



# 2021 ANNUAL REPORT

**PREPARED BY**  
The Leadership Team  
and the Board of Directors

**PRESENTED TO**  
Key Funders & Donors

**FISCAL YEAR**  
Sept 2020-Aug 2021

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# MESSAGE FROM THE BOARD OF DIRECTORS

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Happy New Year! As we enter our second full year of the Covid-19 pandemic, we have all learned how to pivot and adjust to a new 'normal.' Fight4Freedom began 2021 with a brand new, four member, Board of Directors. We have enjoyed getting to know the staff through several online town hall meetings. In June, we hired a company to do a 360 performance review of our Executive Director. The findings from this report confirmed what we knew about Mike's dedication to the organization, but also showed us areas for improvement.

In the fall, we began the process of reviewing nominations and interviewing new potential board members. We had our final meeting of the year on November 20th, where we welcomed four new members, and now are starting 2022 eight members strong, but the wealth of experience and passion for the ministry on our Board is immeasurable. We had some time to dream about what God might have for us this year, and we look forward to supporting this amazing ministry and outstanding team of staff and volunteers.

**keisha bell-kovacs**

CHAIR

**vivian chu-chen**

BOARD MEMBER

**andrae belle**

VICE-CHAIR

**andrea clarke**

BOARD MEMBER

**lenoy dujon**

TREASURER

**jesus bondo**

BOARD MEMBER

**lydia he**

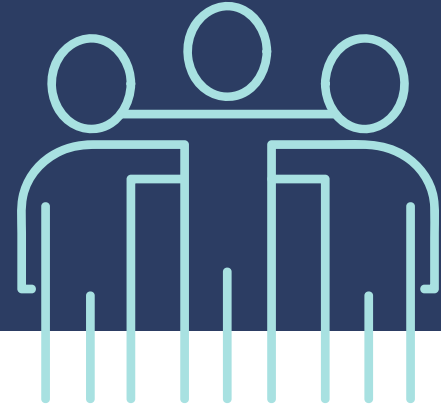
SECRETARY

**jen lauren**

BOARD MEMBER

# MESSAGE FROM THE LEADERSHIP TEAM

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Our annual report provides us with the opportunity to reflect on all that God has done in the past year through our organization. This past year, a second-year into the global pandemic, was full of unexpected blessings, challenges, and uncertainties. However, in the midst of the pandemic, our efforts to fight sexual exploitation and sex trafficking have increased. With more supports to individuals from new online formats, as well as face-to-face opportunities when restrictions lifted, we were able to support several new survivors in their journey towards healing and freedom.

It is an honour and a blessing to be part of such a passionate and proactive team of staff and volunteers to give assistance to our constituents. We hope this annual report gives insight into many of the successes and unique challenges we experienced in the last year.

**mike fischhoff**

INTERNATIONAL EXECUTIVE DIRECTOR

**gladys mok**

INTERNATIONAL ASSOCIATE DIRECTOR

**felicia fischhoff**

CANADIAN DIRECTOR

**janelle tabangcura**

PHILIPPINES DIRECTOR

**jessica ortiz**

SURVIVOR CARE DIRECTOR

**ginette armoogan**

PASTORAL CARE DIRECTOR



# MESSAGE FROM THE CANADIAN DIRECTOR

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2021 marked a year of newness in the Canadian effort within Fight4Freedom. We have been able to support numerous survivors with our services as well as provide housing bursaries to survivors within our Canadian context. Through the help of a grant, we were also able to hire our first survivor, who has done a phenomenal job creating a Peer Support group initiative which has built meaningful community with the women we work with. This year, Fight4Freedom was able to expand its reach and awareness efforts by partnering with Cheryl Nembhard by sponsoring the 2021 season of "On the Path" podcasts. During this exciting initiative, my husband and I had an opportunity to share about how Fight4Freedom started and our heart behind the work we do in the episode "Not all Heroes Wear Capes". Lena Cebula, a survivor and ambassador of Fight4freedom shared her heartfelt journey and experiences of being trafficked and our Survivor Care and Pastoral Care Directors also shared their experiences.

I also had an opportunity to share on the "Love and Beloved" podcast with Lena Cebula where we were also able to shed light on sex trafficking within Canada. Our Conference in April was also power-packed, with speakers who spoke the truth and debunked many myths of trafficking, through education or personal experience. Thank you to all of our staff, volunteers, and supporters who made this year a success. Together we are making a difference in the lives of survivors. Cheers to a brighter future for those we work with and for the next generation.

**felicia fischhoff**  
CANADIAN DIRECTOR

freedom

WHAT DO YOU FIGHT FOR?

# MESSAGE FROM THE PHILIPPINES DIRECTOR

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2021 was a year of building our foundations in the Philippines. One of these foundations were our staff team. Our staff became a four-member team. We were able to hire local staff to help with our administrative and communication needs, as well as reaching out to the community through outreach and partnerships.

We also developed our volunteering system, an effective system of recruiting, processing and equipping volunteers. With this, we were able to process three new admin volunteers, with more on the way.

We also worked hard to get our official NGO status in the Philippines, thereby giving more credibility to our programs and opening us up for future government and partnership funding.

Due to the pandemic, we mainly focused our educational and outreach efforts online. We released multiple social media campaigns, such as Art4Freedom (which uses various art forms to raise awareness) and Heal4Freedom (which talks about the connection between mental health and trafficking). We had our first Freedom Fest event, an online show with talents and empowering talks. That event reached over 500 people. We saw the increase in our online presence and engagements, which will pave way for more events and partnerships in the future.

We also knew that we needed to build our foundation in prayer. We started having monthly prayer meetings online, inviting staff, volunteers and others to pray with us for topics surrounding the fight against sex trafficking. These meetings are open to all as we believe that prayer is our greatest tool against sex trafficking.

**janelle tabanjcura**  
PHILIPPINES DIRECTOR

# INTERNATIONAL USA EFFORTS



This year began the transition for me from Toronto to Chicago to help begin our first American team. In partnership with a church, we have begun street outreach and are understanding what sexual exploitation looks like in the American context. We have also partnered with a Chicago prison ministry to connect with individuals involved in the sex industry and trafficking. Through an anti-trafficking organization partner, we're continuing to gain knowledge in the areas of online exploitation, street sex work, and massage parlour/spas. We saw the need for financial literacy among survivors, so we started a financial education program. Survivors are receiving mentorship and encouragement from us to have self-reliance and agency.

Looking forward to 2022:

As we gather interested volunteers, training will be underway as we expect to create an official team. In the works is a possible Executive Assistant to help assist with research, partnership, and admin support for the American chapter.

**sarah rocha**

MOBILIZATION DIRECTOR



# 1ST ARM:

## EDUCATIONAL INITIATIVES



In 2021 the Education team grew in many ways. Our Foster Care and Safe@Home reports were translated into Simplified and Traditional Chinese to reach a wider audience. We continued working on our Fight 4 Freedom-specific online course for our internal training purposes, with the help of our summer intern.

Blogs were produced to raise awareness of trafficking in BIPOC communities, with a focus on Indigenous communities. We also had blogs explaining the link between foster care and trafficking as well as porn and trafficking, and ideas on how one can support a child or loved one who has been trafficked.

Staff and volunteers gave speaking engagements to parents, adults and school-aged students, and raised awareness on 107.5 KOOL FM radio. The Education team also supported the collection of statistics for the FabFeb campaign and ensured the latest and most accurate information was included in the recent Freedom Fighters conference.



### Parental Control

Walk through how to set up parental control on many major websites and apps.



### Safe@Home

how to approach online safety and how to have an open dialogue with your children.



### Empathy, Care, Trauma & Resilience



### Foster Care & Human Trafficking

In 2022 we are hopeful and excited to provide more blogs and speaking engagement topics, expand our partnerships with churches and groups that also have a passion to end sex trafficking, complete our training course, and host more awareness campaigns to expand the knowledge to all Freedom Fighters.



# THE FIGURES

15

SPEAKING  
ENGAGEMENTS

376

PEOPLE  
PRESENT AT  
SPEAKING  
ENGAGEMENTS

11

INTERNS

2

RESEARCH  
ASSISTANTS

# 2ND ARM:

## OUTREACH ENDEAVOURS



### EXISTING OUTREACH INITIATIVES

Due to the province-wide lockdowns at the beginning of 2021, all in-person activities - including outreach, meetings, and prayer - had been paused. During this time, we continued to meet online and work together to support those we serve and are connected with already.

After further review and consultations, Street outreach was resumed in late February due to its essential service nature. Massage Parlour outreach was resumed in March for a couple of months during the brief lifts of lockdown and once again resumed in September, running until the current lockdown. Strip Clubs and Prison outreach are still on pause due to pandemic-related measures. Our Online outreach has remained active throughout and responses have significantly increased especially in the second half of the year. Our initial bulk outreach response rate of 3-8% has peaked at more than 30% and remained mostly around 13-20%. We also have formed our first male outreach team. The outreach response rate has maintained between 10-20% since the formation of this outreach team.

### NEW OUTREACH INITIATIVES

English as Second Language - Our ESL Coordinator has finished the set up of free one-on-one classes structure. We already have one individual connected through outreach enrolled. Our outreach teams will begin sharing this free resource to individuals who would be interested to improve their English language skills.

Motels - Our team has developed a motel package for motel management to read and consider taking part in bringing awareness and fighting against sex trafficking. As part of the package, we offer the opportunity of free motel/hotel and sex trafficking training to motel staff and the possibility of partnership in outreach efforts.

#### Youth and Young Adults

- College/University - As we continue to have more interns joining and hearing their input and feedback, we begin to research ways that we can partner with college/university student groups to bring awareness on sex trafficking as well as to explore ways to outreach to students who are impacted by sex trafficking.
- Youth in care - Since last year's Fostering Freedom online campaign, our outreach ministry team continues to research and explore potential ways to reach out to youth in care who are impacted by sex trafficking and industry through partnership.

#### Men

- Impacted individuals: We formed our first male outreach team. The team is exchanging good conversations with individuals and is already having conversations with 3-5 individuals who are interested in our survivor care case management support.
- Sex buyers: Summer this year, we were introduced to a ministry call Buyers Resist and are now in partnership with them. Their program would have initial connections with sex buyers and if any of them is interested in receiving support to break their current pattern, Buyers Resist would refer those individuals, who are from regions where we are active in outreach, to us and we will follow up with them for support and recovery.

# BY THE #’S

13

REGIONS OF  
FACE-TO-FACE  
OUTREACH

107

FACE-TO-FACE  
OUTREACH  
VOLUNTEERS

600

NUMBER OF  
INDIVIDUALS  
MINISTERED  
TO ON A  
MONTHLY BASIS

NUMBER OF  
INDIVIDUALS  
MINISTERED TO  
THROUGH  
ONLINE  
OUTREACH

3448

ONLINE  
CONVERSATIONS

1398

# 3RD ARM:

## AFTERCARE SUPPORT



The Survivor Care Department has had its fair share of challenges and triumphs this past year. We have risen to the challenge of finding appropriate housing for survivors with pets, working towards establishing restraining orders, providing support through health crises and those experiencing loss of loved ones during the pandemic.

Along with these challenges, we have witnessed incredible triumphs. We have had a survivor join the Peer Support Group which connected them to emergency food and housing support through our case management team. Another survivor discovered healing through her gift of painting and has been able to earn income for her artwork. Additionally, a trafficker was convicted for his crimes and incarcerated, allowing a survivor to feel the fulfillment of justice. This survivor said that she finally feels free to start living her life again and reunite with her family. It has been a full year of tangible resilience for our survivors.

Our Survivor Care department currently consists of:

- 1 Survivor Care Advisor
- 3 Case Managers
- 29 Advocates and volunteers
- 1 Administrator
- 1 Survivor Care Director

We often liken survivors to that of a lotus flower because they both grow in difficult places but when it blooms how beautiful it is. When journeying with survivors, there is definitely some heartache and pain but there is also incredible joy. There is joy when survivors realize that they are not alone, they can be safe, their needs can be met, they are cared for and prayed for, and they can hope and dream again.



It is amazing to see how our Fight4Freedom team rallies around each survivor to help meet a wide variety of needs such as housing, driving lessons, dental work, employment opportunities, and many more. We have seen great success in those that have accessed our counselling and pastoral support. At Fight4Freedom, success is measured by the progress made in working towards goals set by survivors themselves. This guarantees the survivor is supported in achieving their definition of freedom as they journey with us.

We have received encouraging reviews/ feedback from our Peer Support Group that launched this past fall. The Peer Support Group takes place on a weekly basis and is facilitated by our first ever Survivor Care Advisor on staff. She has been a powerful testimony bringing her Fight4Freedom journey full circle from receiving support to providing it to others. It has been an honour to witness her advocate for others, achieve financial stability, further her education, champion her self care, and share her story to encourage others.

This year Survivors received:

- Housing support including: emergency housing, transitional housing, rental support, coverage for first and last month's rent
- Food and grocery support for individuals and their children if needed
- Regular counselling both in-person and remotely to help promote mental health
- Pastoral care for support in their faith and healing journey
- Financial support for post-secondary education courses, certification courses, debt and bill payments
- Transportation support for medical appointments, to get to work and to visit family members
- Employment support in terms of resume building and job searching
- Free legal advice from our partnering organizations
- Jobs from our partnering businesses
- Community, prayer and meal support from our partnering churches
- Much needed restorative dental surgery
- Continuous quality advocacy from staff and volunteers despite all the covid restrictions and barriers

SC highlights

- A few survivors met with a crown attorney for free legal advice and they both came away with more peace and confidence about their future.
- A survivor gave her life to Jesus
- We were able to collaborate with the counselling department to provide more holistic services for survivors
- A survivor joined the staff team, her voice and perspective have been invaluable
- A survivor found other resources to maintain her rental payments so that she can continue to focus on school. She will enrol in a new program in the fall, and has been sufficiently supported in getting her needs met so she does not have to engage in survival sex work.

# AFTERCARE SUPPORT

FIGHT4FREEDOM | ANNUAL REPORT 2021

# THE FIGURES

27

SURVIVORS

IN OUR  
PROGRAMS

9

SURVIVORS

IN PEER  
SUPPORT  
GROUPS

13

SURVIVORS

RECEIVING  
COUNSELLING

11

SURVIVORS

FROM  
ONLINE  
MINISTRY

5

SURVIVORS

RECEIVING  
HOUSING  
BURSARIES

AFTERCARE  
SUPPORT

# BY THE #’S

18  
SURVIVORS

RECEIVING  
FOOD  
SECURITY  
SUPPORT

3  
SURVIVORS

RECEIVING  
LEGAL  
ASSISTANCE

3  
SURVIVORS

RECEIVING  
EDUCATIONAL  
SUPPORT

RECEIVING  
EMPLOYMENT  
SUPPORT

4  
SURVIVORS

# AFTERCARE SUPPORT

RECEIVING  
PASTORAL  
CARE

2  
SURVIVORS

# 4TH ARM:

## PARTNERSHIP UPDATES



We very much appreciate the help we have received in the areas of outreach, aftercare, education, fundraising, event support, advocacy, and so much more.

This year we were able to partner with Cheryl Nembhard in her "On the Path" Podcast for season 3, helping to raise awareness, advocacy and funds in the fight against sex trafficking in our nation.

Partner ministries that we have worked within the last 12 months include:

- Toronto Counter Human Trafficking Network
- Give Shop
- Defend Dignity
- Crossroads Prison Ministries
- FaithTech
- BridgeNorth
- Arise Ministry
- Rising Angels
- Global Modern Slavery
- Ally Global
- Mission: USA
- Ripple of Kindness
- Active Leaders of Love
- Agape Street Ministry



## Cheryl is featuring Fight4Freedom on her On The Path podcast

Cheryl Nembhard is a dynamic international speaker, author, podcast/tv host & social justice advocate who also uses her artistic talents in film & theatre to tackle some of the toughest societal topics, including sex trafficking. Cheryl is featuring Fight4Freedom on her On The Path podcast.

<https://www.cherylnembhard.ca/podcasts>



# BY THE #’S

9

ROUNDTABLE  
COALITIONS

48

NGO MINISTRY  
PARTNERSHIPS

42

CHURCH  
PARTNERSHIPS

22

COMMUNITY  
AGENCY  
PARTNERSHIPS

# EVENT UPDATES



Though FabFeb looked a bit different in 2021 because of COVID, Fight4Freedom was still able to exceed its goal and raise over \$17,000 toward its continuing ministry.

The 2021 Freedom Fighters Conference had over 200 participants! At this virtual event, one of the keynote speakers said, “[We] may not see the full fruit of our labour. [We] may not have the privilege of knowing it in this lifetime. [We] may never get a thank you on this earth... As freedom fighters for Jesus, [we] will see the fruit of [our] labour on heaven’s side.”

At the conference, we also heard stories from survivors of the sex industry, and I (Steve) led a breakout session on the Link between porn and sex trafficking.

Talent4Freedom raised over \$1200 for ministry in the Philippines and the U.S. I (Steve) joined with team Brampton for Walk4Freedom, and ran 10km for Run4Freedom, which collectively raised over \$25,000 for the ministry of Fight4Freedom.



# AT A GLANCE

4

ANNUAL  
EVENTS

62K

RAISED

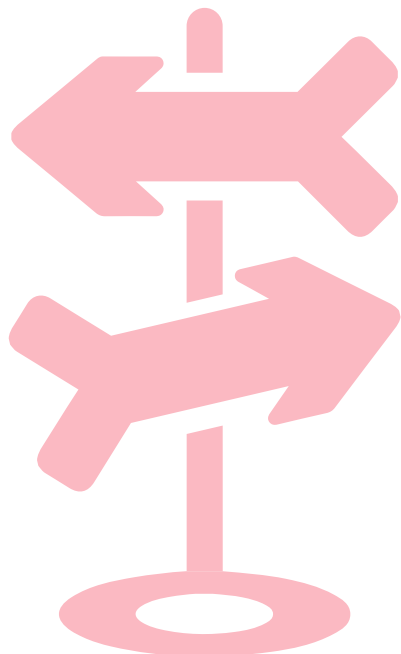
372

EVENT  
ATTENDEES

# WELLNESS COMMITTEE

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This year we have journeyed with survivors and staff as they've walked through various challenges. We have provided them with encouragement, biblical guidance, and prayer. This spring we started working with a survivor who subsequently made a decision to follow Christ. We were able to connect her to a church and she is growing in her faith. We create and share devotionals with staff and lead weekly staff prayer meetings. We have added two new staff to the department.



**A survivor accepted the Lord and is growing in her faith.**

As part of the Wellness Committee, which is made up of Professional Counsellors, Spiritual Directors, and Pastoral Care providers, we have facilitated workshops for the staff on various related topics. In the coming months, we are developing a trauma-informed workshop to present to pastoral staff members of churches to help better prepare them for working with individuals from various backgrounds and experiences.

**ginette armoogan**

PASTORAL CARE DIRECTOR

# WHAT'S NEXT



LAUNCHING A  
VIRTUAL  
PRAYER WALL



ESTABLISHING A DATABASE  
OF WORKSHOP TRAINED  
TRAUMA INFORMED  
CHURCHES/PASTORS IN  
ORDER TO REFER INTERESTED  
SURVIVORS TO LIFE-GIVING  
COMMUNITIES OF FAITH



HOSTING A  
BIBLE STUDY  
FOR SURVIVORS



PROVIDING LIFE  
COACHING FOR  
SURVIVORS

# COUNSELLING DEPARTMENT

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In 2021, the Counselling Department had a full year. We really felt God's leading and blessing on the department in this past year.

Fight4Freedom Counselling Department counselled 13 survivors one-on-one. There were joys and challenges that these survivors faced. One challenge was that 5 were involved in testifying against either their trafficker or domestic abuse situation. In one situation, I was at court to support the client during the trial. Some of the joys were seeing the amazing story of God's healing in their lives. Alongside the healing, we witnessed we also got to celebrate three survivors starting college and successfully passing their first semester. It was exciting to witness.

The F4F Counselling Department was able to offer two different psychotherapy groups – Cognitive Behavioural Therapy (CBT) and Dialectical Behaviour Therapy (DBT)- over the past year. It's really encouraging to see the survivors gain the skills these groups offer and improve their mental health. But it's also wonderful to see how community forms in these groups - it's so amazing watching the encouragement and support that the women give to each other.

"This program has saved my life, sanity and peace of mind. I'm stronger, more confident, more at peace and better connected to my thoughts, emotions and behaviour."

## -A Survivor's Testimony

### Internship:

In 2021, we successfully completed our first official intern cycle with Tyndale Seminary Clinical Counselling Program. The intern was able to see staff and volunteers. In September, we started with our second intern. Currently, she is counselling 10 volunteers and staff.

### Partnerships:

In 2021, we were able to extend the counselling services (groups and workshops) to 3 partnering organizations for free.

# 2021 SNAPSHOT

13

## SURVIVORS RECEIVING ONE-ON-ONE COUNSELLING

"This program is like AA for people like me who have a hard time navigating stressful situations. I come to group, I'm held accountable for my reactions and attempting or not attempting skills, I share a little bit and feel togetherness. It's been a godsend in my life, and I couldn't imagine how I would have continued my life without this safe space to learn and grow."

-A Survivor's Testimony

Here is a short excerpt from a client who wanted to share their testimony.

"Fight4Freedom has guided me through, and provided a safe space for me to navigate through myself, very intense and traumatic experiences I've had. I've been in therapy since I was 12 years old, on and off utilizing paid and free resources. In my 20s, I stopped using the free resources because they were always so limited - sometimes the counselor you were speaking to was even limited on what they were allowed to offer advice on. So my sexual traumas and grief often exceeded what many counselors in my town could handle. I've gone over a decade and a half without proper help. In just a year of working alongside Emily, using her guidance and wisdom and the safe space she created for me, I have had several breakthroughs. I've healed a mountain of wounds. I am not burdened to heal alone, and I truly didn't know that. I'm so thankful for the grand impact working with Fight4Freedom has had on me. Knowing this program exists gives me hope for the world, too. I know where to point if I see someone struggling the way I was.

Whoever has funded this program... you changed my life. You changed my life. I was crippled, my capacity for simple daily tasks was nil. I had just become a mother and I wondered, how can I go on like this? The answer was "don't go on like this " and the answer after that was Fight 4 Freedom. You freed me."

# HUMAN RESOURCES

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The year 2021 will be remembered for being Year 2 of the Global COVID Pandemic, but also as the year that F4F's HR Department grew. The hiring of both a HR Coordinator (May) and HR Manager (July), both with HR knowledge and experience, not only enabled the growth of the department but also began to shed more weight and responsibility from the Executive Director. As a result, many of the F4F policies and procedures have been reviewed, updated, enhanced and communicated to the growing team.

The year saw the addition of 9 new staff for Canada, including a Survivor who we had walked alongside as she exited her situation of sexual exploitation, and the first HR Manager and Finance Manager. We also grew the Survivor Care and Education Departments with new staff and had several staff promoted to Department Manager roles which is a testament to their work as well as the organisation's growth. F4F Philippines hired 2 new staff, growing their team to include a new Community Organiser and HR Coordinator to help set up a HR function for the Philippines organisation.

## We have a Survivor on the Staff team for the first time in our history

After a long period of no in-person meetings, we held a staff event in Toronto in September, and a Christmas party at the end of November! COVID-protocols were of course followed, which HR had helped to put in place!

As with 2020, our All-Staff Retreat for 2021 was once again held online, with our Philippines-based staff joining what was an enjoyable evening.

We look forward to growing the HR department in Canada, both in personnel and influence to better serve the F4F team in 2022, as well as aiding the setup of the F4F Philippines HR function.

**chris reeves**

HUMAN RESOURCES MANAGER



# BY THE #’S

6

FULL-TIME  
STAFF

21

PART-TIME  
STAFF

34

ADMINISTRATIVE  
VOLUNTEERS

8

STAFF IN THE  
PHILIPPINES

# FINANCE DEPARTMENT

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Thanks to our generous community of individuals, churches, organizations, and businesses who supports our mission and vision in meeting the needs of survivors through Education, Outreaches and Aftercare Programs.

Fight4Freedom experienced 84% increase in giving from 2019-2020 to 2020-2021. We sincerely appreciate everyone who has donated and made it possible for Fight4Freedom to keep fighting sex trafficking in different locations across Canada and the Philippines.

84%

INCREASE IN  
GIVING OVER  
THE LAST YEAR

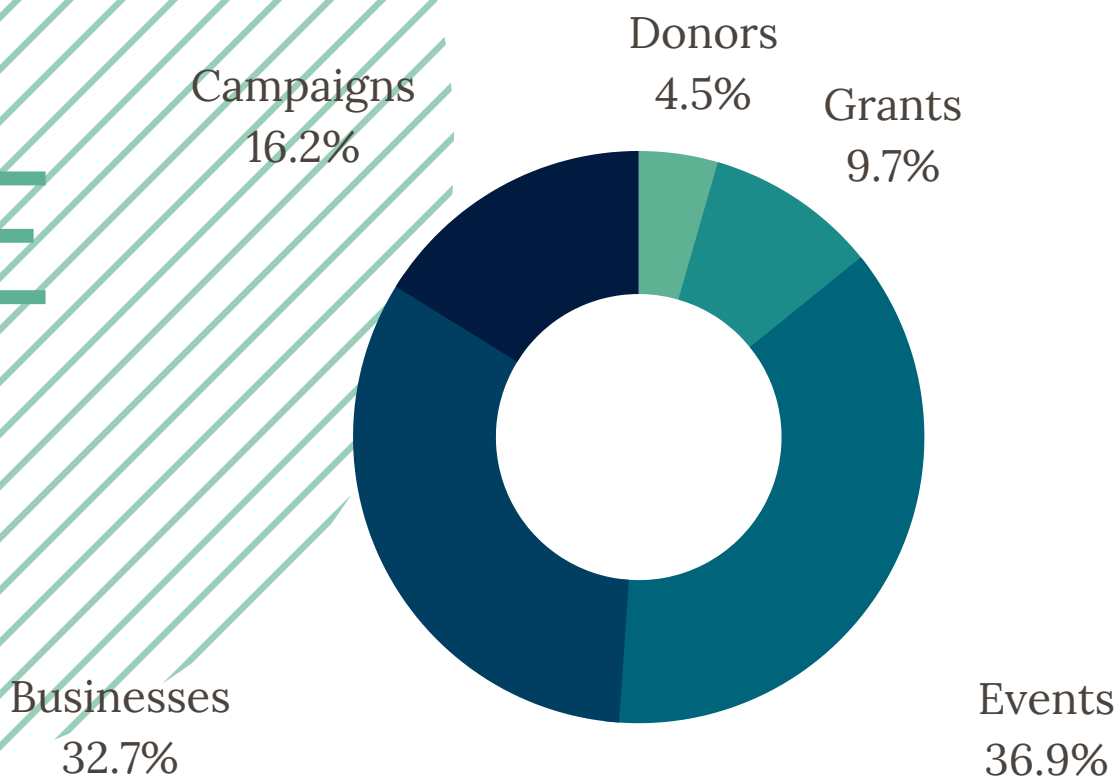
The finance department of Fight4Freedom continues to operate with integrity and accountability. Based on this commitment, Fight4Freedom's financial record is annually examined by an independent auditor. We are pleased that we have upheld all required standard as a charity organisation.

**esther efuwape**

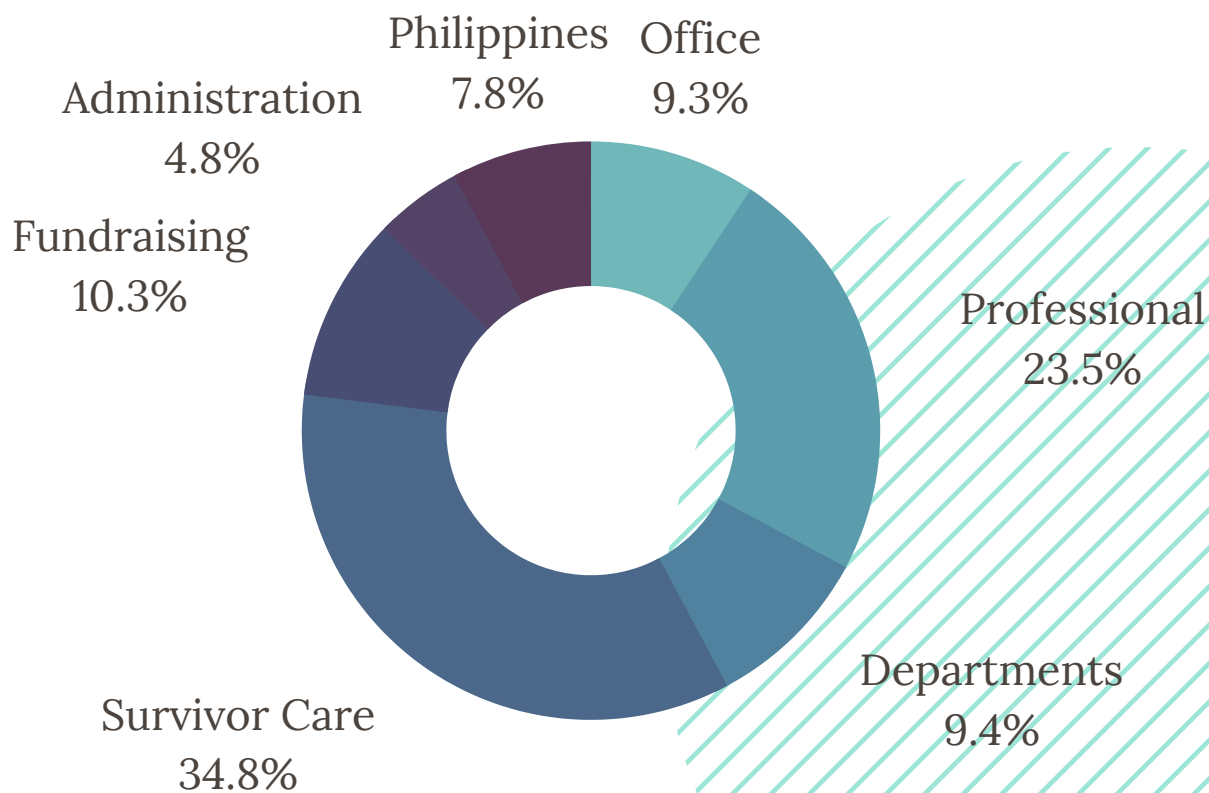
FINANCE MANAGER

# BY THE #’S

## GENERAL FUND INCOME



## GENERAL FUND EXPENSES





**/FIGHT4FREEDOMCA**



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