



# Nonprofit Analytics

## GENERAL

Organization Name	International Justice Mission			U.S. Tax ID#	54-1722887	Year Founded	1997 (1994)
Donation Street Address	PO Box 96961			City & State	Arlington VA	Zip	22202
Phone	703.465.5495	Country	United States	Website(s)	www.ijm.org		
Primary Contact & Title	Ciara Bertolino, Director of Strategic Partnerships			Contact Email	cbertolino@ijm.org		
Organization Type	Independent Public Charity		Annual Report Link	www.ijm.org/2022-year-in-review			
Nonprofit Accountability Listings	<input checked="" type="checkbox"/> BBB (give.org) <input checked="" type="checkbox"/> Guidestar <input type="checkbox"/> ECFA	<input checked="" type="checkbox"/> Charity Navigator <input type="checkbox"/> Charity Watch <input checked="" type="checkbox"/> Ministry Watch	Strategic Partners	Local public justice agencies (LE, prosecutors, judiciary); local after-care service providers; local casework implementing partners; domestic and international churches; World Vision, Compassion			
Primary Program Area	Justice		Peer Group	Unknown			
Other Program Area(s)	Human Trafficking		Clients Served	Abused			

## GROWTH TRENDS <sup>1</sup> FY21 represents a shortened fiscal year (January-March 2021)

	FY 2020	FY 2021 <sup>1</sup>	FY 2022	FY 2023	% Change	Explanation
Paid Staff (FTE)	1,037.5	1,103.0	1,207.0	1,228.0	18 %	FTE FY20-22, headcount FY23. Growth toward 2030 vision.
Clients Served	48,124	11,871	63,661	46,691	3 %	Clients rescued, restored, and trained, and perps restrained
Annual Income	\$95,593,255	\$24,039,863	\$116,424,656	\$118,592,210	24 %	Continued investment in growing major donors FY21-FY22
Donors	42,831	27,238	43,032	44,506	4 %	
Key Activity	877	444	1,698	1,032	18 %	Perpetrators convicted (includes the assistance of partners)

## FUNDRAISING

Donor Retention Rate	72 %	Gov't Funding %	4 %	Cost to Raise \$1 (NOT "GIK")	\$ 0.11	Self-sustainability %	1 %
Largest Gift for FY2023	\$5,000,000	Reliance on Largest Gift	4%	Last Capital Campaign	N/A - N/A	Endowment Fund	\$0
FY2023 Donor Diversification	Gift Size	< \$1,000	\$1K - 4,999	\$5K - 24,999	\$25K - 49,999	\$50K - 99,999	\$100,000 +
	# of Donors	36,118	6,700	1,399	128	56	105
	Total Amount	\$ 10,280,664	\$ 12,060,150	\$ 12,625,693	\$ 3,888,836	\$ 3,358,672	\$ 73,412,428

<sup>2</sup>FY21 represents a shortened fiscal year (January-March 2021)

## FINANCIAL MANAGEMENT

<sup>3</sup>FY23 Net Assets, Income, and Expenses are unaudited and exclude IJM Canada, United Kingdom, and Australia

Cash & Equivalents on Hand	3-6 Months	Net Assets <sup>3</sup>	\$29,986,055	Total Current Debt	\$0
Written Financial Controls	<input checked="" type="radio"/> Yes <input type="radio"/> No	Earned Revenue Sources	Investments, Merchandise Sales, Rent		
Independent Financial Audits	<input checked="" type="radio"/> Yes <input type="radio"/> No	Primary Types of GIK	Legal & professional services (Fellows), \$3M condo gifted FY20		

	FISCAL YEAR		FY 2020	FY 2021 <sup>2</sup>	FY 2022	FY 2023 <sup>3</sup>	2024	BUDGET		2020-2023 FY TRENDS
	04/01	TO 03/31						ACTUALS		
INCOME	Earned Revenue		\$634,231	\$117,311	\$493,849	\$1,215,418	\$900,000			92 %
	Gifts in Kind		\$4,751,593	\$0	\$1,919,678	\$1,750,349	\$2,000,000			63 %
	Cash Donations		\$90,207,431	\$23,922,552	\$114,011,129	\$115,626,443	\$112,669,391			28 %
	<i>Total Income</i>		\$95,593,255	\$24,039,863	\$116,424,656	\$118,592,210	\$115,569,391			24 %
EXPENSES	Program Services		\$58,451,814	69 % \$15,785,529	66 % \$76,299,540	66 % \$80,752,564	68 % \$79,384,242	71 %		38 %
	Administrative		\$15,696,247	18 % \$4,132,809	17 % \$19,975,980	17 % \$24,839,242	21 % \$19,566,539	18 %		58 %
	Fundraising		\$10,844,933	13 % \$3,952,466	17 % \$19,104,289	17 % \$13,151,121	11 % \$12,858,011	12 %		21 %
	<i>Total Expenses</i>		\$84,992,994	\$23,870,804	\$115,379,809	\$118,742,927	\$111,808,792			40 %
SURPLUS/DEFICIT			\$10,600,261	\$169,059	\$1,044,847	\$150,717	\$3,760,599			

## LEADERSHIP <sup>4</sup>Total Volunteers are shown for the U.S. (interns and fellows are included)

CEO Name & Tenure	Gary Haugen		26 yrs	CEO Age	60-69 yrs	Total CEO Compensation	\$ 334,294
CEO Annual Evaluation	<input checked="" type="radio"/> Yes <input type="radio"/> No	CEO has Board Vote	<input checked="" type="radio"/> Yes <input type="radio"/> No	CEO Successor Identified	<input type="radio"/> Yes <input checked="" type="radio"/> No		
Total Paid Staff by Type	FT: 1,166 PT: 62	Staff Turnover Rate	15 %	Total Volunteers <sup>4</sup>	472		
Yearly Staff Evaluations	<input checked="" type="radio"/> Yes <input type="radio"/> No	CEO Direct Reports	10+ staff	Annual Board Meetings	3		
Board Chair & Tenure	Marc Allen		6 yrs	Board Size	12	Board Composition	7 Men   5 Women
Donation % from Board	<1 %	Board Committees	5	Term Length	3 yrs	Consecutive Term Limits	2 terms
Additional Advisory or Development Board	<input checked="" type="radio"/> Yes <input type="radio"/> No	Number of Board Members Related to the CEO	0				

## STRATEGY

MISSION	To protect people in poverty from violence by rescuing victims, bringing the criminals to justice, restoring survivors to safety and strength, and helping local law enforcement build a safe future that lasts and protects the most vulnerable communities.		
CLIENTS SERVED	IJM serves victims of violence. These individuals are people in poverty, the young, and those from disadvantaged, marginalized communities that law enforcement and justice systems do not effectively protect.	LENGTH of Primary Client Relationships	3 Year(s)
The PROBLEM	Today, millions of people in poverty are trapped in violence and exploitation, and billions more live outside the protection of the law. Vulnerable children, women, and men suffer from abuse and oppression (e.g., slavery and sexual exploitation), and their abusers are not held accountable for their crimes.		
Your SOLUTION	IJM's teams of lawyers, investigators, social workers, and government advocates provide relief, restoration, and legal representation to victims of violent oppression and work to produce transformational changes in local public justice systems so that they protect people in poverty from ever being exploited.		
1-3 year PLAN	1.) Our goal in FY 2024 is to, with our local partners, relieve 7,045 children, women, and men from violence, convict 1,278 perpetrators in local courts, and restore 300 survivors to safety and stability. 2.) Over the next three years, in addition to our ongoing projects and contingent upon funding, we plan to launch 18 new justice system-strengthening projects in 9 countries, including 6 new countries.		
Up-to-date Board-approved STRATEGIC PLAN	<input checked="" type="radio"/> Yes <input type="radio"/> No	CUT (or Modified) PROGRAM in last 3 years	<input type="radio"/> Yes <input checked="" type="radio"/> No

## IMPACT

Long-term VISION	We seek to protect people from violence and strengthen justice systems to deter criminals from exploiting people in poverty. Our vision is to protect 500 million people from violence by 2030, scaling our model of protection globally.		
RESULTS Report outcomes <i>not</i> activities	In 2022, external evaluators confirmed that because IJM collaborated with government officials and its implementing partners in the tenth-largest Indian state of Tamil Nadu in 2014-2021, there was a dramatic 82% decrease in the prevalence of bonded labor slavery across Tamil Nadu. A covert study of worksites previously using slave labor found that 0% of the locations had evidence of slavery. The ultimate result of eradicating slavery in these places means that 380,000 people have transitioned from slavery to freedom.		
Measure outcomes against benchmarks	<input checked="" type="radio"/> Yes <input type="radio"/> No	Track Key Performance Indicators	<input checked="" type="radio"/> Yes <input type="radio"/> No
Completed program logic model(s)	<input checked="" type="radio"/> Yes <input type="radio"/> No	Survey program beneficiaries	<input checked="" type="radio"/> Yes <input type="radio"/> No
Completed independent impact evaluation	<input checked="" type="radio"/> Yes <input type="radio"/> No	Completed a Theory of Change	<input checked="" type="radio"/> Yes <input type="radio"/> No
Impact STORY	IJM-trained volunteers in Bolivia contributed to 13 criminal convictions in cases of sexual violence against 12 women and children. These convictions are important for the survivors who received justice, and they display that Bolivian courts are taking steps toward protecting the most vulnerable. Bolivia is now ruling with justice, safeguarding children's rights, and sending a strong message that violence will no longer be tolerated.		
Recent Program IMPROVEMENT	We created the Justice Data Solution (JDS), a platform that puts all Justice System Strengthening activities in one place. Information on trainings, mobilization, advocacy, grants, and monitoring frameworks are all in JDS. It is now fully deployed and used daily by 750+ field staff in 20+ programs.		

## GEOGRAPHY

Where do your programs operate?	<input type="radio"/> Local <input type="radio"/> Regional <input type="radio"/> National (USA) <input checked="" type="radio"/> International (List nations or regions served below alphabetically)
IJM is headquartered in Washington, D.C., with 9 international advancement offices in Australia, Canada, Germany, Hong Kong, the Netherlands, South Korea, Switzerland, the United States, and the United Kingdom. IJM's 24 field offices are located in Bolivia, Cambodia, the Dominican Republic, El Salvador, Ghana, Guatemala, India, Kenya, Malaysia, Myanmar, the Philippines, Romania, Thailand, and Uganda.	

## S.W.O.T. ANALYSIS

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
Staff experience/expertise. A proven protection model that is 9 for 9 in third-party program evaluations on prevalence reduction. Strong government partnerships. Established credibility.	Limited capacity/resources to keep up with the growth of the justice movement despite our large organizational growth, causing challenges when establishing goals.	Rapidly scale our model to more locations and countries. Third-party evaluators state that our greatest opportunity to expand is before us.	Potential change of key local and high-level officials. Security risks to staff, volunteers, and electronic data. Increased reliance on casework partners. Economic instability.

SOURCE	Name: Ciara Bertolino	Title: Director of Strategic Partnerships	Date: 09/26/2023
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