



2023-2024 ANNUAL REPORT

PREPARED BY

The Leadership Team
and the Board of Directors

PRESENTED TO

Key Funders & Donors

FISCAL YEAR

Sept 2023-Aug 2024

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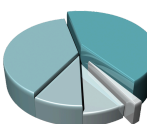
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MESSAGE FROM THE BOARD OF DIRECTORS



As we reflect on this past year, we acknowledge it has been a season marked by challenges but also rich with God-given opportunities.

We have navigated the loss of key staff members and significant changes within the Board, moments that have stretched us but also strengthened our reliance on God's provision.

In the midst of these challenges, we are excited about the opportunities before us. The launch of our new art gala promises to be a vibrant celebration of our mission, supported by our growing partnership with the Marriott. These collaborations are opening new doors for outreach and impact.

We are also delighted to welcome new board members who bring fresh perspectives and a shared passion for our mission. They are eager to get to know the staff better, understanding your invaluable work and how we can better support you in ministry from the Board.

Finally, we are deeply excited by the progress toward establishing a safe house, a significant step in expanding our care and outreach.

Thank you for your faithfulness and prayers as we journey together. With God's guidance, we look forward to an impactful year ahead.

Sincerely,

jesus
CHAIR

emily
SECRETARY

heather
TREASURER

shawna
BOARD MEMBER

MESSAGE FROM THE EXECUTIVE LEADERSHIP TEAM



Our annual report offers a moment to reflect on the remarkable achievements God has facilitated through Fight4Freedom over the past year.

In 2024, we participated in an annual Walk4Freedom with funds raised towards our exciting housing initiative. A three-year plan to establish a safe house in the Greater Toronto Area (GTA) has been embarked upon. This initiative aims to offer secure housing support for survivors, addressing the challenges posed by the rising cost of living and increasing rental fees with our very own safe house.

We also began a partnership with HotelHelp for emergency housing support for survivors in need of support.

Despite facing challenges such as economic uncertainties, our organization has witnessed a resurgence in volunteer engagement. This renewed participation has enabled us to expand our outreach programs and develop new initiatives, including outreach to sex buyers—a unique endeavor within the Greater Toronto Area.

It is both an honor and a blessing to be part of such a passionate and proactive team of staff and volunteers dedicated to assisting our constituents. We hope this annual report provides valuable insights into the successes and unique challenges we experienced over the past year.

mike

INTERNATIONAL EXECUTIVE DIRECTOR

gladys

INTERNATIONAL ASSOCIATE DIRECTOR

jessica

SURVIVOR CARE ADVISOR



MESSAGE FROM THE PHILIPPINES DIRECTOR

The late half of 2023 saw us in Fight4Freedom Philippines re-strategizing for the new year. We wanted to focus on three areas: restarting our outreach ministry, developing a mental health ministry for survivors, and continuing to raise awareness through speaking engagements. The development of our mental health ministry identified three areas of focus: informational (workshops to educate about mental health), counseling (for affordable counseling to survivors) and wellness (resources for workers for self-care).

For our outreach ministry, we have identified over 20 locations in Metro Manila that have possible sex trafficking activities. Throughout 2024, we have been recruiting volunteers and reaching out to community churches to help start outreach teams to go to these locations. We also held a Volunteer Townhall in August to welcome those who are interested in learning more about our activities and to share about volunteering opportunities.

To continue raising awareness, we held our first-ever Legal Seminar about human trafficking in the Philippines, facilitated by a city prosecutor who has been involved in real legal cases on human trafficking. This opened up possibilities of us getting connected to those in the legal sector to explore how the law is helping fight against trafficking.

We are praying that in the new year, we will be able actually to launch our mental health and outreach ministries. Our goals are to recruit volunteers and raise funds for the operations of these. We will be holding a dinner benefit in mid-2025 to invite people both in the professional and government sectors, to help us raise awareness and funds.

Please continue to pray for us!

janelle
PHILIPPINES DIRECTOR

OUTREACH ENDEAVOURS



Reaching and meeting people where they are has always been a key belief for Fight4Freedom. Our outreach teams, which are fully volunteer-based, have been steadfastly visiting various establishments to offer a presence of care. The monthly visits challenge the notion of effectiveness purely measured by numbers. Many connections made during outreach visits may not result in tangible returns; however, the imprints and impacts of these connections and conversations may result in unnoticeable trajectory changes in the outreach individuals' lives.

This year, this belief and exercise in the value of presence is recognized by a local institution and invited us to share the resource and model in enabling them to also take part in bringing forth this powerful ministry of presence within their community.

Our team is truly grateful for the footwork of our outreach volunteers and hopes that more people will be inspired to take part.

gladys

INTERNATIONAL ASSOCIATE DIRECTOR

7

REGIONS

13

TEAMS

37

MINISTRY LOCATIONS

SURVIVOR CARE SUPPORT



The year 2024 can be considered a year of partnership, especially in the area of survivors' housing needs. One partner organization supports survivors in the government housing application and assists them in obtaining priority status if applicable. Another provides much-needed transitional housing to provide affordable units to promote survivor's independence. In addition to this partnership, our own transitional house, Bloom Home, has reached fifty percent of our renovation cost goal thus moving us much closer to an opening date. A third partner is an international big chain hotel's pilot in providing emergency stays at their participating locations. One of the participating locations is also supporting our Beyond Beauty art gala in 2025 by providing the venue.

Besides housing, alternative income is also another common need among survivors. Our team envisioned an internship program, Relationships Integrating Sustainable Employment (RISE), which is a relationship-centered model to equip survivors to find sustainable work through internships. A local business showed interest and now is a partner with this program.

Our team is very excited to see the growth in partnerships outside of the community and social work sector. We hope this is just the beginning of more industry sectors joining efforts to fight against sex trafficking in our communities.

gladys

INTERNATIONAL ASSOCIATE DIRECTOR

17

SURVIVORS ACTIVE
IN CASE
MANAGEMENT

18

SURVIVORS IN OUR
PROGRAMMING
(COUNSELLING,
PASTORAL CARE,
ADVOCATE SUPPORT)
OTHER THAN CASE
MANAGEMENT

COUNSELLING TEAM



Overall:

This year the Counselling Department has grown to include two therapists (one new as of November) and two interns (starting September). The Department Director was also able to take some training and become a Clinical Supervisor. We are looking forward to what this growth means for the Counselling Department in 2025.

Counselling:

Fight4Freedom Counselling Department has continued to offer individual trauma counseling to survivors. In 2024, we worked directly with 22 survivors. We have witnessed many healing moments and movements forward in survivors' lives.

Groups:

The Counselling Department has also continued running the Dialectical Behaviour Therapy (DBT) -- informed psychotherapy groups this past year. This group is divided into 4 different modules: emotional regulation, mindfulness, distress tolerance, and interpersonal effectiveness.

We thought you'd like to hear from the survivors in their words on what they had to say about the latest module:

"I think this program is amazing, and I hope it continues even after I've finished. It has been so helpful, and I've accomplished several things I probably wouldn't have without this program."

"This program can help people who have been through serious things find new skills to deal with their trauma."

"That this program is crucial for the healing journey and mental health of survivors who are unaware of how to cope and manage trauma, depression, PTSD, and anxiety."

Overall, we are very excited about the place that the Counselling Department is in. We are looking forward to visioning and dreaming about what new projects we can take on in 2025. Thank you for your support.

emily

COUNSELLING DIRECTOR

PASTORAL CARE TEAM



For 2024 the Pastoral Care team had a focus to encourage a culture of unity among the staff of Fight4Freedom.

We did this through fun and creative questions to get to know one another beyond a professional capacity. We hosted team-building activities to build trust and communication. We also focused on providing a variety of spiritual prayers and devotionals to encourage the staff spiritually.

The Pastoral Care Team has had the privilege of serving the spiritual needs of survivors by providing biblical guidance and encouragement through both bible studies and group meetings, which included a workshop on self-expression through art.

lara

PASTORAL CARE COORDINATOR

5

SURVIVORS
WORKSHOPS

2

SURVIVOR
BIBLE STUDIES

6

STAFF PRAYER
MEETINGS

EVENT UPDATES



We are thrilled to share the remarkable achievements of Fight4Freedom’s Events Team in 2024, marking a year of impactful initiatives in the fight against sex trafficking.

In May, Walk4Freedom Hamilton brought together 10 participants who prayed for the Safe House, walked 5km through areas affected by trafficking, and raised \$7,750 to support outreach, education, prevention, and survivor care programs.

In February, FabFeb 2024 creatively raised awareness as participants wore bows or bow ties daily to spark conversations about sex trafficking. This campaign shared daily survivor stories and facts across social media, empowering advocates to take a stand.

During the holidays, the Christmas Gift-Giving Initiative fulfilled survivor wishlists through generous community support, spreading joy and love to those on their healing journey.

Finally, the Volunteer Christmas Dinner celebrated our amazing staff and volunteers with games, encouragement, and updates. We also honored Gladys as she stepped back as International Associate Director and welcomed Jessica Ortiz into this vital leadership role!

We extend our deepest gratitude to everyone who participated, donated, and supported these events. Your involvement is instrumental in our mission to end sex trafficking and support survivors on their path to freedom.

4

ANNUAL
EVENTS

12K

RAISED

50

EVENT
ATTENDEES

HUMAN RESOURCES



The HR team at Fight4Freedom has been hard at work refining our hiring processes to ensure clarity and transparency for potential staff applicants. This year, we rolled out a newly implemented screening system that streamlines the application process. One of the most impactful changes has been the enhancement of job posts to better communicate our support-raised model, making expectations clear from the start. This improvement not only fosters alignment with our mission but also ensures that those joining us understand the heart behind how we operate.

In an exciting turn of events, our HR team successfully onboarded several passionate new team members across nearly every department of the organization! From Survivor Care to Advocacy, Communications, and Safe House Operations, these new additions bring fresh energy, unique skills, and a shared commitment to fighting human trafficking. We are so excited to see how they will help propel our mission forward.

Beyond hiring, the HR team has been instrumental in fostering community and connection within Fight4Freedom. They've gone above and beyond to help plan and bring to life retreats and gatherings for staff and volunteers. These moments of rest, renewal, and team bonding are vital for building resilience and keeping our team focused on the work we've been called to do. A huge shoutout to our HR team for their incredible dedication to both the growth and well-being of Fight4Freedom!

We are excited to welcome more motivated and blessed individuals to our staff team in the future, united in the shared mission of pursuing freedom for all.

rebecca
HUMAN RESOURCES COORDINATOR

4

FULL-TIME STAFF

2

NEW STAFF

10

PART-TIME STAFF

5

STAFF IN THE PHILIPPINES

FINANCE TEAM



At Fight4Freedom, we remain committed to transparency and accountability in managing the resources entrusted to us. This report outlines our financial performance for the year 2024, demonstrating our dedication to maximizing the impact of every donation.

We express our heartfelt gratitude to all individuals, churches, organizations, and businesses who support our mission and vision. Together, we have made it possible for Fight4Freedom to keep fighting sex trafficking in different locations across Canada and the Philippines.

In 2024, Fight4Freedom faced a 6% decline in donations compared to the previous year. Despite this, we successfully utilized the available resources to address the growing needs of survivors, including housing, healthcare, personal essentials, and therapy, as well as to support other critical operations of Fight4Freedom.

The finance department remains steadfast in upholding integrity and accountability in its operations. In line with this commitment, Fight4Freedom's financial records undergo an annual review by an independent auditor. We are proud to report that we continue to meet all required standards as a recognized charity organization.

Looking ahead, F4F remains dedicated to driving transformation through initiatives spanning our four key pillars: Education, Outreach, Survivor Care, and Partnerships. The unwavering support of our donors will be crucial in helping us realize these goals and make a lasting impact.

esther

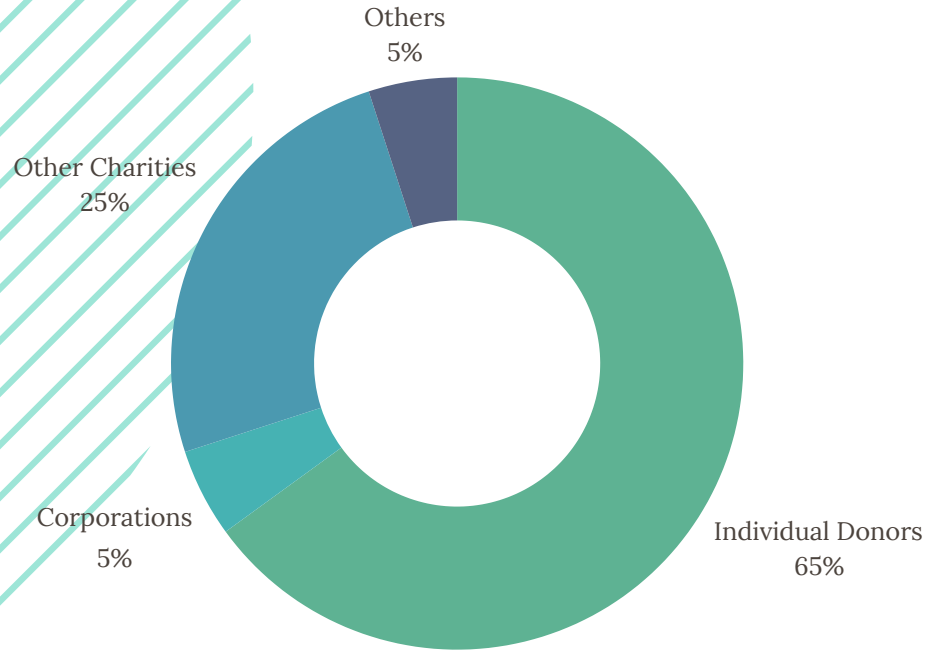
FINANCE MANAGER

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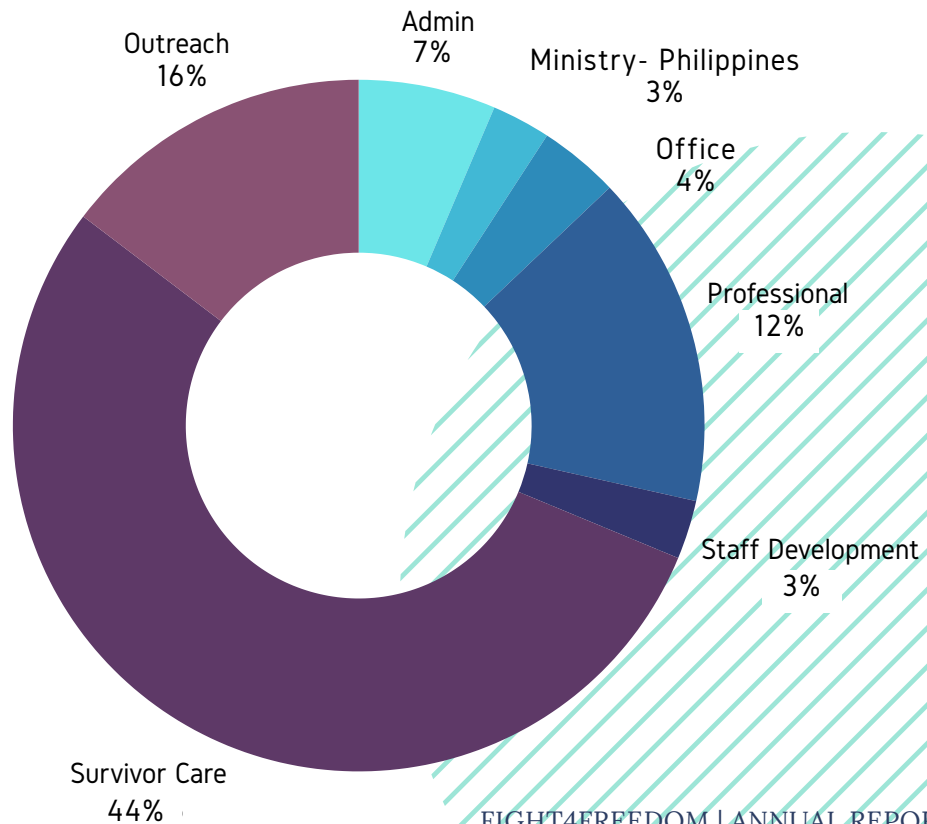
RAISED FOR THE
GENERAL FUND

BY THE #’S

GENERAL FUND INCOME



GENERAL FUND EXPENSES





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