJM is remarkable: the wrapper and the contents match. Or rather the contents exceed the wrapper. The headwaters of that deep integrity reside in an abiding love for God and the incredible people we serve. That makes a great workplace."



MICHELLE TERRY

Communications and Marketing Coordinator

Michelle has worked in Marketing and Communications for not-for-profits for the past nine years.

Prior to that, Michelle worked at Virgin Blue Airlines (now Virgin Australia) soon after its inception in Australia. Born and raised in Sri Lanka until she was 12, Michelle has had a passion for seeing an end to poverty from a young age.

"I feel extremely privileged to work at IJM Australia. I love that my work is an outworking of my faith and allows me to be a small part of God's plan to see justice prevail."



JENNY ROSS

Staff Chaplain (Volunteer)

As a specialist Family Law solicitor turned counsellor and chaplain, Jenny embraces both a structural and compassionate approach to the problem of violence as she walks alongside and supports the IJM Australia team through the joys and challenges of working in this area. She also has the privilege of doing the journey of life with her husband Andrew and their 16-year-old son David.

"I love that God invites us all to be part of his plan for restoring the earth. Working with IJM is one way for me to be involved in the work of justice that is part of that plan."



STUART KINSELLA

Program Manager

Stuart has over nine years' experience in international development across Asia and the Pacific. This includes expertise in all aspects of the aid management cycle including program design, performance monitoring and evaluation, as well as program management and administration.

Stuart has been with IJM Australia since the start of 2015, first in a voluntary capacity as a member of IJM Australia's Project Management Group and more recently on a part-time basis as IJM Australia's Program Manager.

"I am passionate about IJM's mission to give a voice to the poorest and most vulnerable in our world, and am so encouraged by the extent to which the organisation is making a real difference."



RITA TAM

Finance Manager

Rita is a Chartered Accountant and has worked as a Senior Tax Advisor for four years in Melbourne. Prior to joining IJM, she spent some time in China travelling and working alongside people from disadvantaged backgrounds. Rita has a passion for development work, community and justice and is also concurrently working as a financial counsellor.

"I am passionate about working for IJM because I believe the model works and it brings justice, hope and freedom to those who are in slavery."



WILLIAM WRIGHT

Business Operations Assistant

William is a conscious and dedicated young lawyer with a passion for social justice. This passion proved a key motivator in the pursuit of his studies in criminology and law. Prior to joining IJM Australia, William worked in the litigation, and the banking, corporate and finance divisions of a Sydney commercial law firm.

"Working for IJM empowers me to pursue my passions of global justice and humanitarian law within a vibrant Christian workplace. It is remarkable to be part of a group of God-called people facilitating real change in the lives of those who need it most."

2015 AND BEYOND

2015 was a year of discovery, favour and hard, hard work. As we move into our second year, our focus remains on building firm foundations while staying open to God's sovereign direction for the organisation.

Our approach to developing strategy generally, and toward fundraising specifically, has been to follow the lead of R. Scott Rodin and Gary Hoag as presented in *The Sower*, "to find contentment and be productive with what God has given us, rather than this constant focus on what we believe we still need."

This locates our primary responsibility in the place of faithfulness. Faithfulness with the resources we have been given, with the relationships we nurture, the opportunities which come our way, and the personal stories and powerful evidence of progress in seeking justice for the poor.

IJM Australia's overarching theme for 2016 is to "make preparations for growth; keep complexity at bay". This theme speaks to the development of capacities and capabilities sufficient to expand our impact both in Australia and overseas, while holding fast to simplicity and frugality. To achieve this, our attention is focused on the following five priorities:

1. Clarify our unique identity and tell our story
2. Build on the strong foundation of prayer
3. Invite a vast number of individuals into a relevant, ongoing and transformative giving relationship

4. Increase programmatic reach and impact in our region
5. Begin to chase an 80/20 program ratio

Seventeen strategies will drive progress against these priorities; each has a nominated owner, clear deliverables and realistic timeframes. As in 2015, the fruit of these efforts primarily supports the work of IJM Cebu, the Philippines, who have now fully turned their attention to the crime of online sexual exploitation of children. The effect of being awarded Deductible Gift Recipient status in 2015, however, is that we are now able to direct tax deductible donations to any of IJM's casework initiatives in our 17 field locations across the globe.

As I look back upon 2015 I am struck by the Lord's faithfulness, favour and miraculous provision. As I look forward, it is with great anticipation of the same. I extend my personal and heartfelt thanks to our intercessors, financial supporters and advocates. I offer my gratitude and genuine esteem for IJM Australia staff, volunteers and our Board of Directors. And together, we are deeply thankful to our Lord and Saviour who in His ultimate wisdom has elevated the poor and vulnerable to a place of worth and esteem.

*In faithfulness he will bring forth justice;
he will not falter or be discouraged
till he establishes justice on earth.
Isaiah 42:3b-4a*

Jeff Nagle
Interim Chief Executive,
IJM Australia

IJM AUSTRALIA

FEEDBACK AND COMPLAINTS

We value your feedback and strive to address any complaints promptly. You can contact us in the following ways:

Email: contact@ijm.org.au

Phone: 1300 045 669

Write: IJM Australia, PO Box 1442,
Chatswood NSW 2057

PRIVACY

We respect your privacy and comply with Australian privacy laws. We collect personal information in order to process donations, issue tax receipts and to send updates about our programs and requests for donations. More information about how we collect, store, use and disclose personal information is available in our Privacy Policy at www.ijm.org.au/privacy-policy. You can contact our Privacy Officer on 1300 045 669 or at privacy@ijm.org.au.

ACCOUNTABILITY

International Justice Mission Australia adheres to the highest standards of accountability, working diligently to ensure that funds are allocated wisely in order to bring the greatest tangible relief to victims of oppression. An all-volunteer Board of Directors sets policies and procedures and monitors the budget and expenditures. In addition, an independent accounting firm conducts an annual audit to verify that IJM Australia complies with all generally-accepted accounting principles and is a good steward of its financial resources.

PARTNERS AND MEMBERSHIP

IJM Australia works in partnership with other national and international NGOs and we are extremely grateful for the collaboration as we work together to seek justice for the poor.

We are also members of Christian Ministry Advancement, Stop the Traffik and the Australian Philippines Business Council.





IJM

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