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FRIENDS,

It is my great privilege to partner with you in the work of justice.

I know that you have not taken this decision to join IJM’s movement of Champions lightly. We are incredibly grateful that you want to partner with IJM, working together to see an end to slavery in our lifetime. It is important that you know this: you are not here by accident. You were not randomly chosen; your name was not carelessly or playfully plucked from out of a hat. On the contrary, you have been placed in this movement for a reason. Your unique skills, experience and expertise are important and valuable. You are being entrusted with the great responsibility of stewarding your voice to advocate on behalf of people in poverty who are vulnerable. Each of us must bear this great responsibility with much care. The invitation to partner with us in this important work is never given out carelessly. We are honoured that you would lay down whatever has been required of you, in order that you might pick up this great mission.

As you have likely realised, the journey of justice will require much of you. You will likely feel anger at injustices, your heart may be broken; this will certainly take a toll. Amidst that frustration and anger is hope and freedom - you are joining a movement committed to combating the darkest injustices. You will not be walking alone, but beside peers who are equally passionate. You now join a joyful world-wide network of Christian spiritual formation made up of tens of thousands of fearless advocates and survivors that have a strong track record of doing the impossible.

We thank God for the partnership we share as together we make justice unstoppable!

Until all are free,

David Westlake
Chief Executive Officer,
International Justice Mission UK

WHO WE ARE:
INTERNATIONAL JUSTICE MISSION
The Very Beginning

Working as a lawyer at the Department of Justice and as the United Nations’ investigator in charge in the wake of the Rwandan genocide, Gary Haugen was struck not only by the senseless tragedy, but also by the lack of resources he saw to combat violence in poor communities around the world.

Humanitarian and mission organisations worked faithfully and courageously to bring healthcare, education, food and other vital services to those in poverty. But, at the time, little had been done to restrain the oppressors who were a source of great harm to those who were vulnerable.

Inspired by Gary’s concern, a group of lawyers, human rights professionals and public officials began an extensive study of these injustices witnessed by overseas missionaries and relief and development workers. The study, surveying more than 65 organisations and representing 40,000 overseas workers, showed that almost 100% of those who responded were aware of cases of abuse and injustice against vulnerable people living in poverty and they felt powerless to do anything about it. Without the resources or expertise to confront the abuse and bring rescue to victims, these overseas workers required the assistance of trained public justice professionals. As a result of the tremendous need and a personal conviction to fulfill the Biblical mandate to, “seek justice and rescue the oppressed,” Gary established IJM in 1997. IJM has grown to more than 1000 employees – 95% of whom are nationals of the countries in which they serve.

OUR VISION
To rescue millions, protect half a billion and make justice for people in poverty unstoppable.

OUR MISSION
IJM’s mission is to protect people in poverty from violence by rescuing victims, bringing the criminals to justice, restoring survivors to safety and strength, and helping local law enforcement build a safe future that lasts.
At A Glance

INTERNATIONAL JUSTICE MISSION is a global organisation that protects people in poverty from violence. IJM partners with local authorities in 24 programme offices in 14 countries to combat slavery, violence against women and children, and other forms of abuse against people who are poor. IJM works to rescue and restore victims, hold perpetrators accountable, and help strengthen public justice systems.

WHO WE WORK ON

Sex Trafficking: Children and young women are forced into the sex industry, a 100-billion-pound industry for those who exploit them.

» Dominican Republic, South Asia

Cybersex Trafficking: Cybersex trafficking is a form of sex trafficking. It is the live-streaming of sexual exploitation of children over the internet. Customers anywhere in the world search online and wire a secure payment to an adult who sets up the show.

» The Philippines

Forced Labour Slavery: Millions of children and families are enslaved in abusive and often violent conditions.

» Cambodia, South Asia, Thailand, Ghana

Sexual Violence: Globally, one in five women and children experience crimes like rape, sexual assault, molestation and other forms of sexual abuse.

» Bolivia, Guatemala, Kenya, Thailand

Land Theft & Domestic Violence: Vulnerable widows and orphans are chased from their homes, leaving them destitute.

» Uganda

Police Abuse of Power: Corrupt police are known to frame, falsely accuse or even kill innocent people they are sworn to protect.

» Kenya

WHAT MAKES US UNIQUE

There are two ways we approach our work in any country:
(1) Collaborative Casework and (2) Strengthen Justice Systems.

» Collaborative Casework: First, our teams work with local police to rescue victims, restore survivors to safety and strength, restrain the criminals, and represent clients in court so the cycle of violence is broken.

» Strengthen Justice Systems: IJM teams work individual cases through the justice system alongside government officials. We then begin to identify gaps and challenges that hinder vulnerable people in poverty from receiving justice and protection. Once we identify these gaps, we partner with authorities to strengthen justice systems. We conduct police trainings, identify local champions with good will who can be a part of leading the change for their country, and work alongside them.

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We work with local law enforcement to rescue people trapped in slavery and oppression. We then partner with local organisations who provide specialist aftercare for survivors. IJM then supports the police in investigating, arresting and charging slave owners and abusers for their crimes. We have seen that when laws are enforced, slavery is no longer profitable - it becomes legally and financially impossible for slave owners to stay in business. IJM is working to ensure that justice systems around the world can effectively enforce the law, stopping slavery and other forms of violence for good.

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Slavery Today

HOW BIG IS THE PROBLEM?
According to the 2017 Global Estimates of Modern Slavery, there are 40.3 million people who are victims of modern day slavery. This is possible because nearly four billion people live outside the protection of the law.

HOW IS THIS POSSIBLE?
For those in poverty, violence is as much a part of life as hunger, illness or unemployment—but it is more difficult to see. Without effective justice systems to protect people from violence (like rape, trafficking and police brutality), the world’s poorest live in a state of constant fear.

WHAT WE BELIEVE

Many people think that slavery ended when the transatlantic slave trade stopped, but in fact there are more people in slavery today than at any other point in history. Men, women and children have had their lives stolen by criminals who value money more than human life. At IJM we have a plan to eliminate slavery everywhere and make freedom possible.

+ QUICK RESOURCE
WATCH THIS VIDEO:
The Locust Effect
http://everyday-violence

+ GO DEEPER
Justice Review: IJMUK.org/studies/the-justice-review
- a resource on IJM’s theory of change with specific reports on bonded labour in South Asia; child labour slavery in Ghana; and trafficked labour in Thailand’s fishing industry.

Gary’s Ted Talk: bit.ly/GaryHaugenTedTalk
- In 2015, IJM CEO Gary Haugen was given the opportunity to share our theory of change with a remarkably global audience. The title of his 22-minute talk was “The hidden reason for poverty the world needs to address now.”
WE ARE PROFESSIONAL.
We pursue excellence, because the people we serve deserve our best.

WE ARE BRIDGE BUILDERS.
We’re passionate about learning from our partners and we rally others to the fight. We believe that strong relationships form the backbone of a powerful movement. We find common ground with all people of good will across cultures, religions, social backgrounds, experiences, and passions.

WE ARE DRIVEN TOWARD RESULTS.
We believe that our work is about more than building awareness—it is about creating measurable, lasting change that directly impacts the victims of violence in our world.

WE ARE LEADERS DEVELOPING LEADERS.
We seek to develop leaders who empower others to engage the movement.

WE ARE COMMITTED.
We value dedication to the long fight to bring justice to victims of violence. We persevere in the face of obstacles and setbacks.

WE SOLVE PROBLEMS WITH CREATIVITY.
We value creativity and operate with a solution-oriented mindset that focuses on adapting to changing circumstances and solving problems.

WE LEAD WITH UNITY.
We work to develop healthy, effective teams and care for one another through the process.

WE VALUE THE CHRISTIAN COMMUNITY
We value the Christian community that gives us the strength and energy to undertake this work. We recognise God’s provision in times of success and work to glorify Him through our hard work. In times of failure, we rest in the knowledge that God’s justice will prevail in His time.

Biblical Foundation

We learn from Scripture that in a fallen world of violent oppression, God has compassion on those who suffer evil and injustice; He sees them and hears their cry. Accordingly, God has sent his Son Jesus Christ to bring good news to the poor, to proclaim freedom to the captives and set the oppressed free, and to proclaim the year of the Lord’s favour (Luke 4:18-19). Likewise, God has sent the disciples of His Son to be salt and light in the midst of this world’s darkness and corruption demonstrating, in word and deed, God’s love and mercy toward those who suffer.

We learn that a visible measure of Christian faith is the sacrificial love extended to those in need. While the earth awaits its final redemption in Christ, faithful men and women of God will obey His call to preach the Gospel, to seek justice, to reprove the ruthless, to plead for the weak, to remember the ill-treated and the afflicted and to deliver them, to speak for the voiceless and defend the rights of the afflicted, to loosen the bonds of wickedness, and to let the oppressed go free.

HE HAS SHOWN YOU, O MORTAL, WHAT IS GOOD.
AND WHAT DOES THE LORD REQUIRE OF YOU?
TO ACT JUSTLY AND TO LOVE MERCY AND TO WALK HUMBLY WITH YOUR GOD.

Micah 6:8
YOUR ROLE IN THE MOVEMENT
The Champions Programme

As an IJM Champion, you are integral to growing and advancing this movement in your local area. You play a vital role partnering with IJM UK, focusing on growing a movement of champions who share this commitment to ending slavery in our lifetime. Partnering with supporters across the UK, the Champions Programme has three strategic approaches to fuelling IJM’s mission: mobilising people across the UK to give generously, creating policy change and catalysing prayer for the work of ending slavery around the world. As the Champions Programme expands around the country, we are already seeing a tremendous increase in our ability to fuel this mission. Your involvement will directly equip our global team to scale impact and rescue across the world.

More rescues become possible, more lives are restored through aftercare, global government actors begin to participate in system reform, and justice doesn’t simply become possible—it becomes unstoppable. As an IJM Champion, you are a part of the global story of ending slavery.

As a champion of the work of IJM, you will focus on three areas of impact: advocacy (advocacy campaigns, raising awareness), prayer (local prayer gatherings) and giving (Freedom Partner growth, fundraising initiatives).

Group Roles

**REGIONAL CHAMPIONS LEADER**

Serve as IJM’s Regional Leader for your local area, helping to build the movement and lead your core team of Church, Fundraising and Advocacy Champions.

**CHURCH CHAMPION**

Serve as a Church Champion by helping churches in your area journey with IJM as a Freedom Church: praying, taking action and giving generously as they develop justice centric ministries.

**FUNDRAISING CHAMPION**

Serve as a Fundraising Champion by executing local fundraising activities and championing efforts to fundraise for IJM’s work of justice. Work with fellow champions to develop fundraising initiatives and bring Freedom Partners on board to fuel the mission.

**ADVOCACY CHAMPION**

Serve as an Advocacy Champion by working to engage people in spheres of politics, business and corporations. Raise awareness through campaigns that advance the cause and mission of IJM.
Regional Leader

As the Regional Leader, you have the opportunity to serve God and people by leading a team of passionate, driven individuals to mobilise your city and bring an end to slavery in our lifetime.

Supported by: IJM Staff Champions Programme Lead (CPL)

Supports: Regional Champions

Responsibilities:
Key responsibilities for the Regional Leader include the support and encouragement of the ongoing efforts of their regional champions group. They carry the overall vision of the group and encourage and inspire group members to continue to champion IJM in their spheres.

- Coordination of regular group meetings
- Cascade information to the regional group
- Act as the conduit between the IJM UK team and the regional group
- Ongoing growth of the regional group
- Oversight of regional group activities and strategy

Rhythms:
- Monthly phone call with Champions Programme Lead (CPL)
- Regular communication via email/messaging with CPL
- Lead regular regional group meeting
- Consistent communication with Regional Champions
- Quarterly phone call with fellow Regional Leaders

Church Champion

As a Church Champion, you have the opportunity to serve God and people by inviting your church and other local churches to take the lead, as active participants and God’s people, in bringing an end to slavery.

Supported by: Regional Leader or IJM Staff

Responsibilities:
Key responsibilities for a Churches Champion are to develop and strengthen the relationship between IJM, your church, and eventually other local churches within the area of the regional group. This is achieved through:

- Connecting with church leaders
- Resourcing your church, and any other churches to which you are connected, in becoming a Freedom Church and journeying with IJM through prayer, action and generosity; joining the movement of churches across world who are passionate about seeking justice and fighting for a world where all are free
- Working with the other champions to organise ecumenical events that bring local churches together e.g. Pray for Justice
- Generally developing relationships with the wider Christian community

Rhythms:
- Regular communication with Regional Leader or IJM Staff
- Quarterly phone call with fellow UK Church Champions
- Attends regular regional group meeting
- Communications with other champions interested in helping them champion IJM in their church
Fundraising Champion

AS A FUNDRAISING CHAMPION, YOU HAVE THE OPPORTUNITY TO INVITE PEOPLE TO FUEL THE END TO SLAVERY THROUGH THEIR GENEROSITY.

SUPPORTED BY: Regional Leader or IJM Staff

RESPONSIBILITIES:
Key responsibilities for a Fundraising Champion are to develop the fundraising activities in your region through:

- Plan & execute fundraising initiatives within your own sphere
- Support the activities of other individual volunteer fundraisers
- Develop strategies for growing Freedom Partner supporters
- Strengthen fundraising capabilities of group members through training and resources

RHYTHMS:
- Regular communication with Regional Leader or IJM Staff
- Quarterly phone call with fellow UK Fundraising Champions
- Attends regular regional group meeting
- Communications with other champions interested in fundraising activities

Advocacy Champion

AS AN ADVOCACY CHAMPION, YOU HAVE THE OPPORTUNITY TO INSPIRE THOSE IN YOUR COMMUNITY TO SPEAK TO LEADERS AND INFLUENCERS ABOUT BRINGING AN END TO SLAVER AND VIOLENT OPPRESSION.

SUPPORTED BY: Regional Leader or IJM Staff

RESPONSIBILITIES:
The Advocacy Champion is responsible for advancing IJM’s mission and vision through engaging people in their region with spheres of politics, business and corporations, raising awareness through campaigns that advance the cause and mission of IJM.

- Promoting existing IJM advocacy campaigns in the local area
- Connecting online, writing to and meeting with local political representatives and brands to advocate for and advance IJM’s Theory of Change
- Encouraging advocacy capabilities of group members through training and resources

RHYTHMS:
- Regular communication with Regional Leader or IJM Staff
- Quarterly phone call with fellow UK Advocacy Champions
- Attends regular regional group meeting
- Communicates with and coordinates individuals interested in advocating for IJM’s work
YOUR INDUCTION SESSIONS
SESSION 1

WHO WE ARE: INTERNATIONAL JUSTICE MISSION

WHAT YOU WILL LEARN:
- Who IJM is
- Where we have offices around the world
- The problem of everyday violence
- IJM’s solution

TEACHINGS:
- Who We Are section in the IJM Champions Handbook
- Now that you have completed this section, take some time to refresh yourself on the above websites and fill in the guide below:

GUIDED OUTLINE NOTES:

Who are IJM?

What is the problem IJM is working to address around the world?

What three things does IJM do?
1. ______________________
2. ______________________
3. ______________________

What types of casework do we address around the world?
1. ______________________
2. ______________________
3. ______________________
4. ______________________
5. ______________________
6. ______________________

What are the five regions in which we conduct field work in globally?
1. ______________________
2. ______________________
3. ______________________
4. ______________________
5. ______________________

TAKE ACTION:

Write the IJM vision statement below and commit it to memory.

__________________________

Describe a situation where you witnessed injustice. How did you respond?

__________________________

__________________________

__________________________

__________________________

__________________________
SESSION 1

Describe your IJM story below in two to three paragraphs, then share it with a friend:


CONNECT:

Set up a time with a fellow Champion, Regional Leader or the Champions Programme Lead, to review what you learned and to share about your Take Action items.

SESSION 2

WHAT WE BELIEVE

WHAT YOU WILL LEARN:
- IJM’s Biblical Foundation (optional)
- IJM’s core values

WHAT YOU WILL NEED:
- IJM Champions Handbook—What We Believe

TEACHINGS:
- Review What We Believe section in IJM’s Champions Handbook

GUIDED OUTLINE NOTES:

IJM’S BIBLICAL FOUNDATION (OPTIONAL)

How does Scripture describe the state of the world?

What is God’s response?

What is our role?

24
What are IJM's eight Core Values?

1. P

2. B

3. D

4. D

5. C

6. C

7. U

8. R

TAKE ACTION:

Identify three ways you see IJM's work align with Biblical principles:

Which of the eight (8) core values comes easiest to you? Which ones are the difficult? Ask God where He might want to grow you in this season.

CONNECT:

Set up a time with a fellow Champion, Regional Leader or the Champions Programme Lead, to share the your reflections on the foundations and core values of IJM's work.
SESSION 3
YOUR IMPACT

WHAT YOU WILL LEARN:
- Deeper reflection on your role
- Goal setting for your role this year

WHAT YOU WILL NEED:
- Review your position in the IJM Champions Handbook and connect with a Regional Leader or the Champions Programme Lead for an outline of your role over this year

TEACHINGS:
Describe your role and the impact of your role:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

My primary goals in my role are:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

The first three things I can do in my role are:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

SESSION 3
TAKE ACTION:
Who do I need to connect with to take my first action steps?
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

What training and resources do I need to feel equipped to succeed in my role?
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

Success this year looks like:
________________________________________________________________________
________________________________________________________________________
________________________________________________________________________

CONNECT:
Connect with your Regional Leader to determine your yearly goals.
INTERNATIONAL JUSTICE MISSION is a global organisation that protects people in poverty from violence. IJM partners with local authorities in 27 programme offices in 15 countries to combat slavery and trafficking, violence against women and children, and police abuse of power. IJM works to bring people to safety, support survivors with trauma-informed care, hold perpetrators accountable, and help strengthen public justice systems.

Highlighted as one of 10 non-profits "making a difference" by U.S. News and World Report, IJM’s innovative work has been featured by the BBC, The Guardian, The Economist, The Financial Times, Forbes, The Oprah Winfrey Show, The Today Show, National Public Radio, CNN and many other outlets.