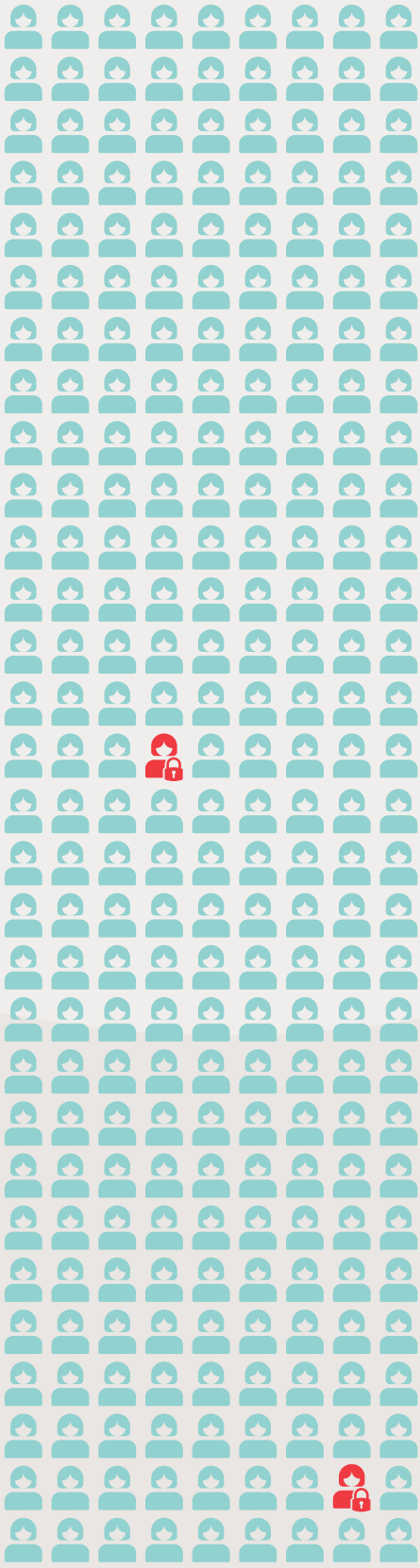
HAGAR
The whole journey



Impact Report 2020

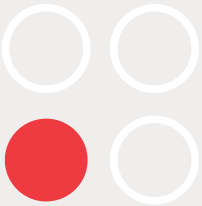
Communities free and healed from the trauma of human trafficking, slavery and abuse



One in every 130 women is living in slavery

40.3 million

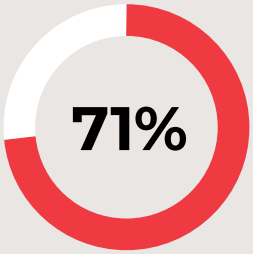
people are living in slavery



One in four victims of slavery are children

24.9 million

people in forced labour



Women and girls account for nearly three quarters of all victims of slavery

15.4 million

people in forced marriage

Source: globalslaveryindex.org

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We pursue the highest degree of care and protection for our clients. While client images are used throughout this report, these images do not necessarily represent the individuals profiled. Names have been changed where required to protect client identities. Permission was obtained from all clients and/or their guardians prior to publication of their stories.

About Hagar

Since 1994, Hagar has supported more than 33,000 women and children on their journeys to healing and empowerment after experiencing human trafficking, slavery and abuse.

Our Vision

What are we working towards?

Communities free and healed from the trauma of human trafficking, slavery and abuse.

Our Mission

Why do we exist?

For those affected by trauma and those who support them, Hagar is an expert in care and recovery. When healing happens, the cycle of trauma stops.





Our Values

What do we stand for and how do we behave?

RESPECT: We believe in the right of all people to be heard and treated with respect and dignity.

INTEGRITY: We commit to act ethically and honestly and strive to do the right thing at all times and in all circumstances.

COMPASSION: We want compassion and kindness to be evident in our attitude and communication, and in active, practical ways.

EXCELLENCE: We hold ourselves to high standards. We listen and learn from those we support, our partners and each other, to continuously improve all that we do.

The Whole Journey

The Whole Journey starts with a survivor, an individual who has experienced severe trauma as a result of human trafficking, slavery or abuse. From the moment a survivor enters our care, we employ Trauma-Informed Care principles to respond with compassion, assess their needs and provide individualized services to help them heal. Services may include providing a safe place to live, counseling, family support, legal support, assistance with finding an empowering job, or help reintegrating with their community. The learning from our direct client-based experience informs our work on prevention, partnership, empowering and influencing.

We don't have a set timeframe for how long we work with a client. **We do whatever it takes, for as long as it takes.**

Trauma-Informed Care

Over the past 27 years, Hagar has worked in some of the most challenging geographic locations in the world, where war, genocide and exploitation have devastated communities and caused widespread trauma. Trauma is particularly evident in survivors of human trafficking, slavery and abuse and it can have lasting effects on mental, physical or emotional wellbeing.

Hagar specializes in Trauma-Informed Care, which means we recognize the trauma of clients, staff and communities, and build organizational structures that support healing and avoid re-traumatization.

If not effectively addressed, trauma can cause dysfunctional attitudes and behaviors that may be passed on to future generations. By understanding each survivor's trauma and helping them heal, we are able to stop this cycle.

When healing happens, the cycle of trauma stops.

Hagar's Trauma-Informed Care approach differs from other organizations because we:

Provide long-term support

We provide survivors with the support and social services they need, no matter how long it takes.

Raise awareness of trauma

We inform families and communities about the prevalence and impacts of trauma and share strategies with them to prevent re-traumatization.

Collaborate to increase our reach and impact

We build the capacity of our partners to implement Hagar's Trauma-Informed Care approach in their own work.

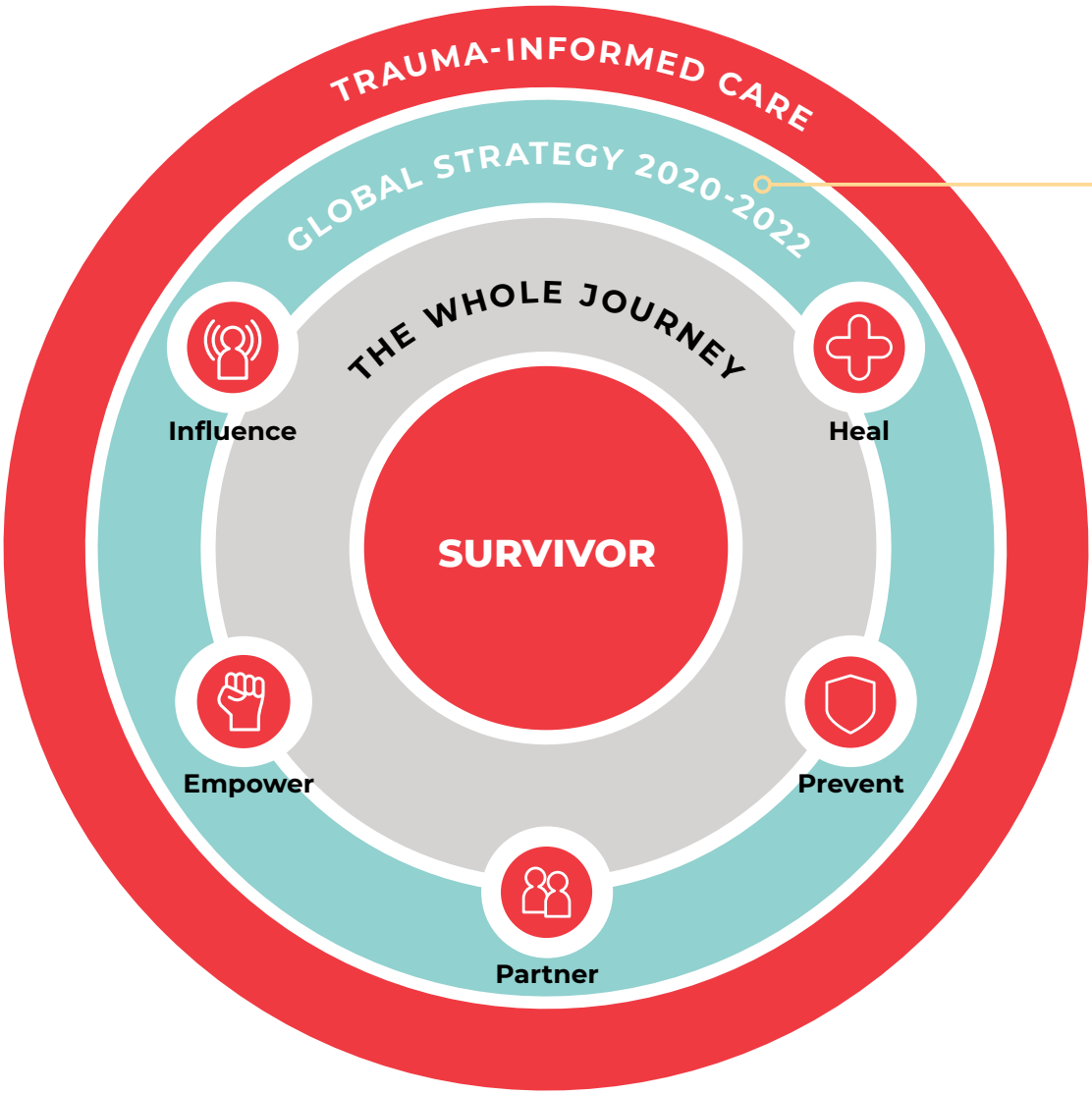
Prioritize self-care for practitioners

We use Trauma-Informed Care tools in our own organization to help practitioners avoid secondary trauma.

Advocate for systemic change

Our Trauma-Informed Care experience underpins our work to educate, inform and lobby for law revisions. We strengthen protection systems and collaborate with governments and organizations around the globe.

At Hagar, we know that Trauma-Informed Care changes lives and empowers survivors and communities to live free and healed from the trauma of human trafficking, slavery and abuse.



Hagar's Global Strategy 2020-2022 is driven by Five Strategic Goals that are underpinned by our experience in Trauma-Informed Care.

Heal

Provide access to Trauma-Informed Care services

Prevent

Strengthen mechanisms to prevent human trafficking, slavery and abuse

Partner

Build the capacity of partners to deliver Trauma-Informed Care services

Empower

Empower survivors to actively contribute to society and the economy

Influence

Influence change at local, national and international levels

See page 19
To read more about our Global Strategy.

Where We Work

Program Offices

Support Offices



Hagar is a global organization with Program Offices in Afghanistan, Cambodia, Vietnam and Singapore. We also work with partners in Myanmar, and have Support Offices in Australia, Hong Kong, New Zealand, Singapore, the UK and the USA.


Cambodia
Afghanistan
UK
Hong Kong
Vietnam
New Zealand
Myanmar
Australia
Singapore

Timeline

1994

Founder Pierre Tami opens the first Hagar Shelter in Cambodia.

1998

Hagar Cambodia launches its first foster care project for survivors in Phnom Penh.

2002

Hagar Australia launches.
Hagar International registers in Switzerland as an NGO.

2004

Hagar Singapore launches.

2005

Hagar USA launches.

2008

Hagar Afghanistan and Hagar New Zealand launch.

2009

Hagar Vietnam launches.

2011

Hagar UK launches.

2012

Hagar Afghanistan launches its first project for trafficked boys.

2013

Hagar Hong Kong launches.

2014

Hagar begins building the capacity of NGOs working directly on human trafficking, slavery and abuse in Myanmar.

Hagar Singapore partners with the Singapore Government to train enforcement officers on identification of Trafficking in Persons.

2015

Hagar Vietnam partners with the Yen Bai Women's Union to establish and manage a government social protection center.

Hagar Singapore starts providing direct services to trafficking survivors.

2017

Hagar presents survivor testimonies to contribute to the development of a Modern Slavery Act in Australia.

2018

Hagar Vietnam hosts its first national learning forum on Trauma-Informed Care in Hanoi.

Hagar Singapore introduces the Legal Toolkit for Vulnerable Witnesses in partnership with the Singapore Government and partner agencies.

2019

Hagar Vietnam evaluates the 10-year impact of **The Whole Journey** project.

Hagar Cambodia drafts Juvenile Justice Guidelines for application nationwide.

Hagar develops a Global Strategy 2020-2022 to impact 150,000 survivors over three years.

2020

Hagar launches first virtual event, Rise for Freedom.

Hagar reaches a total of 208,281 beneficiaries in 2020.


MINCED PORK FLAVOUR
25 Years
HAGAR
The whole journey

From street life, to saving lives – Dr. Rithy



At Hagar, we walk The Whole Journey with our clients, and we do whatever it takes for as long as it takes to restore a broken life. Former client, Rithy, was referred to Hagar at 12 years of age and over the past 20 years we have watched his story of transformation unfold. From an abused and troubled boy he has become a doctor, driven to help others. Rithy's story reminds us of why Hagar exists and how our care helped him break the cycle of trauma.

As a young boy, Rithy lived with his mother in a slum in Phnom Penh. He has never met his father and his mother was a violent alcoholic and gambler. Their house was built over a lake and during one of the frequent beatings he received at her hands, Rithy's mother threw him into the water to drown. His Grandpa witnessed the incident and took Rithy to live with him in the army. Shortly afterwards, Rithy's Grandpa was murdered and his body discovered in a waterfall. Nobody knew exactly what happened but his death was blamed on the Khmer Rouge. Rithy returned to his mother's house, but she died just one week afterwards and he drifted into a life on the streets of Phnom Penh.

Many orphanages tried to help him throughout the years he spent living on the streets but Rithy ran away each time. He says, "I was with bad people, doing drugs, sniffing glue and I could see that my life had no value."

Rithy walked the streets, slept where he could and lived on food scraps from garbage bins. As he walked, Rithy dreamed of visiting the zoo, the beach and Angkor Wat. A short time later, he was referred to Hagar and while in our care he visited all of those places.

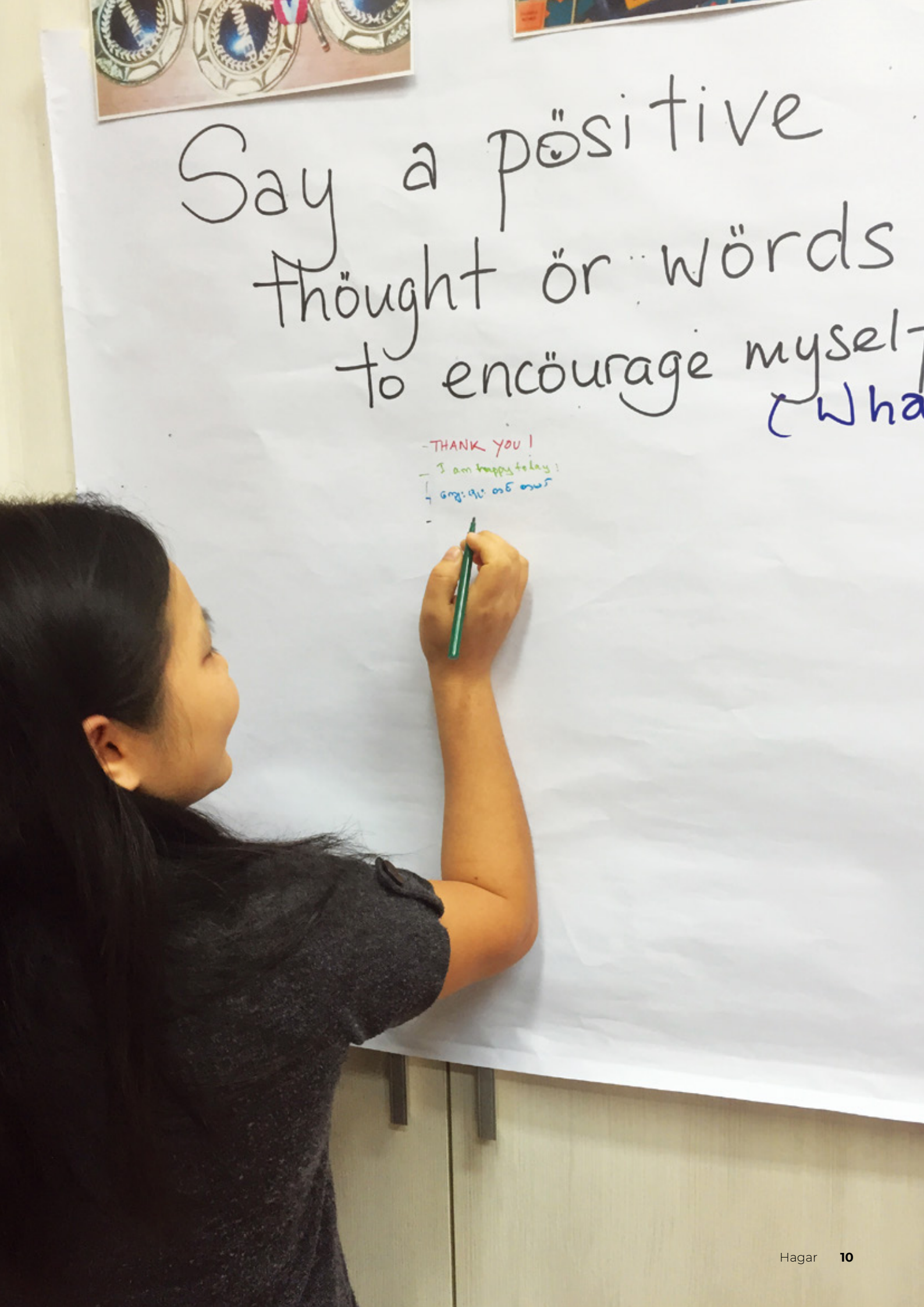
Rithy's interest in medicine was sparked at this time when a hospital refused to treat a pregnant woman because she didn't have money. The woman and her unborn baby died. "I remember thinking that I wanted to be a person who works with the medicine so I could help poor people like her," he says.

"When I was in the World Vision center, I remember a visitor asking us what our dream was, and I put my handprint on paper and wrote that I wanted to be a doctor."

With the care and encouragement of Hagar staff and his teachers, Rithy excelled at his studies, and in 2018 he achieved his dream of becoming a doctor. Now in his final year of specializing in Obstetrics and Gynecology Surgery, Dr. Rithy travels in a mobile tuk tuk clinic and treats people living in poverty in the slums of Phnom Penh.



"Though I am no longer living in the slum, I am back for the slum people now."


Say a positive
thought or words
to encourage myself
(Wha
THANK YOU !
I am happy today !

Message from the Global CEO of Hagar International

Dr. Andrew Catford

Resilience is one of the most important skills we work to develop in survivors of human trafficking, slavery and abuse. When a survivor comes to Hagar, they have almost always experienced traumatic events that have affected their capacity to recover quickly from difficulties. Initially, these clients need safety, care and support. Following that, they need to be empowered and for their resilience to be rebuilt. Resilience supports them to fully reintegrate into society and lead full, rich lives again.

In 2020, the COVID-19 pandemic impacted and tested the resilience of each one of us, in many cases, like never before. The pressure on our personal, family and work lives required us to dig deep into the things that give each of us the strength and resilience to transition through such an event. Given the traumatic backgrounds of Hagar clients, the effects of COVID-19 were particularly severe and many of our clients lost their source of income.

In addition, the number of people affected by human trafficking, slavery and abuse increased globally in 2020 as a result of COVID-19. As Hagar has witnessed all too often in the past 27 years, when there is a major shock – war, genocide, economic collapse or a pandemic – the turmoil and uncertainty invariably leads to unscrupulous people exploiting the most vulnerable even more. Even though movement between countries became more difficult, the scale of internal trafficking, slavery and abuse increased as the impact of COVID-19 intensified.

I was delighted to see that in this very difficult year, Hagar's staff, volunteers, partners and Board Members demonstrated the exact type of resilience that we specialize in building through our work. As you will see in this report, when it became apparent that COVID-19 was a global pandemic, we quickly responded with a targeted, multi-faceted plan that ensured continued services to our clients. This resulted in us not just maintaining our planned services but reaching far more clients than anticipated. I thank our field staff for the amazing commitment, determination and personal resilience that enabled this exceptional achievement.

We are also grateful to our donors and supporters who, despite their own personal and organizational pressures, continued the journey with us to ensure we could serve as many clients as possible, when they needed it most. We are so thankful for their unwavering support. Without this, we would not have been able to achieve such a remarkable outcome.

I also extend thanks to the Hagar International Board of Directors, the Support Office Boards and staff, and particularly our International Board Chair, Phil Badger, for their steadfast commitment, support and counsel during this very different year. Even though 2020 was challenging, we are in an excellent position to build Hagar's impact, to reach even more survivors and to continue the fight to end human trafficking, slavery and abuse.





Message from the Chair of the Hagar International Board

Phil Badger

2020 was a very different and, for many, difficult year. COVID-19 escalated rapidly to become a global pandemic and Hagar responded quickly to assess its potential impacts on our programs and the vulnerable clients we serve. From a governance perspective, we also considered the long-term impact this global shock may have on us as a not-for-profit organization.

Now the year has passed and, even though we know the tail of the pandemic will continue for some time yet, the Board and I are extremely pleased with Hagar's coordinated response across the whole global federation. We did not just endure the COVID-19 pandemic, but learnt, adapted and grew as an organization.

Throughout the past year, we continued our programming, embraced new technologies and discovered improved ways of working together to become a more efficient and effective organization. This is something we will continue in 2021 and beyond.

We looked out for each other and helped our clients weather the effects of COVID-19 as best they could. Hagar's significant experience in stress and trauma management supported clients and staff, and helped our supporters and the wider public. The pandemic reinforced that working as a united global Hagar team, we are more than the sum of our parts and we are able to impact the lives of even more survivors.

I would like to sincerely thank my fellow Board Members for their commitment and insights in 2020. Late in 2019, we implemented an improved governance structure that better integrates our Support Offices and International Boards. This was timely, as it enabled us to respond cohesively to the global pandemic.

I would like to thank the Hagar International Board Members who stepped down this year – Emanuel Tsakis, Bill Hurditch and Sharon Wilkinson – for their many years of faithful service to Hagar and for the important role you played in transforming the lives of the people we serve every single day. I am delighted to welcome Sarah Barrer, Sarah Bearup and Marianne Roux to the Board. We are already enjoying the fresh perspectives, energy and skill sets they bring to the Hagar International Board.

Finally, I would like to thank our committed staff, volunteers, donors and supporters for their unwavering support when we needed it most – thank you! In particular, I extend thanks to our CEO, Dr Andrew Catford, and our global executive management team, the Group Executive, for their strong and effective leadership that helped us pass through a difficult year, deliver significantly more impact than we had planned and come out the other side a stronger organization. We really were blessed.

I look forward to our continued partnership with all of you in 2021 and to the next step in Hagar's journey together to free and heal more communities from the trauma of human trafficking, slavery and abuse.





2020 Global Impact

2020 was an extraordinary, testing and tragic year for so many, and at Hagar we did all we could to ease the effects of the pandemic on people and communities around the globe.

We collaborated with other agencies to reach beyond our usual networks of clients and communities to help people in desperate need of emergency relief, wherever they lived. This meant we far exceeded our 2020 Strategic Goal to impact the lives of 35,000 direct and indirect beneficiaries. In addition to delivering our regular programs for survivors of human trafficking, slavery and abuse, we responded to the effects of the COVID-19 pandemic and helped victims of severe flooding in Cambodia and Vietnam.

208,281

Total beneficiaries

2020 beneficiaries

146,805 COVID-19 response beneficiaries

+ 28,798 Flood response beneficiaries

+ 32,678 Regular programming beneficiaries

13,496

Direct beneficiaries

Survivors of human trafficking, slavery and abuse who received direct client-based services.

53,798

Other direct beneficiaries

People who participated in capacity-development training, or attended community-based campaigns, e.g. family members, local authorities, government, and like-minded agency staff.

140,987

Indirect beneficiaries

Other community members who benefited from Hagar's capacity-development work, e.g. clients reached by people who were trained by Hagar, family members of school children, or other community members who were trained or attended community campaigns.

Global Media Impact

In addition, our global awareness and education activities achieved the following in 2020:

3.3

million people reached across all forms of media including TV, radio and live-streaming

40,197

followers on social media (Facebook, Instagram, LinkedIn)

49,223

website users



Hagar's Response to COVID-19

COVID-19 Global Emergency Response Plan

The COVID-19 pandemic swept across the globe in 2020 in an unprecedented event that disrupted economies, industries and businesses and had an immense impact on global health. The pandemic moved at a speed and scale never witnessed by living generations, with over 83 million cases and more than 1.8 million deaths reported by the end of 2020.[1]

In April 2020, we developed and implemented the Hagar COVID-19 Global Emergency Response Plan. Our goal was to provide continued, yet adapted and tailored, Trauma-Informed Care services to our 10,000 direct clients, 25,000 indirect clients and the general global population, and to ensure Hagar's sustainability. Four objectives guided our work and helped us quickly respond to the global crisis.

Objectives

1. Adapted Client Operations:

Adapt client case work services, shelter provision and effective delivery of grant project activities, where possible. Ensure access to accurate health information for clients and staff.

2. Fundraising Growth Strategy:

Implement a Global Fundraising and Communications Strategy to ensure continued funding to enable operations to be maintained.

3. Cost Control Implementation:

Assess, implement and track cost control measures at all levels of the organization to ensure careful financial management and safe transition through the pandemic.

4. Self-Care/Trauma-Informed Care Leadership:

Draw on Hagar's 27 years of experience to help alleviate stress and uncertainty and improve awareness of self-care for clients, staff, supporters and the global population.

1 World Health Organisation, Weekly Epidemiological Update - 5 January 2021. www.who.int/publications/m/item/weekly-epidemiological-update

Hagar Global Emergency Campaigns

The pandemic caused an almost immediate decline in funding across Hagar's Support Offices, which threatened our ability to conduct essential client and field activities and deliver our programs as planned. In April, we launched the Hagar Global Emergency Appeal to increase awareness of the pandemic's impact on Hagar's services, and raise much-needed funds to support the continuation of our crucial work. To develop and implement the Appeal, we established a Fundraising and Communications Taskforce of specialists from Hagar's Support Offices in the USA, Singapore, New Zealand, Australia and Hong Kong. The Taskforce consolidated ideas, effort and resources and implemented the Appeal and two other global campaigns to drive donation income to cover an anticipated US$850,000 shortfall in funds. Hagar supporters responded generously and met the funding target. Following the success of the Taskforce, we will continue to coordinate global fundraising and communications in 2021 and beyond.

Continued and Adapted Services

While the pandemic rendered travel largely unsafe across all the countries in which we work, we supported our clients however possible. Legal and employment support were maintained and all available communication channels and networks, including social media, were employed to keep clients and families up-to-date with COVID-19 information and Hagar's services.

In Hagar's Program Offices, continuity of care was maintained by regularly phoning clients, families, partners and local authorities to provide support and share COVID-19 updates, even when working from home. In Cambodia, face masks and sanitizer were sent to foster families, financial support was provided for our most at-risk clients, and Hagar's Hotline team collaborated with local authorities to continue crisis support and intervention. Counseling sessions moved from face-to-face to phone consultations and counselors worked with clients to revise treatment plans and develop Trauma-Informed Care safety plans.

We established a private Facebook group in Vietnam to provide counseling and peer support to those impacted by COVID-19 and counseled clients and ex-clients who were forced to live in government quarantine facilities. In partnership with local authorities, we ran community campaigns and distributed COVID-19 prevention kits in poor and remote communities.

Hagar's Forgotten No More boys' shelter in Kabul, Afghanistan, continued operating despite the many changes and challenges, including a large number of staff contracting COVID-19 – fortunately, all staff recovered. Key activities such as education programming were moved online to work around restrictions. In Singapore, where our usual client base of migrant workers was the most affected by the pandemic through the dormitories where they reside, Hagar become one of the main responders in-country, providing food, personal protective equipment (PPE), counseling and job support for over 30,000 people.

Our efforts to adapt services to the ever-changing situations in each country and ensure all client services were continued meant we exceeded our annual target of reaching 10,000 direct and 25,000 indirect beneficiaries. By the end of 2020, we had reached 67,294 direct and 140,987 indirect beneficiaries. The important lessons learned about how best to provide remote services will be built into our future programming to allow us to continue these innovations.



Self-Care

As a Trauma-Informed Care organization, Hagar is acutely aware of the importance of self-care in times of stress or trauma. As the pandemic's impacts became clear, we quickly increased staff-care activities to help counteract the effects on the personal and work lives of our staff. Teams undertook more frequent staff check-ins and counseling, particularly as some staff began working from home. Offices employed Trauma-Informed Care tools and techniques to ensure staff were supported and cared for, and a fund was established to help support Hagar Afghanistan staff and their families who had contracted COVID-19.

Drawing on Hagar's 27 years' experience in Trauma-Informed Care, our Trauma-Informed Care Working Group produced a series of 10 videos, activities and tips for dealing with stress and trauma. The videos were shared widely on social media and were a great way to utilize Hagar's core skills and experience to help others.

As the COVID-19 pandemic extends into 2021, we will continue to apply the lessons learned in 2020, meet challenges as a global team and coordinate our strengths to respond to the pandemic with agility and flexibility. This will allow us to make the most of our finite global resources, continue providing services to our clients, ensure best practice is applied consistently in all Hagar locations, optimize our fundraising potential, take a leadership role and share our knowledge of self-care and Trauma-Informed Care, and guarantee Hagar's ongoing sustainability.




HAGAR

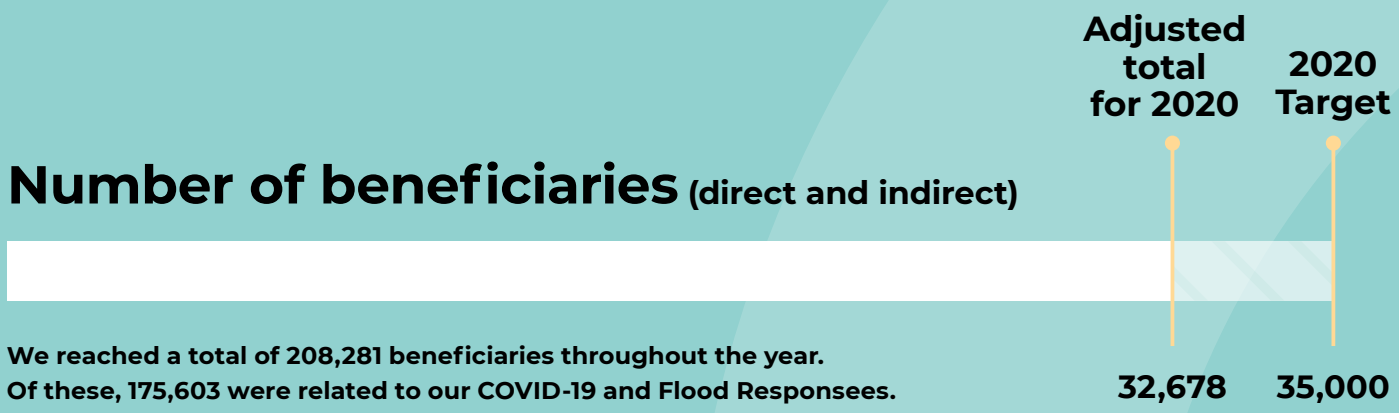
Global Strategy Update

150,000
beneficiaries by 2022

The Hagar Global Strategy 2020-2022 outlines goals, outcomes, KPIs and activities that provide a robust framework to guide our future work.

Our overarching goal is to impact 150,000 beneficiaries by 2022. Our 2020 target was to impact 35,000 direct and indirect beneficiaries.

Number of beneficiaries (direct and indirect)



We reached a total of 208,281 beneficiaries throughout the year.
Of these, 175,603 were related to our COVID-19 and Flood Responsees.

Goal 1

Heal

Support survivors (particularly women and children) to heal through access to consistent quality social services.

We implement Hagar's foundational project, **The Whole Journey**, across all country programs, and in 2020 we accompanied **13,496** people on their individual journeys to healing and recovery. Our clients faced enormous uncertainty and stress and many struggled to make ends meet. Hagar provided support and services including emergency assistance, food relief, safe accommodation, counseling and therapies, health, education, legal, economic empowerment and reintegration support.

Goal 2

Prevent

Strengthen mechanisms to prevent human trafficking, slavery and abuse of vulnerable populations in target areas.

Prevention activities are integrated across all of our programs and projects. Innovative community campaigns built awareness of legislation to combat human trafficking, domestic violence and sexual abuse and the consequences for perpetrators. We called on police, local authorities, communities and families to help prevent incidents and sensitively challenged traditional social values that stigmatize survivors. To help Hagar strengthen and develop prevention programs appropriate to local contexts we began analyzing current prevention systems in Program Office countries to determine the approaches best equipped to prevent human trafficking, slavery and abuse. These approaches will be piloted in 2021-2022.

Goal 3

Partner

Build the capacity of our partners to deliver Trauma-Informed Care to survivors.

Hagar's Trauma-Informed Care case management model helps our partners integrate Trauma-Informed Care principles into their own work. Providing training, supervision and advice to partners, including government agencies, child protection officers, police, legal aid and community leaders, enables us to replicate the impact of Hagar's work in more communities. In 2020, the Trauma-Informed Care Working Group assessed the Trauma-Informed Care service and knowledge gaps of our partners in Program Office countries. Tailored plans will be developed to address the gaps and they will be implemented from early 2021.

Global Strategy Update cont.



Goal 4

Empower

Empower and equip survivors at community, national and international levels to actively contribute to society and the economy.

Hagar facilitates opportunities for clients and former clients to have their voices heard, demonstrate leadership and influence decision-makers at all levels. In 2020, we assessed the empowerment practices of our Program Offices to identify gaps and inform the development of a Survivor Empowerment program designed to disrupt the cycle of human trafficking, slavery and abuse. The Program will equip survivors with tools to help build and lead their communities and will be implemented from 2021.



Goal 5

Influence

Contribute to changing policy at the community, national and international levels.

In 2020, Hagar supported the adoption of minimum standards for Trauma-Informed Care case management in government shelters, contributed to new juvenile justice guidelines, and influenced national action plans to combat human trafficking, respond to gender-based violence and provide essential services for people disadvantaged by COVID-19. We shared our knowledge and experience of how to better prevent exploitation, protect survivors and prosecute perpetrators at national forums, the Asia Regional Trafficking Conference and the Global Youth Economic Forum.

Partnership with Deloitte

Since 2019, Hagar has collaborated with Deloitte[2] as part of D2international (D2i), a Social Impact Program that connects high-performing consultants with non-profits and social enterprises to serve global communities and build a generation of young change-makers. In 2020, Deloitte partnered with Hagar to implement several innovative business solutions including a Performance Management toolkit, leadership training and a global finance policy refresher.

In 2020, D2i collaborated with Hagar's CEO, COO, and Executive Directors on one of Hagar's growth areas, Performance Management. The D2i Team conducted interviews with each Program and Support Office, presented key insights and findings, developed a Performance Management strategy and toolkit and conducted training with each office to implement the new strategy. This global Performance Management strategy was designed to foster a culture of trust, enhance organization-wide communication and alignment, and prioritize employee growth and development.

D2i also provided Deloitte's signature training, Business Chemistry, for Hagar's leaders. Business Chemistry draws upon the latest analytics technologies to provide insights about individuals and teams based on observable traits and preferences. The sessions helped Hagar leaders understand their own styles and how to best work together as a team based on the Business Chemistry of others.

Currently, D2i is providing support by analyzing Hagar's Finance Policy and how it is implemented across each Program and Support Office. D2i has developed strategic recommendations and will collaborate with our Finance Controller to implement organization-wide changes. This will ensure consistency throughout our organization, provide greater financial transparency for our donors, and will hopefully lead to an increase in funding in years to come.

2 Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited ("DTTL"), its global network of member firms, and their related entities (collectively, the "Deloitte organization"). DTTL (also referred to as "Deloitte Global") and each of its member firms and related entities are legally separate and independent entities, which cannot obligate or bind each other in respect of third parties. DTTL and each DTTL member firm and related entity is liable only for its own acts and omissions, and not those of each other. DTTL does not provide services to clients.



Our Program Offices

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Afghanistan

Decades of war, political instability, armed conflicts, economic disruptions and the internal displacement of people has exacerbated the exploitation and abuse of vulnerable women and children in Afghanistan. Afghanistan has one of the world's highest rates of violence against women and deeply entrenched gender roles. The COVID-19 pandemic caused fear, distress and extreme economic hardship in Afghanistan due to the closure of small businesses, unemployment and inadequate medical care. It also intensified the violence against women and children.

In 2020, Hagar's Empowering Women for a Better Future (EWBF) project empowered 362 survivors of gender-based violence, abuse and trauma by providing services in education, training and employment skills. We also provided financial support to EWBF clients who were unable to generate income from their small businesses. Our Forgotten No More (FNM) project provided access to justice, recovery and aftercare support to 87 minor-boy survivors of trafficking, neglect and abuse. The FNM shelter continued to operate in Kabul and boys living in the shelter received education, counseling, medical services and family mediation.

To strengthen mechanisms to prevent human trafficking in Afghanistan, our Legal and Child Protection Team conducted awareness sessions and capacity building training on Trauma-Informed Care, Child Rights and Child Protection. Institutional Outreach was delivered to 150 Police, Prosecutors, Defense Attorneys, Judges, the Ministry of Labor and Social Affairs, and UNICEF's Child Protection Action Network (CPAN). Community Outreach Training was delivered to 120 community leaders, religious scholars, schoolteachers, parents and local council leaders. Limited internet access meant training was largely delivered via conference calls until October, when face-to-face training was allowed.



Impact Highlights

719
direct beneficiaries

7,342
indirect beneficiaries

Heal

133
clients received counseling services.

30
male-child victims of trafficking and abuse were provided with residential care in a family atmosphere.

Prevent

270

participants attended Hagar training on Child Rights and Anti-Human Trafficking.

Partner

63

NGOs partnered with us to provide training and employment services for women.

Empower

362

survivors of gender-based violence and abuse were empowered.

163

clients received educational and employment assistance.

Influence

30

training sessions in six provinces raised awareness of the exploitation of vulnerable women and children.

From great tragedies to small joys

Kabir is a seven-year-old boy living at Hagar's Forgotten No More (FNM) shelter in Kabul. He is so little, and yet he has already faced many tragedies. When Kabir first came to us at Hagar, he was extremely fearful and would not speak or join activities with the other boys. Slowly, he learned to trust his counselor and eventually he shared his greatest fear, that the police would send him to jail.

Kabir was living with his grandfather in the Balkh Province in Afghanistan. His father was addicted to drugs and his mother remarried. His grandfather sent him to stay with a married couple in Kabul. One night, the husband was discovered on the floor with terrible injuries. His wife screamed until neighbors came and took the man to hospital, where he died. The next morning, the man's body was brought home. The police suspected the wife, and she was arrested.

Kabir was traumatized by the man's death and the subsequent police investigations, and he was terrified of being held responsible and jailed. Police and government officials referred Kabir to Hagar's FNM shelter. It took time, specialized counseling and care, but Hagar staff were able to reassure him that he was safe.

In the past year, Kabir has become more emotionally stable and has embraced the family atmosphere of the FNM shelter. He laughs and plays like other boys of his age. Kabir is doing well academically and is enrolled in a private school in Kabul. Hagar's FNM Team is working to locate his grandfather and other family members in the Balkh Province and Kabul. Though he faced so much trauma at a young age, at Hagar's FNM shelter he found a safe place to heal, grow and experience the joys of childhood.



Cambodia

Emerging from the ravages of conflict and relatively recent genocide, Cambodia is a country with rich cultural heritage and, at the same time, deep inter-generational trauma. An estimated 261,000 people live in modern slavery[3] and domestic and gender-based violence are prevalent.

The COVID-19 pandemic and severe flooding brought enormous challenges for Cambodia in 2020. Our clients experienced increased trauma and anxiety, and flash flooding caused property losses and food shortages. Hagar Cambodia collaborated with the Department of Anti-Human Trafficking and Reintegration to provide relief packages to families across 12 Cambodian provinces. These packages included food supplies, toiletries, soap, sanitizer and face masks. We also sought additional support from donors, including ERIKS and Save the Children International, to provide food and financial assistance.

Alongside our relief efforts, Hagar maintained services including providing safe places to live, loving foster families to care for children, trauma counseling, medical care and legal advice. We provided training on Child Protection, Safe Migration, Positive Parenting and Human Trafficking to 259 participants from commune committees and government departments, as well as village chiefs and police officers. Our Economic Empowerment Team delivered Trauma-Informed Care training to all 44 Hagar business partners and fostered close working relationships to support clients through on-the-job training and career placements.

Through a Community-Based Care approach, we maintain a network of 25 foster care families who provide safe homes conducive to healing for child clients who cannot stay with their families or kin. During the year, Hagar foster care families cared for 17 clients. They were regularly supported through phone calls and visits focused on building their capacity and encouraging them to provide high-quality care to clients so they can flourish in safe and healthy environments. They also received education on COVID-19 prevention and hygiene kits to protect themselves from infection and reduce the risk of community transmission.



Impact Highlights

20,281
direct beneficiaries

41,057
indirect beneficiaries

Heal

3,979
families and
14,842
family members received counseling, COVID-19 and/or flood relief packages and educational materials.

3 https://www.globalslaveryindex.org/2018/data/maps/#prevalence

Prevent

3,083

community members received education about gender-based violence, child protection and COVID-19 prevention.

104

participants and six foster clients received training on child protection and attention, discrimination against children and positive parenting.

Partner

6

partners received training about child protection, positive parenting, safe migration, human trafficking and online safety.

Empower

445

school children accessed a community mobile reading center.

25

clients/families received support to set up small businesses in their communities.

Influence

Worked with the Ministry of Justice to develop Judicial Guidelines to ensure appropriate protection for vulnerable child witnesses.

Love, care and support with a foster family

During a reflection workshop, Vuthy and his wife shared their thoughts on being one of Hagar's valued Foster Care families.

My wife and I joined Hagar's Foster Care team five years ago. I was an experienced carer for disabled children and survivors with difficult behaviors and the skills I learned from Hagar's training built on my knowledge and helped me change children's lives. We reintegrated the children back to their families by talking with them, motivating and encouraging them to go to school, helping educate them at home, providing them with good food, treating them as our own children and showing them how to be responsible and grow physically, intellectually and socially.

I have tried my best to care for, protect, and love my foster children. We guide them every day to become good children, students, citizens and friends with others. As God has shown and provided me unconditional love, so I am able to love, care, and support children in need.

I am motivated to be a foster father because I love to serve children, especially orphaned and abused children who have been separated from their families. I am not a rich man and have not much money, but I can make sure those children leave with a smiling face, laugh, have enough food to eat, safe accommodation and can go to school.

I encourage new Foster Care families to please be patient with foster children. God gives us love, therefore, when we show children that love they will have a better future. I am proud to see child survivors become good children and reintegrate with their families while we maintain a connection with them.

We are so thankful to Hagar for giving us the opportunity to play such an important role in supporting child survivors who need help. Without Hagar, I could not see their priceless achievements. Currently, I am sharing my knowledge, skills and experience with our church members, youth and students to promote and protect the rights of children.



Vietnam

Vietnam is one of South East Asia's fastest developing countries, yet it remains a significant source country for women, men and children who are subjected to sex trafficking and forced labor. Women are trafficked as brides and domestic violence is prevalent.

The COVID-19 pandemic devastated poor and remote communities in Vietnam. Limited initial awareness about transmission, cessation of international travel, quarantine and social distancing measures, import and export supply chain disruptions, and increased unemployment severely impacted these communities. Women and children living in violent households were unable to distance themselves from perpetrators, school closures increased children's vulnerability to early marriage, around one in four businesses closed and national poverty rates increased.

Hagar Vietnam adapted programs and delivery throughout the year to reach 16,332 people. We informed communities about how to prevent the spread of COVID-19, distributed prevention kits, increased knowledge about gender-based violence, established handwashing stations in schools, and identified clients and former clients in need of food, counseling and support. We regularly contacted every client and ex-client to assess their wellbeing, provided telephone instead of face-to-face counseling and conducted partner training online.

Nationally, we contributed to Government discussions about support for vulnerable people and our partnerships in Nghe An and Yen Bai provinces resulted in the identification of 73 survivors of human trafficking, gender-based violence and sexual abuse. The UK Embassy invited Hagar to train border guards in survivor-friendly interview techniques, and we received funding from the United Nations Trust Fund to implement COVID-19 initiatives in remote and ethnic communities. Hagar also contributed to national and global research including the US State Department Trafficking in Persons Report and the Government of Vietnam draft report on the 2016-2020 National Action Plan to Combat Trafficking.



Impact Highlights

5,444
direct beneficiaries

10,888
indirect beneficiaries

Heal

74
survivors of gender-based violence were supported.

1,500
students benefited from handwashing stations at six kindergartens and primary schools.

Prevent

4,700

people attended 11 community events against gender-based violence and COVID-19.

Partner

235

local authorities, emergency response team members, and child protection officers were trained.

Empower

52

households were provided small-scale loans or goats to generate and sustain household incomes.

Influence

Participated in

8

national and international coalitions.

Becoming self sufficient with Hagar's Animal Bank Project

Ms. Minh is a member of the Goat Raising Credit Group in Nghia Thinh commune, Nghe An province. With Hagar Vietnam's support, she was provided with animal husbandry training by the Agriculture Ministry's technical specialists, and a pair of goats for breeding. After two months, one of her goats became pregnant. She appreciates being a member of the group, and says, "The project doesn't only provide goats but also knowledge about raising goats, animal husbandry and how to manage household economics. Thank you very much."

Before Ms. Minh joined Hagar's Animal Bank project, she experienced significant hardship. She married her husband in 2012, becoming his second wife after his first wife passed away. She has no children of her own and cares for two children from her husband's first marriage. Her husband is in poor health, often drinks and is sometimes violent.

In 2017, Ms. Minh accepted an offer from a labor migration company to go to Taiwan to work in a household. In reality, she was forced to work in a coal mine. After five months, Ms. Minh was suffering ill health and had to return to Vietnam. One month later, she had to pay the company 90,000,000 VND (approximately USD$3,900) compensation because she terminated her employment contract early.

In 2020, the family borrowed a lot of money for her husband's son to work in Japan but he was unable to leave Vietnam due to the pandemic. Ms. Minh's family is now in debt and pays monthly interest on the loan. Assets from Hagar's Animal Bank project enabled her to borrow 50 million VND (approximately USD$2,170) to buy a buffalo and an additional goat. Ms. Minh meets her loan repayments by raising animals, growing sugar cane and rice, and selling slippers in the local market. The Animal Bank loan and support from Hagar has been important in helping Ms. Minh become financially resilient and heal from the trauma of her experiences.



Singapore

Singapore is a popular transit point and destination hub for human trafficking activities, and women and girls are brought into the country for sexual or labor exploitation. Taking advantage of Singapore's attractive economic conditions, criminal syndicates deceive vulnerable victims with false job offers, promising them a better life for their families.

Singapore's 1.3 million low-wage foreign workers[4] were hardest hit as COVID-19 swept across the country. In April, infections spiraled out of control in densely packed migrant worker dormitories and by the year's end, cases in dormitories had accounted for 93 per cent (54,506 cases) of all cases in Singapore in 2020.[5] The outbreak was accompanied by widespread media coverage that highlighted the distressing living conditions and exploitation of low-wage migrant workers. Hagar built on this public awareness via social media channels and kick-started conversations with passionate individuals who became advocates within their communities and raised funds for Hagar's beneficiaries.

Many migrant workers battled intense stress from prolonged isolation and employment restrictions, which reduced their ability to provide for their families in home countries. Unjust employment terminations and worker exploitation increased and a significant number of psychological breakdowns were reported.

Hagar responded by extending assistance not only to trafficking survivors and exploited foreign domestic workers but also to migrant workers. We collaborated with the Singapore Government, other agencies and partners to provide emergency relief and recovery services including access to safe accommodation with proper sanitation, food and basic living support, COVID-19 supplies, medical treatment, Trauma-Informed Care Counseling, re-employment assistance and legal assistance.

Direct services such as counseling, English and computer classes were moved online and we held our first online interactive legal workshop for women migrant workers. In collaboration with the NUS Centre for Pro Bono and Clinical Legal Education and NUS Faculty of Law, the workshop helped improve the women's understanding of the Singapore criminal justice system and their legal rights.

4 https://www.mom.gov.sg/documents-and-publications/foreign-workforce-numbers
5 https://covidsitrep.moh.gov.sg/



Impact Highlights

40,850
direct beneficiaries

81,700
indirect beneficiaries

Heal

1,950+
hours of individual counseling were delivered.

428
clients received healthcare, medical and dental treatment.

Prevent

47

clients received legal counseling and participated in a legal workshop.

Partner

18,147

low-wage migrant workers were supported via our collaboration with the Ministry of Manpower and other NGOs to provide emergency supplies and critical economic assistance.

Empower

30

online English and computer classes were conducted.

368

clients received job assistance.

Influence

56

corporations, businesses, NGOs, community partners and social groups participated in awareness raising initiatives.

From betrayal to hope

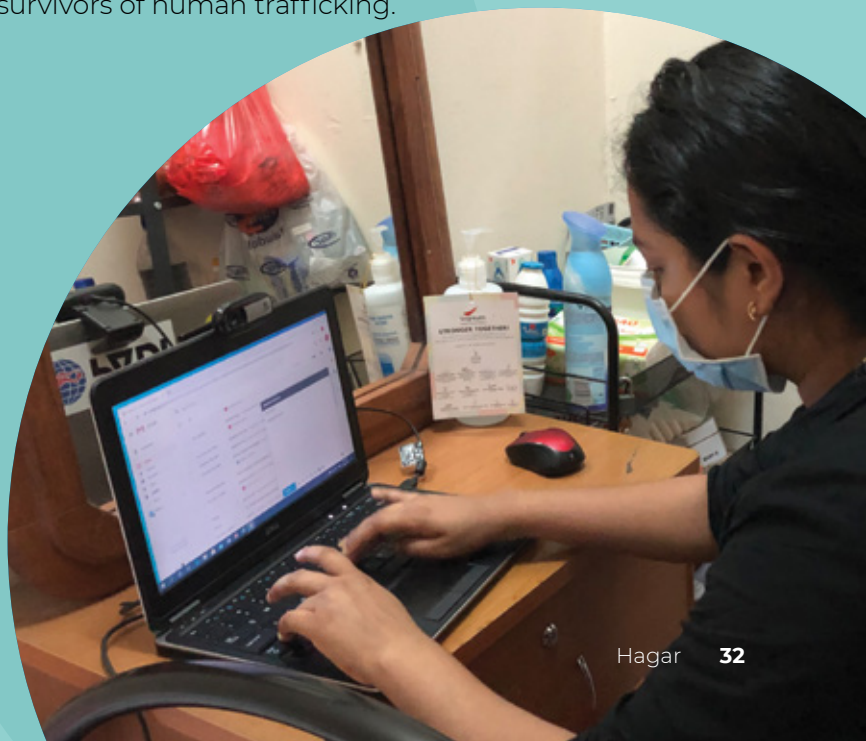
Areesha began working at a garment factory when she was just 10 years of age. With six younger sisters, it was a struggle to find the money to put food on the table and she didn't earn enough to support them through school.

Areesha's music teacher at the time was also a dance instructor and he offered her a job as a dance teacher in Singapore. The job promised at least ten times the income she was making at the garment factory, so she accepted the offer.

Areesha was trafficked to Singapore and, instead of teaching dance, she was forced to provide sexual services to customers at a nightclub. The experience was horrific and Areesha was consumed by guilt and shame even after being rescued. She could not forget the atrocities done to her.

When she came to Hagar, Areesha's healing began. She received Trauma-Informed counseling and care from Hagar and, when she was ready, employment opportunities from our corporate partners. Areesha's dream was to work in an office, so the Hagar team worked with our volunteers to equip her with literacy and digital skills. These skills enabled Areesha to secure work as an Office Administrator in a human resource company and she has been working under the Temporary Job Scheme for the past four years. Ultimately, Areesha would like to become a social worker. "I want to help others just like how Hagar has supported me," she says.

Areesha's story is truly a testimony that brings hope to survivors of human trafficking.



Myanmar



Myanmar presents many developing-world contextual challenges such as poverty, significant gender inequity, high rates of human trafficking and other human rights abuses, and ethnic conflict and the resulting refugee migration. Human services and government infrastructure are insufficient to address the challenges and Myanmar sees high numbers of victims of human trafficking, sexual exploitation and abuse.

As part of a six-year capacity building program in Myanmar, Hagar created a suite of online Trauma-Informed Care training materials for release in 2021. Developed by a Trauma-Informed Care consultant in conjunction with the Hagar Trauma-Informed Care Working Group and our partners, World Vision, World Concern, Yangon Kayin Baptist Women's Association (YKBWA) and Action Aid, the materials draw upon best practice to provide comprehensive training resources for front-line workers and their teams. Given the high levels of trauma experienced in Myanmar, this additional Trauma-Informed Care expertise and support is urgently required. This work is expected to benefit approximately 100,000 people.

Hagar's registration as a non-profit organization in Myanmar was delayed by the COVID-19 pandemic and cannot be finalized until travel to the country is possible. This will enable Hagar to establish a permanent Program Office in Myanmar in the future.



Over the coming years we aim to:

- **Strengthen and expand the core team delivering Trauma-Informed Care training.**
- **Reach an ever-broadening network of NGOs.**
- **Empower partners to provide Trauma-Informed Care training and support to their direct service teams, particularly in areas of conflict or high numbers of refugees.**
- **Help partner organizations promote staff personal care and wellbeing within their organizations to ensure that front-line employees are able to provide Trauma-Informed Care and avoid secondary trauma and burnout.**



Fundraising and Media





RISE
~~Run~~ for Freedom

Every year, Hagar supporters come from around the globe to Run for Freedom at the Angkor Wat International Half Marathon. In 2020, we took the iconic event online and created our first virtual events. In Australia, the USA and Hong Kong, Hagar supporters were challenged to **Rise for Freedom** by getting active between sunRISE and sunset in their local areas (with a ride, walk, run, swim or hike) to raise money for survivors of human trafficking, slavery and abuse.



Being a virtual event meant our Program Offices could get involved this year and teams from Afghanistan, Cambodia and Vietnam all participated. Hagar Afghanistan staff running through the snow in Kabul was a definite highlight!

Meanwhile, Hagar New Zealand supporters rode, ran, walked and baked for freedom with a series of **1,445 Challenges**. The challenges raised awareness and funds for Hagar's work in Vietnam and highlighted a human trafficking hotspot – the 1,445km border between Vietnam and China. In September, teams of runners and walkers collectively traversed more than 1,445km, and a batch of bakers joined the activities by baking 1,445 delicacies. October saw even more Hagar supporters travel 1,445km in just one day, with some bikers in Christchurch wearing wedding dresses and veils to draw attention to the problem of forced marriage.

In Singapore, 168 participants ran, cycled and walked 4,171km during Hagar Singapore's 10-day **40.3 for Freedom** virtual race. The inaugural race raised community awareness of the 40.3 million people estimated to be living in slavery right now, and more than tripled the event's fundraising target.

While the pandemic meant we couldn't all physically be together in 2020, the innovative concepts developed by our Global Fundraising and Communications Taskforce and delivered through exceptional teamwork by every Hagar office ensured we could continue to raise funds for our beneficiaries. Across all global campaigns in 2020, Hagar's Support Offices raised almost US$600K. We look forward to building on our global fundraising and communications success in 2021.



Q&A with Dr Andrew Catford

An explanatory video featuring Hagar International Global CEO, Dr. Andrew Catford, was launched during the year to provide an overview of Hagar International, its history, focus and programming. Along the way, Andrew answers questions about the importance of Hagar's work, our strengths in Trauma-Informed Care and Hagar's plans to free and heal more communities from the trauma of human trafficking, slavery and abuse.

Watch the video: youtube.com/watch?v=d6mFlw9tXcQ



Reaching out on the radio

Hagar Cambodia was invited onto a radio talk show by Avocats Sans Frontières France to speak about Hagar's experience dealing with trauma, safe migration, positive parenting and domestic violence. This was an excellent way to promote the work of Hagar Cambodia, showcase our programs and share information with community members, particularly women and children, in even the most remote areas.



Survivor Video Series

Hagar Vietnam developed the first in a series of videos to illustrate survivor case stories to help raise awareness of human trafficking, slavery and abuse and the transformative services that Hagar offers. The first video in the series tells the story of Loi and follows her journey to recovery with Hagar's assistance. It is a powerful reminder of the issues survivors face and the amazing work our field staff do each and every day.

Watch the video: youtu.be/RPA3uQES0Zc

Our Support Offices



Hagar Australia

In a year of upheaval and uncertainty that saw us shifting our operations online and supporting our team to work remotely, we retained our focus on fundraising, awareness raising and developing partnerships. With the COVID-19 crisis deepening as the year progressed, it became even more critical to help Hagar continue to deliver programs in countries that were severely affected by the pandemic.

We were thrilled that doTERRA Healing Hands Foundation Australia selected Hagar as the recipient of a $50,000 grant to support **The Whole Journey** program in Cambodia, and heartened by the generosity of donors across the variety of campaigns we ran in 2020.

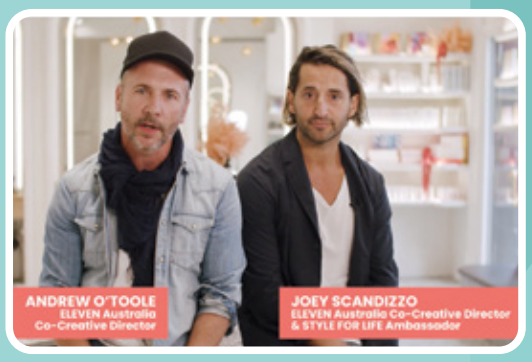


During the year, Hagar Australia partnered with Hagar Afghanistan to contribute expert advice and case studies as part of the Minderoo/Walk Free 'Stacked Odds' report, which profiles the risk of modern slavery to women and girls throughout the world. 'Stacked Odds' is a compelling read.

Read the report: walkfree.org/reports/stacked-odds

Style For Life

Since 2013, ELEVEN Australia has raised over AUD$300,000 for Hagar through their Style for Life promotion. During Style for Life Month, $1 from each ELEVEN Australia Miracle Hair Treatment bottle sold (in participating salons) was donated to Hagar's Economic Empowerment program in Cambodia.







Hagar New Zealand

Despite the impacts of COVID-19, the generosity of Hagar supporters in New Zealand was very encouraging and enabled us to send more money than any other year to our overseas projects. Each dollar has an enormous impact on the clients we serve and enables us to reach more people and transform more lives.

Our first funding application to the New Zealand Government was approved for funding Cambodia's Economic Empowerment program. This was an exciting milestone and recognition of the quality of work Hagar does.

To help gain and grow sustainable income, 40 new caring and generous monthly donors began their support and five Facebook groups were created to help people get involved with fundraising. Bikers, readers, walkers, bakers and runners all got busy during lockdowns and each member gave $1 to Hagar every time they did their activity.



Hagar USA

Despite the challenges faced by so many people and organizations in 2020, Hagar USA supporters increased individual donations by 30 per cent during the Christmas Campaign. We also benefited from the generosity of foundations who awarded special grants at the beginning of the pandemic, which enabled us to continue our vital work.



Hagar Singapore

The work of Hagar Singapore was profiled in a National Day feature by Our Better World, an initiative of the Singapore International Foundation. Lynette Lim, our Director of Development and Communications, was featured as one of four Singaporeans committed to helping affected communities locally and globally in the midst of the pandemic.



Our Volunteers

From legal research to administrative assistance, we are grateful for the support of passionate volunteers who engage deeply with our work. Our volunteers bring their valuable skills to Hagar, which helps us to keep costs down, reach more clients, achieve our strategic goals and change more lives.

100 volunteers contributed over 9,000 hours in 2020



Giorgia

Giorgia worked across the programs of Hagar in Vietnam. She conducted a literature review of the Prevention and Empowerment work being done in Vietnam by Hagar and other agencies and is currently documenting the Prevalence of Trauma globally and in Vietnam.

"As a student of International Relations, I know that to pursue a career in the international development sector, experience is essential. I am grateful to Hagar Vietnam for giving me the opportunity to work as a volunteer researcher for their office for the past five months. I have loved learning about the NGO world in such detail, and it is gratifying to know that I am working for an organization with strong values of compassion, support and empowerment of vulnerable individuals. I am so grateful for my role in the organization and look forward to contributing further to Hagar's vital work in the future."

– Giorgia

Thuy

Every year, Hagar Vietnam gives psychology students from the University of Social Sciences and Humanities, VNU Hanoi, the opportunity to undertake a work experience internship with Hagar in Vietnam while studying their psychology undergraduate degree. They attend weekly Community Meetings, staff reflections, learning forums and staff meetings during their time with Hagar.



"I felt lucky to have been an intern at Hagar. I understand more about TIC [Trauma-Informed Care] ... I have gained and improved my counseling skills [and] I do more self-care activities whenever I get stress. TIC knowledge helps me to be less judgmental about others and behave properly so as not to evoke traumatic memories for others."

– Thuy

Our Partners

Corporate

27 Seconds Wine NZ
Allied World Assurance
Alvia International Sdn Bhd
Ascalon Pacific NZ
Aspen Insurance UK Limited
Aspen Singapore Pte Ltd
Beacon Law Corporation
Boeing Global Corporate Citizenship
CFAM Pte Ltd
Compare Club
Corrs Chambers Westgarth
Crocs
DDB Worldwide Pte Ltd
Deloitte USA
Edelman Pte Ltd
Expat Dental
FEO Grace Pte Ltd
Foley-Crete NZ
Goldman Sachs Gives
i=Change
Ignition Works NZ
Liberty Specialty Markets
Linklaters
Linklaters Singapore Pte Ltd
Macquarie Group Foundation
Max Architectural Design NZ
Murkani Jewellery
Noel Gifts International Ltd
Ozdare
Parry Field Lawyers NZ
TIAA
Trident Trust Singapore
Watermark Employment Law NZ
White & Case
Wood Mackenzie Asia Pacific Pte Ltd

Trusts and Foundations

Barlow Foundation
Bright Funds Foundation
Cambodia Charitable Trust NZ
Cornerstone Foundation
Dorothea Haus Ross Foundation
doTerra Healing Hands Foundation
Dove Foundation
Dove Trust NZ
Estate of the Late Martin Kantor
Fairfield Trust NZ
Frimley Foundation NZ
Go International Aid Fund
Holywell Foundation
Imago Dei Fund
I.S. Wong Foundation
Joseph & Associates Foundation NZ
Kewal Ramani Foundation
Lee Foundation
Macquarie Group Foundation
MDRT Foundation
National Christian Foundation (GA)
Nour Foundation
Perpetual Foundation
Ross Foundation
Texel Foundation
The Birchall Foundation Trust
The H. Evan Zeiger, Jr. & Margaret Zeiger Charitable Foundation
The Malcolm Foundation (Perpetual)
The Pratt Foundation
The U.S. Charitable Gift Trust
Trailblazer Foundation Ltd (Chan Chiew Ping Fund)
Virtue Foundation
Valerie Hamilton Estate NZ

Schools

American International School
Anglo-Chinese Primary School (Barker Road)
Flinders University
Fusion Booster Club
National University of Singapore (NUS) Faculty of Law
NUS Centre for Pro Bono and Clinical Legal Education
Singapore Bible College
United World College of East Asia
University of Social Sciences and Humanity West Virginia University
Westminster College Speech Class

Non-Government Organizations

ACBAR, Afghanistan
ActionAid
Afghan National Association for Adult Education (ANAFAE)

Afghan Rayan Educational and Development Organization
Afghan Women Skills Development Centre (AWSDC)
Afghan Women Educational Centre (AWEC)
Alliance of Guest Workers Outreach
Ang Mo Kio Family Service Centre
ASEAN-Act
Australian Council for International Development (ACFID)
Bethesda Care Services
ChildFund Viet Nam
Christliche Ostmission (COM)
Colombo Plan Council
Community Health Development Institute (LIGHT)
Community Justice Centre
Crossroads Global Village (UK)
ECHO (Save the Children)
Emancipasia
ERIKS
Equity Trustees
Evaluation and Welfare Economic Organization, Afghanistan
Foreign Domestic Worker Association for Social Support and Training
Go International Aid Fund
Hands of Hope Asia
HealthServe
Hope Initiative Alliance
Humanitarian Assistance for Women and Children of Afghanistan (HAWCA)
Humanitarian Organisation for Migration Economics
Humanitarian Services for Children of Vietnam (HSCV)
IOM
Job Creation Organization for Afghan Women (JCOAW)
Justice Without Borders
Law Society Pro Bono Services
Migrant x Me
Naylor-Stewart Ancillary Fund
Operation Mercy, Afghanistan
Ping-Pong-A-Thon
Rotary – Project Starfish NZ
Save the Children US
Scarlet Web
SERVE, Afghanistan
Soles4Souls
Tamar Village
Tearfund New Zealand
TEAR Australia
United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)
United Nations Population Fund (UNFPA)
United Nations Trust Fund
Women for Afghan Women (WAW)
World Concern
World Vision Myanmar
Yangon Kayin Baptist Women's Association (YKBWA)
ygap
Zardozi Organization, Afghanistan

Churches

Adam Road Presbyterian Church
Barker Road Methodist Church
Bethesda (Bedok-Tampines) Church
Bethany Emmanuel Church
Canberra Baptist Church
Church of Christ Geylang
Cornerstone Christian Church of Dayton
First United Methodist Church TN
Geylang Evangelical Free Church
Grace Brethren Church
Katong Presbyterian Church
Mar Thoma Syrian Church in Singapore
New Creation Church
The Gathering of Roxborough, Church
World Revival Prayer Fellowship

Government/Public Institutions

Afghanistan

Afghanistan Independent Human Rights Commission (AIHRC)
Child Protection Action Network (CPAN)
Ministry of Commerce and Industry, Khalaq Project
Ministry of Economics (MoE)
Ministry of Education, Literacy Department
Ministry of Interior Affairs (MoI)
Ministry of Labor and Social Affairs (MoLSA)
Ministry of Women Affairs (MoWA)
Ministry of Justice (MoJ)
Ministry of Finance (MoF)
National Directorate of Security (NDS)
Trafficking in Person (TiP) High Commission

Cambodia

Department of School Health, Ministry of Education, Youth and Sport
Ministry of Justice
Provincial Cambodian National Council for Children (PCNCC)
Provincial National Committee for Counter Trafficking (PNCCT)
Provincial Department of Women Affairs
Women and Children Consultative Committee
Commune Committee for Women and Children (CCWC)
Provincial Department of Social Affairs, Veterans and Youth Rehabilitation
Cambodian Red Cross

New Zealand

NZ Government – MFAT

Singapore

Ministry of Home Affairs
Ministry of Manpower
Ministry of Social and Family Development
Singapore Inter-Agency Taskforce on Trafficking in Persons
Singapore Police Force
State Courts of Singapore
The Law Society of Singapore
The Philippines Embassy Singapore
United States Embassy Singapore

UK

Department for International Development (DFID)
UK Embassy in Vietnam

USA

United States Agency for International Development (USAID)
United States Department of State Trafficking in Persons Office
United States Department of Labor

Vietnam

Center for Child Counselling and Communication Services, Department of Child Affairs
Commune Authorities: Education, Health, People's Committee, Police, Justice, Women's Union
Ministry of Foreign Affairs
Ministry of Labour, Invalids and Social Affairs
Ministry of Plan and Investment
National Child Helpline 111
National Women's Academy
Nghe An Women's Union
Police Academy
Political National Academy
Provincial Authorities: Education, Health, People's Committee, Police, Justice
Provincial Network of Gender-based Violence, Nghe An and Yen Bai provinces
Vietnam Border Defense Force
Yen Bai Women's Union
Youth Unions, Cao Bang and Hoa Binh provinces

Hagar International Board

Phil Badger, BCom

Chair, appointed 2016
Chair, Hagar New Zealand

(Jan 2020 – Dec 2020)

Phil has a strong grounding in the financial sector, which has formed the basis of a broad commercial business career. He is currently a professional Director, Chairman and Investor, with interests in a range of industries such as construction, wholesale and distribution, horticulture and import/export. Phil's passion for business development, combined with extensive senior management experience, allows him to successfully tailor governance, organizational capability and strategic management solutions for Hagar's operations. Phil provides professional support services to New Zealand start-ups, and financial and management services to established businesses. Phil's passion for supporting charities is demonstrated in his numerous Chair and Board commitments to Charitable Trusts.

Dr Andrew Catford, PhD, M.IntDev, BAppSc

Global Chief Executive Officer, appointed 2019

(Jan 2020 – Dec 2020)

Andrew has extensive experience in the international development sector, having lived and worked in Asia, the Pacific, Africa, the Middle East and South America. He has worked for non-government organizations including World Vision and Build On, and consulting company Hassall GHD, where he secured and implemented large-scale international development projects. Andrew has 10 years' experience as a Country Director in Senegal and the Solomon Islands, was a Board Member of the Solomon Islands Development Services Exchange and Board Chair of the microfinance institution Vision Fund. Andrew holds a PhD focused on effective community development approaches in Vietnam and was a master's degree lecturer in project design, monitoring, evaluation and gender at RMIT University, Melbourne.

Dr. Peter Hess, Dr Iur, LLM

(Jan 2020 – Dec 2020)

Peter is a practicing lawyer and partner at Reichlin Hess Ltd. in Zug, Switzerland. He completed his postgraduate studies in law at Columbia University, New York. Peter has made a significant contribution to his community, having served in the Federal Parliament from 1983 to 2003, and was Speaker of the House of Representatives in 2000/2001.

Sharon Wilkinson, MSc, BA, RN, PGdip

(Jan 2020 – Dec 2020)

Sharon has extensive international development experience in health sector reform, education, community development and emergency response. For the past 40 years she has worked for major international aid programs including DFID, WHO and CARE International. Sharon has initiated and led humanitarian aid programs in Africa, India, Myanmar and Cambodia. She is now retired and living in Cambodia.

Dr. Bronwyn Graham, PhD

(Jan 2020 – Jul 2020)

Bronwyn is a qualified medical doctor. In 2003, after completing postgraduate studies in women and children's health, she moved to Afghanistan with her family. From 2011-2013 she served as Hagar Afghanistan's Country Director based in Kabul. Now in New Zealand, Bronwyn has returned to clinical medicine and is working as a doctor in general practice.

Emmanuel Tsakis, GAICD, MBA, CPA, BBus (Accounting)

(Jan 2020 – May 2020)

Emmanuel has over 25 years of experience in not-for-profit organizations, acquired through a range of senior roles including Chief Financial Officer, Business Development and Divisional Management. His specialist skills include financial analysis, financial modelling, and strategic and business planning.

Sarah Bearup

(Jul 2020 – Dec 2020)

Sarah Bearup is a global humanitarian and development leader with expertise in protecting the vulnerable, especially survivors of sexual and gender-based violence and human rights violations. Having lived in Oceania, South East Asia, Eastern Europe and the Middle East, Sarah has worked at the intersection of humanitarian and development programming and led emergency responses to natural disasters and crises. Sarah studied at Monash, Deakin and Stanford Universities and is currently overseeing Australia's Syria Humanitarian Program in her role as a Diplomat with the Australian Embassy in Amman, Jordan.

Sarah Barrer

(May 2020 – Dec 2020)

Sarah has worked in the not-for-profit industry since 2008. Since 2012, she has headed Barrer & Co with a vision to support organizations to achieve their fundraising goals through developing effective strategy and relationship management. Sarah's driving passion is to focus on the individual needs of an organization and work alongside them to provide solutions that fit within their context. Since the inception of Barrer & Co, she has helped more than 120 not-for-profits in the areas of capital campaigns, operational efficiency, long-term funding sustainability and increases in revenue generation.

Paul Chan

Chair, Hagar Singapore

(Jan 2020 – Dec 2020)

Currently the Director of Financial Services with Great Eastern life, Paul is also the Chairman of the International Certification and Standards Board of Asia Pacific Financial Services Association (APFinSA). Paul holds an MBA, the Chartered Life Underwriter (CLU), the Chartered Financial Consultant (ChFC) designation, Fellow Chartered Financial Practitioner (FChFP) and the Chartered Wealth Manager (CWM) qualification.

Jeff Buterbaugh, PhD

Chair, Hagar USA

(Jan 2020 – Dec 2020)

Jeff was appointed Chair of Hagar USA in 2018 and joined the Hagar International Board in 2020. He is an Account Executive at Konrad Technologies, has over 20 years of church leadership experience and has been involved with refugee resettlement in Columbus, Ohio. These and other experiences have helped Jeff develop an awareness of the challenges faced by children internationally, and the tangible opportunity to love and serve them in a globally connected world.

William J. Hurditch

Chair, Hagar Australia

(Jan 2020 – Dec 2020)

William (Bill) is a Founding Principal and Director of natural resources investment, advisory and advocacy firm, The Fifth Estate Consultancy. He has served on the Hagar Australia Board for eight years. An internationally regarded independent expert, Bill has expertise in the government-business interface, regulatory approvals and permits, environmental management, community engagement and governance.

Hagar
Country Boards

Hagar Australia Board

William J. Hurditch (Chair)
Catherine Jacob
Carla Webb-Sear
Marita Ham
Sarah Prescott
Marianne Roux
Suzanne Williams

Hagar Singapore Board

Paul Chan (Chair)
Jimson Cheng
Cheryl Chong
Dominique Choy
Chua Eng Hui
Koh Eu Beng
Lee How Giap
Sylvia Chan
Michael Chiam (non-voting member)

Hagar Hong Kong Board

Dr. Andrew Catford (Chair)
Deborah Papworth
Daniel Ang
Hans Yeung
Jacqueline Cheng

Hagar UK Trustees

Caroline Hayward
Dr. Anne Keene
Suzanne Wilson

Hagar New Zealand Board

Phil Badger (Chair)
Lois Dickinson
Ken Lord
Susan Maiava
Paul Martell
Madina Knight

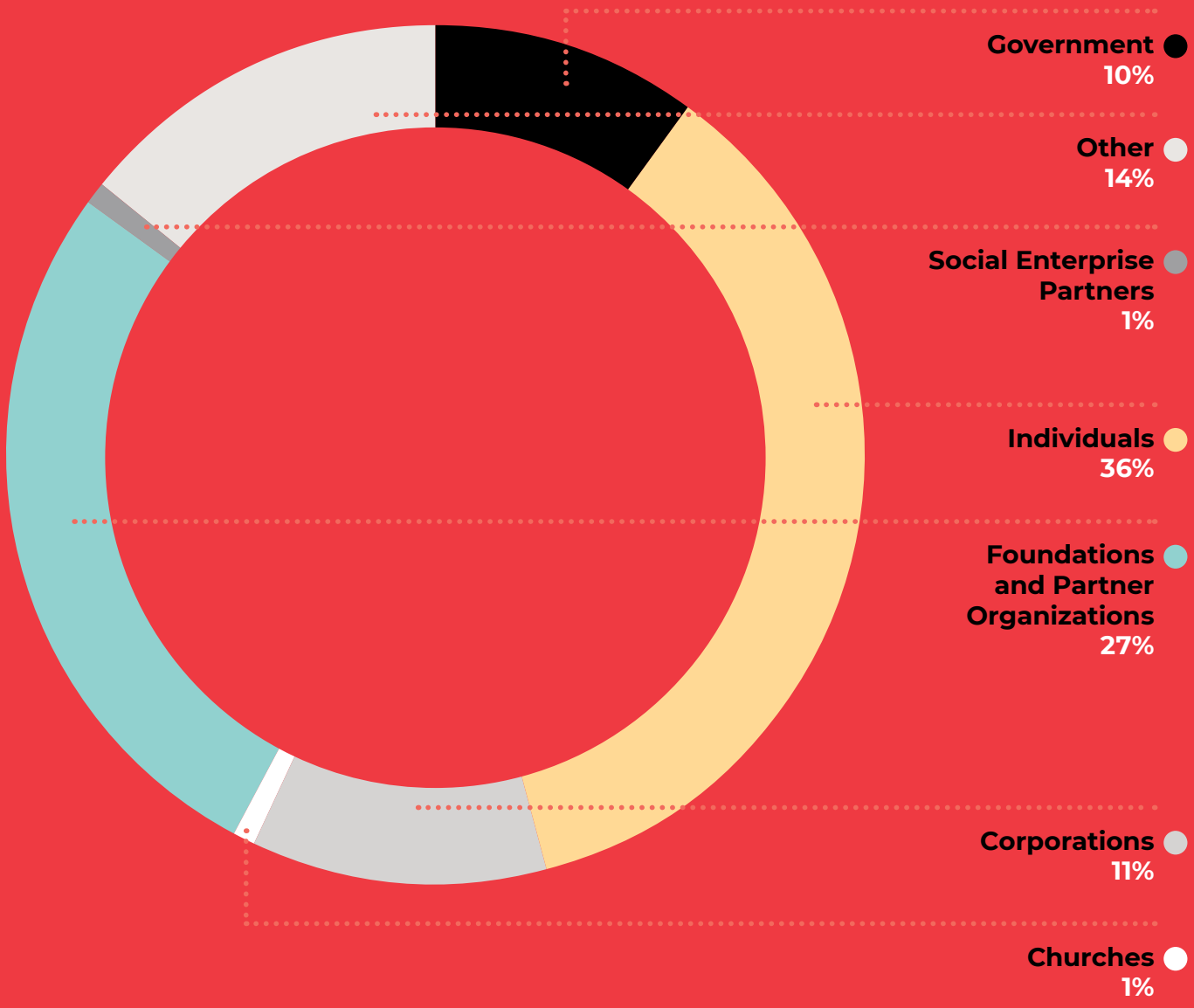
Hagar USA Board

Jeff Buterbaugh (Chair)
Deborah Manzanares
Bruce N. Messenger
Bahiyyah A. Walker
Amanda Wild



2020
Financial Summary

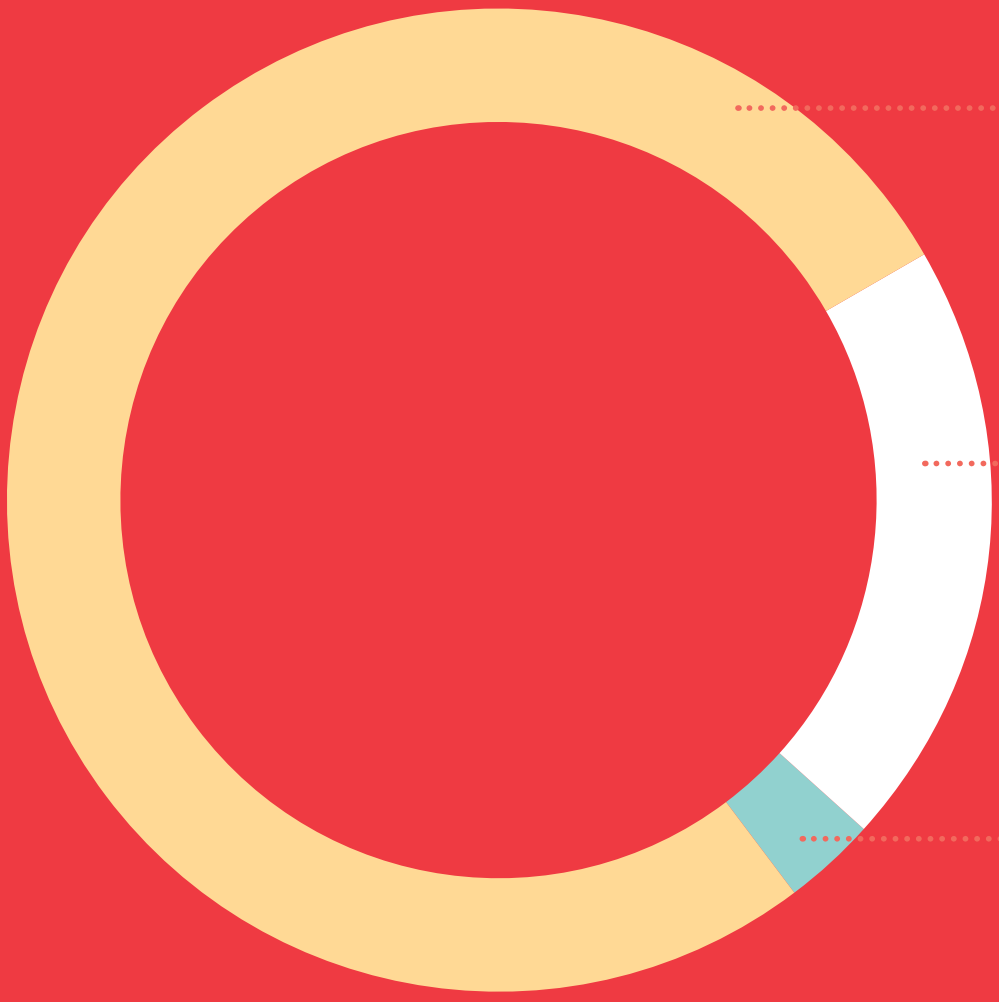
2020 Total Revenue USD$'000



$4,531

Total (USD$'000)

2020 Total Expenditure USD$'000



Program Services 77%

Fundraising 20%

Global Management and Oversight 3%

$3,751

Total (USD$'000)

HAGAR
The whole journey

Contact Us

Our ability to make a difference in the lives of women and children is dependent on your generosity. You can support us through financial giving, or volunteering your time and expertise.

For more information about what we do and how you can get involved, please contact us.

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