



**IJM**

**INTERNATIONAL  
JUSTICE MISSION  
AUSTRALIA**

# **2016 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

The past year has been an exciting and rewarding season as we witnessed God’s continued blessing and provision on IJM Australia.

I would especially like to acknowledge Interim Chief Executive, Jeff Nagle, who has humbly and capably led our team this year. Through his insight and wisdom, IJM Australia has built a firm foundation to expand our impact in Australia and overseas.

Founding Chief Executive, Amber Hawkes, returned from maternity leave to take up the position of Chief Advocate, providing input into our strategic direction and advancing the mission in Australia through speaking engagements and managing relationships with key stakeholders.

The Board is incredibly thankful to both Jeff and Amber who have served IJM Australia so faithfully over the past few years. Sadly, we say farewell to both of them in 2017 – Jeff concludes his service as Interim Chief Executive, and Amber is relocating overseas. The Board is searching for a new leader and we are confident of God’s hand and plans in providing the right person for this important role.

I would also like to thank all the staff, volunteers and Board for their tireless work and contribution to God’s work through IJM Australia.

IJM Australia’s financial position continued to strengthen with a major focus on fundraising initiatives. We ended the year with a surplus which enables us to continue to put IJM investigators, lawyers and social workers on the frontline of this fight; and grow the movement of Australians seeking justice for the poor.

We are grateful for the seed funding from IJM Global, and are confident that IJM Australia is now well positioned to be financially independent as the seed funding ceases after 2017.

Overseas, we continued to partner with IJM’s field office in Cebu, the Philippines. Our work focused on combatting cybersex trafficking, a new and brutal form of modern-day slavery. In this heart-breaking crime, pedophiles and predators search online and pay to sexually abuse children from anywhere in the world via the internet. We are working closely with the Philippines government to shut down this crime. In 2016, we also supported programs in Kenya, Uganda and India.

Locally, Norm Lee concluded his term as a Director and I am thankful for his contribution to the Board and IJM Australia. We welcomed Melissa Russell, Senior Vice President of Global Advancement, to the Board and we look forward to forging a stronger partnership between our Board and IJM Global.

Finally, I would like to thank each and every one of you for joining us on this journey. Your prayers, your voice, and your funds enable IJM to keep fighting on behalf of the abused around the world. Together, we can prove that justice for the poor is possible.

Andrew Ellis  
Board Chair







## MESSAGE FROM CHIEF EXECUTIVE

The vast scale of modern-day slavery is coming into focus. In the wake of Middle-Eastern conflict, financial crises and brutal genocide, and through the haze of political upheaval, and broadening economic and religious divides, the world is beginning to perceive what could well be the greatest blight on our generation.

Forty-five million slaves. Two million children trapped in the sex trade. \$190 billion made by human traffickers every year. More than arms, second only to drugs. Hidden.

But the word is spreading and the response is escalating. Our voices are coming together with an emphatic and decisive “STOP!” It is through this collective advocacy and action that our 45 million brothers and sisters in slavery may very well be the last generation of humans trapped in this pernicious evil.

Is this the beginning of the end of slavery?

2016 saw our largest rescue ever. Five hundred and sixty four slaves were freed in one single rescue operation from a brick kiln in India. We had our largest aftercare graduation – 820 women, men and children celebrated their new lives in India. We had our first conviction for cybersex trafficking in the Philippines, and we began fighting another type of slavery, labour trafficking, in Cambodia.

Five thousand eight hundred and eighty victims of violence were rescued by IJM and IJM-trained partners. Two hundred and sixty six criminals were restrained, 3,760 survivors were enrolled in aftercare programs

and more than 30,000 law enforcement officers, judges, prosecutors and social services professionals were trained.

In 2016 IJM released the findings of a series of prevalence studies regarding the falling number of children trapped in the commercial sex industry in the Philippines and Cambodia. Once notorious paedophile hot-spots, the prevalence of minors in the sex industry in Cebu, Pampanga and Manila in the Philippines, as well as Phnom Penh, Siem Reap and Sihanoukville in Cambodia had dropped from between 65% and 92% since IJM began work there.

These stunning and repeated advances were further proof that functioning justice systems reduce violence in significant and sustainable ways. IJM’s model of justice system transformation continues to be the benchmark of best practice in curbing everyday violence.

Of course, combatting violence and poverty at such deep, systemic levels brings with it substantial risk. IJM lawyer Willie Kimani, taxi driver Joseph Muiruri and IJM client Josephat Mwenda were abducted in front of a Nairobi court house on 23 June 2016 following a hearing regarding a police abuse of power case. Their bodies were later found in the Ol-Donyo Sabuk River, having been brutally tortured. Five police officers have been charged with crimes related to these murders and the trial is ongoing.

As the fight against police abuse of power in Kenya gains momentum, the day will come when we realise what was achieved through the tragic loss of these three men.

At home, 2016 was IJM Australia’s second full year of operation. Our fundraising revenues increased from \$692k in 2015 to \$1,204,590. Our Chatswood-based team grew from 5.2 FTE to 6.8 at the close of 2016.

We held our second Australian Prayer Gathering in May where more than 120 attendees came together in prayer for specific cases, individual survivors and national agendas. IJM Australia’s casework focus for 2016 was the cybersex trafficking of children. It was also the topic of our second Time for Justice Breakfast which took place at NSW Parliament House in October. The Honourable Chief Judge John Pascoe, Children’s e-Safety Commissioner Andree Wright (Acting) and AFP Detective Superintendent Jennifer Cullen shed light on the crime. At around the same time, ABC’s 7.30 program on the same topic helped to generate public awareness regarding the Australian connection to this crime.

2017 sees an expanded casework portfolio for IJM Australia, including the support of our work combatting Police Abuse of Power in Kenya, Land Grabbing in Uganda, Bonded Labour Slavery in Chennai, South Asia and continued work regarding Cybersex Trafficking in the Philippines, as well as here in Australia.

This report comes just a few short months after my season as Chief Executive of IJM Australia concluded. This perspective has brought into sharp relief for me the profound courage, professionalism and humility that marks this unique organisation. Now, from the outside once more, I feel better equipped to express the admiration I have for IJM without fear of it being coloured or diluted as an insider’s biased view.

I want to personally thank our many supporters, donors

and partners for your prayers, generosity and advocacy. Thank you to the many churches who opened their Sunday services for us to share the truth about slavery and about God’s heart for freedom. Thank you to those advocates who organised events and fundraisers, to the conference organisers and government agencies who see in IJM a potent voice for justice.

Thank you to the Board of Directors who volunteered their time and expertise generously. IJM Australia is deeply blessed by your commitment to sound governance.

And thank you to the staff and volunteers of IJM Australia. Your diligence, professionalism and humility is an inspiration. I consider it the utmost honour to have served with you in 2015 and 2016 and will treasure it always, until all are free.

“You, LORD, hear the desire of the afflicted; you encourage them, and you listen to their cry, defending the fatherless and the oppressed, so that mere earthly mortals will never again strike terror.”  
Psalm 10:17-18

Gratefully,

**Jeff Nagle**  
Interim Chief Executive,  
IJM Australia







# IJM AUSTRALIA

IJM Australia's focus continues to be two-fold – expand IJM's global mission overseas and grow the movement of Australians seeking justice for the poor.

In 2016, IJM Australia partnered with three offices in the field supporting programs to rescue victims of slavery and violence, bring criminals to justice, restore survivors, and strengthen justice systems. Total funding provided by IJM Australia to overseas programs was \$458,498.

In Cebu, the Philippines, IJM shifted its focus from more traditional forms of commercial sexual exploitation of children to online sexual exploitation of children (cybersex trafficking) – a growing and devastating form of modern day slavery.

With the support of IJM Australia, IJM Cebu rescued 42 victims from sex trafficking, and secured the convictions of 23 perpetrators. IJM Cebu lawyers and The Inter Agency Council Against Trafficking prosecutor also successfully advocated for the use of plea bargaining in cybersex trafficking cases through 2016, securing convictions without victims (children) needing to testify against their perpetrators.

In Kenya, IJM Australia provided support to IJM's Police Abuse of Power system reform program which works to seek justice for those who have suffered at the

hands of authorities who should protect them. Many of the planned activities were placed on hold in June 2016 following the murders of IJM Kenya investigator Willie Kimani, IJM client Josephat Mwenda and driver Joseph Muiruri, as the team focused on responding to the tragedy and the trial of the perpetrators that began shortly afterwards.

Following the success of the trial advocacy training in Uganda in 2015, IJM Australia worked again with IJM Kampala to design and implement a trial advocacy training program for 30 Ugandan Resident State Attorneys. To facilitate the training, IJM Australia recruited three senior members of the Victorian Supreme Court, NSW Bar and Victorian Bar to run four consecutive days of teaching sessions. The training was aimed at enhancing the technical capacity of the Ugandan Attorneys (including trial preparation, advocacy and case management) and supporting appropriate sentencing in property grabbing cases. The training was a great success and will be run again in August 2017.

In Australia, we continued engaging with our faithful supporters in a number of different activities:



## IJM AUSTRALIAN PRAYER GATHERING

IJM's second annual Australian Prayer Gathering (APG), held in May 2016, brought together 123 people in Sydney to pray for justice for the poor. Jesse Rudy, IJM's National Director for the Philippines, shared first-hand about the incredible progress that has been made in the fight against commercial sexual exploitation of children, while revealing the urgent need to pray against the growing problem of cybersex trafficking. Alumni from Africa, South Asia, Latin America and Southeast Asia also facilitated prayer for their respective regions, providing insight into on-the-ground realities and celebrating answered prayer and lives restored. A group of faithful IJM supporters in Perth held a satellite prayer gathering on the same day.

One delegate commented, "The APG was unflinchingly honest about the horrible injustices in the world, but the mood was one of joy, hope and optimism. We boldly laid the burdens of the world at God's feet and saw tangible evidence that prayers are answered."

This event is critical not only for the impact of our combined prayers, but for the way it strengthens the IJM community in Australia, equipping us to more effectively fuel the global mission.

Many committed to inviting others to regularly pray for the work of IJM, and by the end of the year more than 1500 Australians had partnered in prayer with IJM.

## TIME FOR JUSTICE CAMPAIGN

IJM Australia's Time for Justice Campaign ran during September and October 2016 and included the Time for Justice breakfast held on 6 October 2016 at NSW Parliament House. The campaign invited fee-earning



professionals to donate the equivalent of one billable hour to IJM Australia. Funds raised from the campaign were used to fund salaries for lawyers, investigators and social workers in Cebu, the Philippines.

The campaign raised \$109,442, of which \$65,000 was raised at the breakfast. Two hundred and twenty people attended the event and heard from experts in the field working to end cybersex trafficking of children. Speakers included The Honourable Chief Judge John Pascoe, AC, CVO, The Federal Circuit Court of Australia, Children's e-Safety Commissioner (Acting) Andree Wright, Deputy Superintendent Jennifer Cullen, Australian Federal Police, and Amber Hawkes, IJM Australia Founder.

## SPEAKING ENGAGEMENTS & MEDIA

We were privileged to speak at a number of different events during the year, including the Justice Conference in Melbourne, Youth Technology and Virtual Communities Conference facilitated by Taskforce ARGOS, and many churches throughout the country.

Over 120 people attended Justice Calling events in Brisbane and Perth, which engage and inspire people to respond to the biblical call to seek justice.

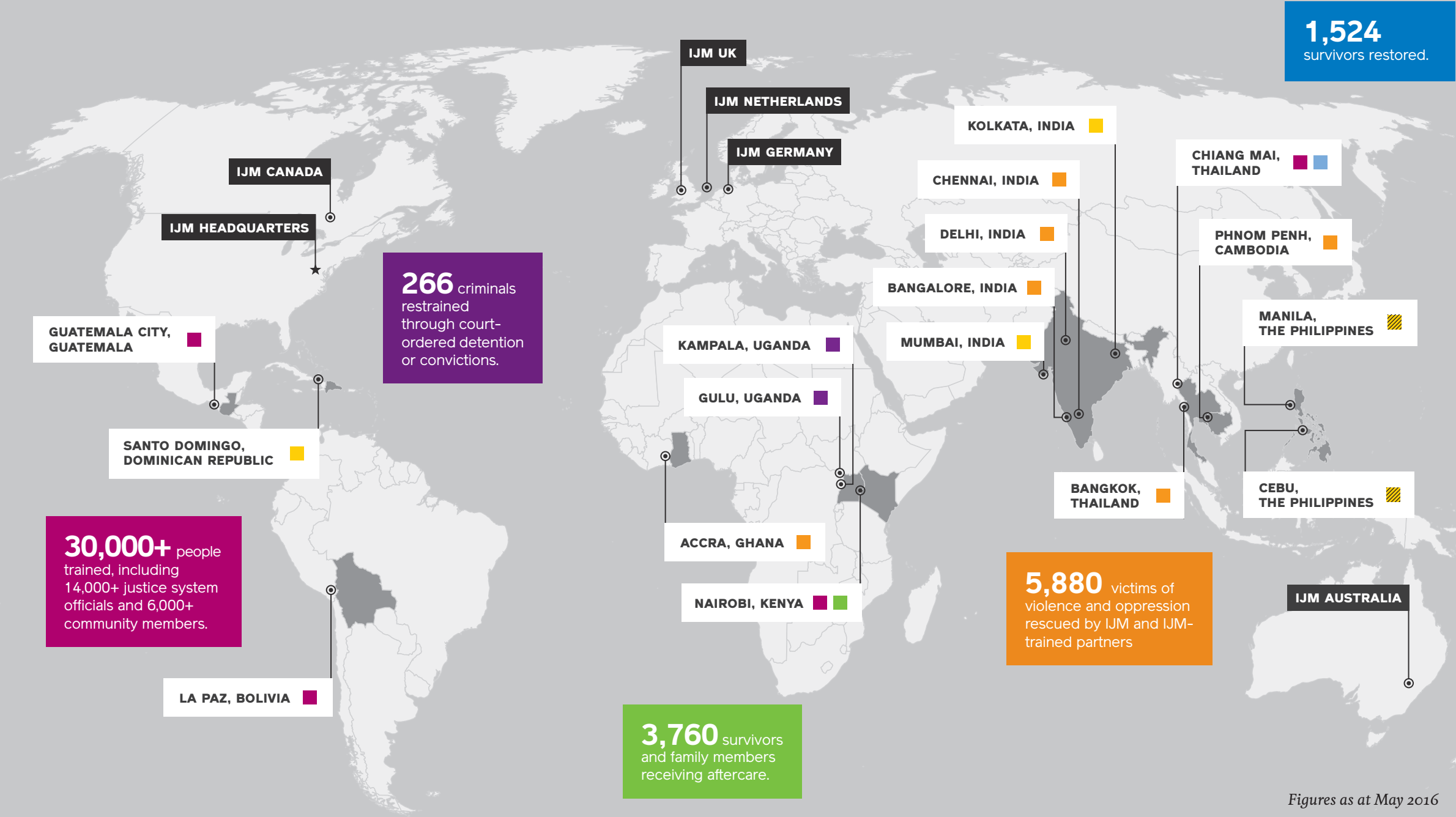
In September, ABC's 7.30 Report conducted an investigative story on cybersex trafficking and profiled IJM's work both here and in the Philippines in bringing rescue and hope to victims, and working with Filipino authorities to bring criminals to justice. This was an incredible opportunity to bring the issue of cybersex trafficking to the wider Australian community, and enable us to start building relationships with the media.

# OUR GLOBAL IMPACT

Today, we are helping to protect more than 21 million people from violence worldwide.

### FIELD OFFICE CASEWORK

- FORCED LABOUR SLAVERY
- SEX TRAFFICKING
- CYBERSEX TRAFFICKING
- SEXUAL VIOLENCE
- PROPERTY GRABBING
- POLICE ABUSE OF POWER
- CITIZENSHIP RIGHTS ABUSE



Figures as at May 2016





## RESCUE

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

### 54 MEN FINALLY HOME

After a harrowing four months spent on Thai boats, 54 Cambodian men who were trafficked into the fishing industry are finally home. This was the first case of labour trafficking that IJM has supported in Cambodia.

In early 2016, IJM began combatting cross-border trafficking (Cambodians exploited in other countries) and forced labour slavery inside Cambodia, by equipping authorities to rescue victims and hold traffickers accountable for their crimes.

At the heart of the region, Cambodia is a source, transit and destination country for forced labour slavery. In this rescue, IJM provided input and technical support to the International Organization for Migration (IOM) and Cambodian anti-trafficking police as they interviewed the men.

IJM is now working with authorities to trace the Cambodian recruiter that might still be preying on vulnerable men and women seeking work outside the country. We are also working with several other NGOs to make sure the 54 men have support as they reunite with their families and find safe jobs.



## BRING CRIMINALS TO JUSTICE

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

### FIRST CONVICTION FOR CYBERSEX TRAFFICKING

A new and brutal form of modern-day slavery is on the rise: cybersex trafficking. In this crime, pedophiles and predators search online and pay to sexually abuse children as young as 2 years old from anywhere in the world via webcam. In the Philippines alone, authorities receive thousands of cybersex trafficking referrals a month.

We're working closely with the Philippines government to shut this crime down. In August, we secured our first-ever conviction in a case of live-streaming cybersex trafficking.

A Filipino couple was sentenced to 15 years in prison for sexual abuse of their own children. The children—3, 9 and 11 years old—had been rescued from their home in September 2013 and have since been living together at an aftercare shelter where they continue to work through the emotions of having been exploited by their parents.

Thousands more children are trapped in this form of slavery. But as we've seen in the aftermath of rescues, children are resilient; they quickly remember how to play and laugh even after abuse. Our aftercare staff help them process their pain and heal. We won't stop until cybersex trafficking is shut down and freedom is restarted for children who are hurt by this crime.





## RESTORE

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

### A YOUNG MOTHER'S DETERMINATION

Kalpanna and her family were trapped in slavery for four painful years at a tree-cutting unit. She remembers their exhaustion, fear and desperation.

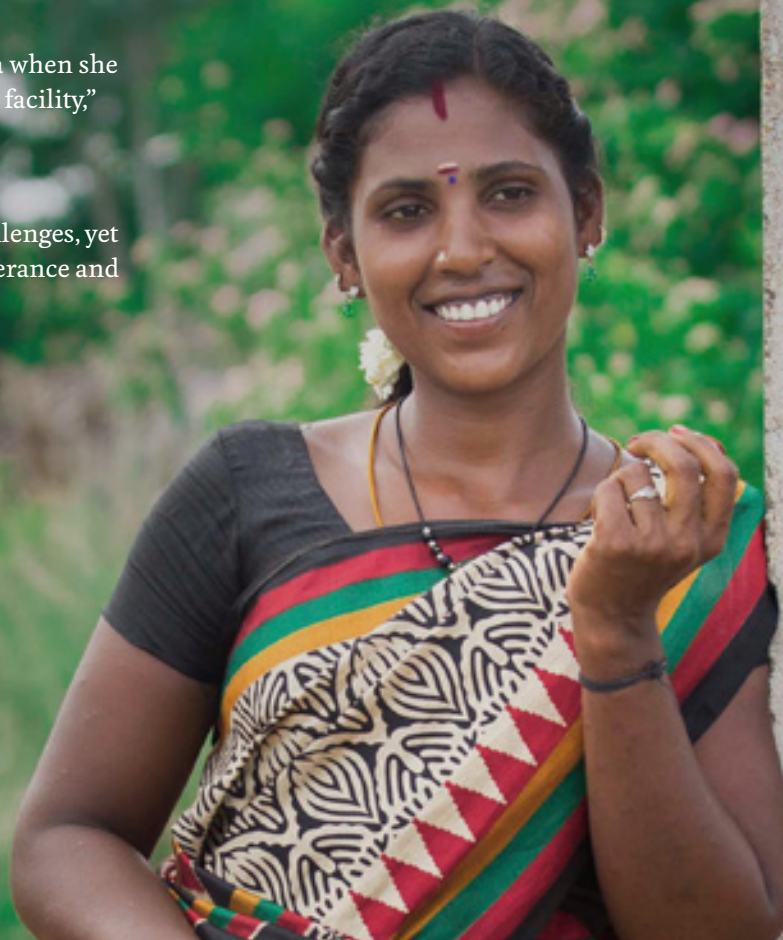
In November 2013, IJM Chennai worked with district government officials to rescue Kalpanna and 23 other people from the facility—and a whole new life began.

“Life wasn’t so easy for Kalpanna when she first came out of the tree-cutting facility,” says her IJM aftercare manager.

“She faced many significant challenges, yet demonstrated incredible perseverance and persistence.”

After participating in IJM’s two-year aftercare program for rescued slaves, Kalpanna enrolled herself in a tailoring class. In January 2016, an IJM partner NGO helped Kalpanna buy a sewing machine to kick-start her tailoring business, and she now receives many orders from people in her village.

“The biggest privilege in my life is freedom from bondage,” she says. “The second is my tailoring business... This is the first time I’ve been able to save money... I can save for my family.”



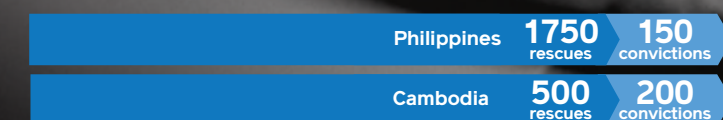
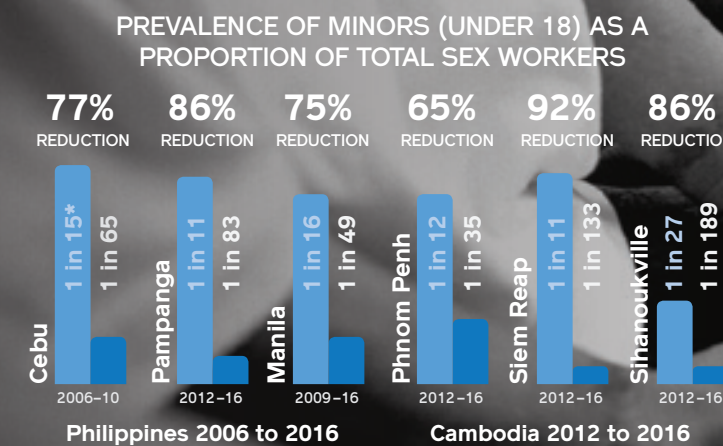
## STRENGTHEN JUSTICE SYSTEMS

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

### SIX TIMES

In 2016 IJM continued to work closely with local authorities to identify weaknesses in public justice systems and hold perpetrators accountable for their actions.

A highlight was releasing the results of a series of prevalence studies which showed our work in the Philippines and Cambodia had dramatically reduced the number of minors available for commercial sex. Each system changed represents thousands of children who will never be exploited, and clearly shows that when laws are enforced, crime decreases, and the vulnerable are protected.



Results of Time-Space Sampling analysis conducted by IJM researchers.  
\* Project Lantern study conducted by independent researchers.



# OUR FINANCES

Financial overview: 1 January – 31 December 2016

## WHERE DID THE MONEY COME FROM IN 2016?

IJM Australia finished the year with a total revenue of \$1.2 million, which represented a growth of 11% from the previous reporting period. Of that figure, \$920k were contributions from individuals, churches, foundations and corporate partners. We are incredibly grateful to our faithful supporters who continue to partner with us on this journey.

Seed funding from IJM Global continued and represented 20% of our total income. Our last seed funding disbursement will be received in 2017.

Our key fundraising activities for 2016 were the Time for Justice campaign, peer to peer fundraising, end of financial year appeal and Christmas appeal. Other income included bank interest and revenue generated from merchandise sales.

## WHERE DID THE MONEY GO IN 2016?

Our total expenditure for the year was \$1.19 million. Program expenditure totalled \$613k, which comprised of direct disbursements to our partner offices in the Philippines, Kenya, and India; trial advocacy training in Uganda, and community education and program oversight in Australia. Funds used to support programs grew by \$134k over the previous period, and we had the opportunity to support two new field offices (Kenya and India) with these funds.

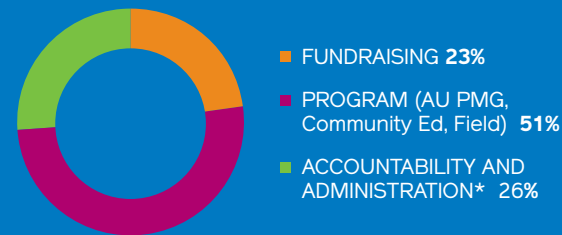
After seed funding, 37% of donor-contributed funds

were used for accountability and administration costs and raising funds from the public. Accountability and administration expenses included staff expenditure for finance, human resources, marketing and office related expenses.

Our reserve balance of \$344k as at 31 December 2016 will be continually monitored to ensure the organisation is able to meet field and local program commitments. This year, we have invested in establishing a firm and durable foundation in the Australian office whilst also increasing our commitment to the field office.



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 summarised from the financial statements of IJM Australia Ltd. The full 2016 financial report is available on request or on the IJM Australia website at [www.ijm.org.au/financials](http://www.ijm.org.au/financials).

# STATEMENT OF INCOME AND EXPENDITURE

For the Year Ended 31 December 2016

	2016	2015
<b>REVENUE</b>	\$	\$
Donations and gifts	920,936	661,495
Seed funding	244,704	375,152
Investment income	2,399	4,610
Other income	36,551	32,600
<b>TOTAL REVENUE</b>	<b>1,204,590</b>	<b>1,073,857</b>
<b>EXPENDITURE</b>		
<b>International Aid and Development Programs Expenditure</b>		
International programs		
Funds to international programs	458,498	406,904
Program support costs	62,859	48,294
Community Education	91,441	40,130
Fundraising costs		
Public	279,488	247,895
Accountability and administration	298,941	204,487
<b>Total International Aid and Development Programs Expenditure</b>	<b>1,191,227</b>	<b>947,710</b>
<b>TOTAL EXPENDITURE</b>	<b>1,191,227</b>	<b>947,710</b>
<b>EXCESS (SHORTFALL) OF REVENUE OVER EXPENDITURE</b>	<b>13,363</b>	<b>126,147</b>
Other comprehensive income	-	-
<b>TOTAL COMPREHENSIVE INCOME</b>	<b>13,363</b>	<b>126,147</b>

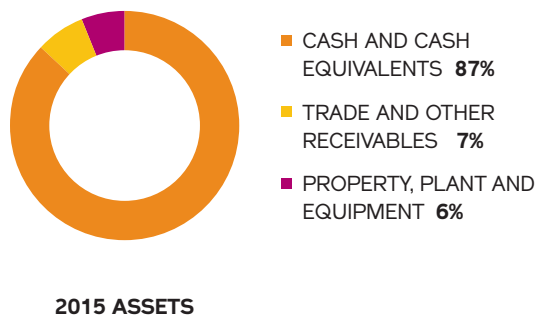
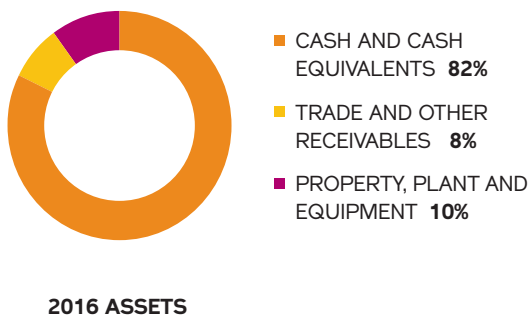




# STATEMENT OF FINANCIAL POSITION

For the Year Ended 31 December 2016

	2016	2015
	\$	\$
<b>ASSETS</b>		
CURRENT ASSETS		
Cash and cash equivalents	314,895	310,665
Trade and other receivables	29,604	26,650
TOTAL CURRENT ASSETS	344,499	337,315
NON-CURRENT ASSETS		
Property, plant and equipment	22,950	21,788
Intangible assets	14,547	-
TOTAL NON-CURRENT ASSETS	37,497	21,788
TOTAL ASSETS	381,996	359,103
<b>LIABILITIES</b>		
CURRENT LIABILITIES		
Trade and other payables	22,271	12,059
Short-term provisions	15,015	15,697
TOTAL CURRENT LIABILITIES	37,286	27,756
TOTAL LIABILITIES	37,286	27,756
NET ASSETS	344,710	331,347
<b>EQUITY</b>		
Accumulated surplus	344,710	331,347
TOTAL EQUITY	344,710	331,347



# STATEMENT OF CASH FLOWS

For the Year Ended 31 December 2016

	2016	2015
	\$	\$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Donations and other receipts	1,206,358	1,100,031
Payments to suppliers and employees	(1,183,049)	(966,931)
Interest received	2,398	4,610
Net cash provided by (used in) operating activities	25,707	137,710
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Payment for property, plant and equipment	(6,542)	(21,514)
Payment for intangibles	(14,935)	-
Net cash used by investing activities	(21,477)	(21,514)
Net increase/(decrease) in cash and cash equivalents held	4,230	116,196
Cash and cash equivalents at beginning of year	310,665	194,469
Cash and cash equivalents at end of financial period	314,895	310,665





## 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:

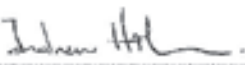
1. The financial statements and notes for the year ended 31 December 2016 gives a true and fair view of the financial position and performance and satisfy the requirements of the Australian Charities and Not-for-profits Commission Act 2012; and
2. At the date of this statement, there are reasonable grounds 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:

29 April 2017



chartered accountants

[www.sawarddawson.com.au](http://www.sawarddawson.com.au)

## IJM Australia Ltd

ABN: 56 164 514 694

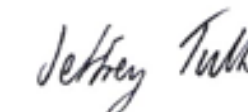
### Auditors Independence Declaration To the Directors of IJM Australia Ltd

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2016, 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



Jeffrey Tulk  
Partner

Blackburn

Dated: 29 April 2017





## OUR SUPPORTERS

### COMMUNITY FUNDRAISING

We are incredibly thankful to all our faithful supporters who rallied their networks, used their voices and skills, and gave generously to seek justice for the poor. In 2016, community fundraising raised close to \$106,000. This was only possible through a range of different activities, including:

**Ping-Pong-a-Thon** is a fun 24-hour table tennis event that runs in venues across Australia every October. Participants once again joined forces to serve up some justice and raise money for IJM Australia and other organisations committed to ending slavery and human trafficking. Pong events in 2016 raised a total of \$32,509 for IJM Australia.

The **Dressember** campaign grew in 2016 with groups of women taking on the challenge of wearing a dress for the month of December. We were blown away by their efforts — a total of \$22,954 was raised!

**Go Coffree** was born out of a desire to see those enslaved have the freedom to enjoy basic human rights. In 2016 #gocoffree partnered with IJM Australia and coffee lovers gave up their freedom to enjoy coffee for a month and donated their coffee money to IJM. They raised an incredible \$5,385.

A group of talented musicians and vocalists, consisting primarily of university students held a concert in Verbrugghen Hall at the Sydney Conservatorium of Music to raise money for IJM Australia. The group is called **Voces Caelestium** (meaning 'heavenly voices'). Over 200 people attended the event to hear the ensemble perform choral and orchestral works ranging from Mendelssohn's Psalm 42 to the premiere of a composition by Sydney composer Pavle Cajic.

This year, Voces Caelestium raised over \$5,500 for IJM Australia. They hope to continue rehearsing together over summer and to perform again in 2017.

We are incredibly thankful for all gifts we receive at IJM Australia. We were particularly touched this year when we received a cheque for \$610 dollars with a note attached from two young children telling us, "We had a party and instead of receiving presents and gifts we raised \$610 dollars for your company. We hope it helps you stop child slavery." They were celebrating their ninth birthday.

### CHURCH PARTNERS

We continue to be blessed by churches around Australia who partner with us in the fight to end slavery. We were privileged to have 86 opportunities to speak at churches in 2016.

We are especially thankful to Northridge Vineyard Church in Sydney for hosting our Australian Prayer Gathering in May; Mount Hawthorn Baptist Church in WA which raised funds as part of its Christmas Appeal and hosted a WA Prayer Gathering; and Churches of Christ Australia which allocate one Sunday each year to learn, prayer and raise funds for the work of IJM Australia.

### JUSTICE ADVOCATES

Our Justice Advocates (JA) are active in all walks of life raising awareness, funds and prayer in their companies, churches, and friendship groups. During the year we had more than 50 JA's supporting IJM Australia, and hosted three training sessions bringing more JAs on board.

### PARTNERSHIPS

We are so thankful to the following organisations who partnered with us and provided probono services ranging from legal advice to hosting boardroom lunches:

- McCabes Lawyers
- Baker & McKenzie

We are also grateful to StatePlus, McCabes and Compass Global Markets who generously sponsored the Time for Justice breakfast.



# OUR BOARD



**ANDREW ELLIS**  
**(BOARD CHAIR)**  
**BE (Mech), MProjMgmt, MBA**

Andrew became the CEO of Hockey South Australia in mid-2014 after being on their Board for a little over two 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 Graduate of the Australian Institute of Company Directors and Fellow of Engineers Australia.

Andrew sits on a number of Boards including being Chair of Wirraway Homestead. He lives in Adelaide with his wife Sue and two sons, and attends a local Baptist Church.



**NICOLE MUNNS**  
**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 evidence based solutions to entrenched disadvantage. Nicole lives in Sydney with her husband and children.



**MARK LEACH**  
**BSc (Med), BTh (Hons), MAppSci (Org Dynamics)**

Mark is the Rector of Darling St Anglican Church ([www.darlingst.org.au](http://www.darlingst.org.au)) and a leadership and organisational development consultant ([www.markleach.com.au](http://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 Australia, and is the Chief Executive Officer of WorldShare, a Christian aid and development organisation.

Joanna is passionate about justice and protection for the vulnerable and mistreated. She qualified with DLA Piper and has practiced in civil and criminal law. Joanna has previously 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), Justice Advisor for Save the Children (Solomon Islands) and Principal Solicitor (Self Representation Service) at Justice Connect, a not-for-profit legal centre. Joanna lives in Sydney with her husband and young son.



**ANDREW HILSON**  
**BAcc**

Andrew has a wide range of experiences with both corporate and non-profit organisations. He is currently the 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 and New Zealand. 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.



**MELISSA RUSSELL**  
**Senior Vice President of Global Advancement**

Melissa Russell is the Senior Vice President of Global Advancement at IJM, leading the teams responsible for IJM’s constituent, government and institutional partnerships. She drives the core strategies and engagements that fuel IJM’s growth around the globe.

Prior to her current role, Melissa led as IJM’s Vice President of Strategic Partnerships, National Director

of Development and Texas Director of Development. Before joining IJM in 2008, Melissa worked in business development at the University of Texas, creating the revenue strategies and partnerships that helped launch the UT Film Institute and the nationally-acclaimed UTeach program. Melissa also worked for KPMG as the Director of Marketing in Austin, Texas, where she was responsible for accelerating growth and building brand equity in KPMG’s high-tech sector business.

Melissa received her B.A. in Journalism and her Master of Arts in Advertising and Marketing from the University of Texas at Austin.



**NORM LEE**  
**(RETIRED 2016)**  
**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.

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.



# OUR PEOPLE

The team feel privileged to be able to serve God and seek justice for the poor through their work at IJM Australia. In 2016, IJM Australia operated with a team of thirteen staff – 3 full-time and 10 part-time. Our work was supported by 5 interns in positions including Business Operations, Communications and Events support.



JENNY ROSS  
Staff Chaplain



STUART KINSELLA  
Program Manager



RITA TAM  
Finance Manager



JOSIAH FAJARDO  
Supporter Services Officer



JEFF NAGLE  
Interim Chief Executive



AMBER HAWKES  
Chief Advocate



MELINDA HARVEY  
Director of Operations



WILLIAM WRIGHT  
Business Operations Assistant



JESSICA SLATER  
Advancement Assistant



HSU-ANN LEE  
Mobilisation Coordinator



KIMBERLY RANDLE  
Director of Corporate and Legal



ANDREW STARR  
Director of Mobilisation



MICHELLE TERRY  
Communications and Marketing  
Coordinator



# DEATH OF IJM INVESTIGATOR AND FRIENDS SPARKS OUTCRY FOR JUSTICE IN KENYA

In June, IJM experienced an event we hoped would never come to pass.

One of our investigators in Kenya, Willie Kimani, was declared missing along with IJM client Josephat Mwenda and driver Joseph Muiruri.

They had been kidnapped. Eight days later, they were found dead in a river.

Willie, a lawyer, had been working on a police abuse of power case with Josephat when they, along with Joseph, were killed. They were killed while doing exactly what IJM exists to do in Kenya: **seek justice for those who have suffered at the hands of the authorities who should protect them.** Their deaths have sparked an outcry that has reverberated beyond IJM and beyond Kenya to the rest of the world. Thousands marched in Nairobi to protest police abuse of power and tens of thousands signed an online petition to bring the killers to justice. In December, Willie was named the Jurist of the Year by the Kenyan section of the International Commission of Jurists, in “recognition for the ultimate price he paid in performing his work as human rights defender.”

Together with friends from around the world, we stood and will continue to stand against police abuse of power.

The trial began in record time on 7 November 2016 and will continue throughout 2017.



*Pictured left to right: Josephat, Willie, Joseph.*



## 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](mailto:contact@ijm.org.au)

**Phone:** 1300 045 669

**Post:** 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](http://www.ijm.org.au/privacy-policy). You can contact our Privacy Officer on 1300 045 669 or at [privacy@ijm.org.au](mailto:privacy@ijm.org.au).

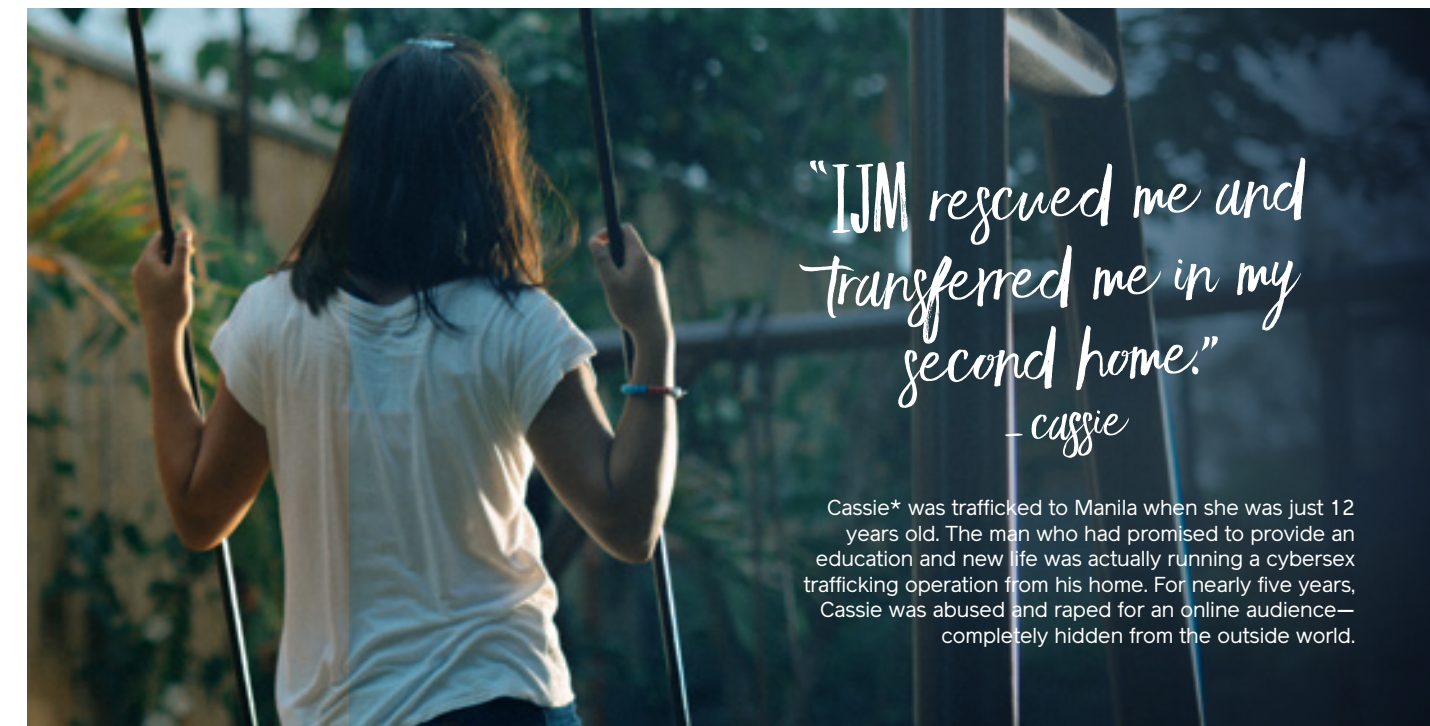
### ACCOUNTABILITY

IJM 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 rescued me and transferred me in my second home.”*  
—cassie

Cassie\* was trafficked to Manila when she was just 12 years old. The man who had promised to provide an education and new life was actually running a cybersex trafficking operation from his home. For nearly five years, Cassie was abused and raped for an online audience—completely hidden from the outside world.





# IJM

**International Justice Mission Australia**

PO Box 1442, Chatswood NSW 2057

T: 1300 045 669

ABN: 56 164 514 694

**IJM.ORG.AU**

