



Nonprofit Analytics

GENERAL ¹Global program work is 90% supported by the U.S. and 10% by international advancement offices. The U.S. CEO and board oversee worldwide operations.

Organization Name	International Justice Mission		U.S. Tax ID#	54-1722887	Year Founded	1997 (1994)
Donation Street Address	PO Box 96961		City & State	Washington DC	Zip	20090-6961
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/2024-year-in-review-digital		
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 aftercare 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

	FY 2022	FY 2023	FY 2024	FY 2025	% Change	Explanation
Paid Staff (FT&PT)	1,207.0	1,228.0	1,408.0	1,354.0	12 %	Global Staff.
Clients Served	61,963	45,659	51,893	55,834	10 %	Individuals Rescued, Restored, or Trained.
Annual Income	\$116,424,656	\$126,188,103	\$127,097,591	\$130,824,472	12 %	U.S., U.K., Canada, Australia Finances. Unaudited FY25.
Donors	43,032	44,506	45,711	45,380	5 %	
Key Activity	1,698	1,032	2,583	1,430	16 %	Criminals Convicted of a Crime in Court. More Bolivia FY24.

FUNDRAISING

Donor Retention Rate	69 %	Gov't Funding %	1 %	Cost to Raise \$1 (NOT "GIK")	\$ 0.16	Self-sustainability %	3%
Largest Gift for FY2025	\$9,500,000	Reliance on Largest Gift	8%	Last Capital Campaign	2025 - 2030	Endowment Fund	\$0
FY 2025 Donor Diversification	Gift Size	< \$1,000	\$1K - 4,999	\$5K - 24,999	\$25K - 49,999	\$50K - 99,999	\$100,000+
	# of Donors	37,099	6,581	1,396	124	60	120
	Total Amount	\$ 10,486,156	\$ 11,877,113	\$ 12,565,822	\$ 3,957,040	\$ 3,596,646	\$ 82,480,521

FINANCIAL MANAGEMENT

²Financial Management section excludes field countries and five international advancement offices.

Cash & Equivalents on Hand	3-6 Months	Net Assets	\$58,204,277	Total Current Debt	\$0
Written Financial Controls	<input checked="" type="radio"/> Yes <input type="radio"/> No	Earned Revenue Sources	Investments, Merchandise Sales		
Independent Financial Audits	<input checked="" type="radio"/> Yes <input type="radio"/> No	Primary Types of GIK	Legal & Professional Services (Fellows), Pro-Bono Legal Services		

FISCAL YEAR		FY 2022		FY 2023		FY 2024		FY 2025		2026	2022-2025
04/01 TO 03/31										<input checked="" type="radio"/> BUDGET <input type="radio"/> ACTUALS	FY TRENDS
INCOME	Earned Revenue	\$493,849	\$1,578,939	\$1,886,753	\$3,477,730	\$3,520,000			604 %		
	Gifts in Kind	\$1,919,678	\$1,750,349	\$887,195	\$2,383,444	\$2,000,000			24 %		
	Cash Donations	\$114,011,129	\$122,858,815	\$124,323,643	\$124,963,298	\$125,217,749			10 %		
	<i>Total Income</i>	\$116,424,656	\$126,188,103	\$127,097,591	\$130,824,472	\$130,737,749			12 %		
EXPENSES	Program Services	\$76,299,540	66 % \$84,674,177	67 % \$79,008,645	68 % \$79,111,613	70 % \$101,542,838	73 %	4 %			
	Administrative	\$19,975,980	17 % \$25,408,921	20 % \$15,209,174	13 % \$13,710,169	12 % \$15,300,976	11 %	31 %			
	Fundraising	\$19,104,289	17 % \$17,130,635	13 % \$21,534,916	19 % \$20,110,283	18 % \$22,255,965	16 %	5 %			
	<i>Total Expenses</i>	\$115,379,809	\$127,213,733	\$115,752,735	\$112,932,065	\$139,099,779			2 %		
SURPLUS/DEFICIT		\$1,044,847	\$1,025,630	\$11,344,856	\$17,892,407	\$8,362,030					

LEADERSHIP

CEO Name & Tenure	Gary Haugen		28 yrs	CEO Age	60-69 yrs	Total CEO Compensation	\$ 400,477
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: 1,313 PT: 41	Staff Turnover Rate	1 %	Total Volunteers		45	
Yearly Staff Evaluations	<input checked="" type="radio"/> Yes <input type="radio"/> No	CEO Direct Reports	10+ staff	Annual Board Meetings		3	
Board Chair & Tenure	James Abraham		< 1 yr	Board Size	13	Board Composition	7 Men 6 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, slavery, trafficking, and abuse of power. These individuals include people in poverty, the young, and those from communities whom law enforcement and justice systems fail to protect effectively.	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	As of FY 2026, we have 32 active justice system strengthening projects, including one recently launched in Poland and new accelerated projects in Guatemala and Indonesia. We plan to launch 14 new projects over three years—dependent on funding. In FY 2027, we will launch two projects in India, and one each in Malawi, Hungary, and Côte d'Ivoire. In FY 2028, we plan to launch three projects in India, one in Zambia, four in Bangladesh, and one in the Philippines.		
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, scaling our model of protection globally.		
RESULTS Report outcomes <i>not</i> activities	1. In FY 2025, IJM led the sector in collaborating with local partners and governments to bring freedom to 13,544 victims, securing convictions of 1,430 traffickers and abusers, training 40,340 leaders, and supporting a global survivor network with over 4,000 members. 2. To date, IJM has increased protection for 10 million people in nine communities around the world, and is working to replicate this impact globally by stopping violence before it starts. IJM built a tracker to predict and evaluate progress toward protection, which can take years. 3. From April 2024 to August 2025, 10 projects reached key milestones, advancing to the next stage toward protection. This progress means the 70 million vulnerable people in these 10 project areas living in communities of high poverty and violence have been moved one step closer to sustainable protection from violence.		
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 A key element of our model is to train partner entities to help survivors seek justice and demand protection in their communities. PROBOS, a team of trained volunteer lawyers in Bolivia, provides survivors of sexual violence with critical legal and psychosocial support, ensuring survivors persevere in seeking justice and that their cases move forward efficiently. Their proactive case monitoring led to a record 49 convictions in 2024.

Recent Program IMPROVEMENT For projects focused on national impact, it can take seven years or more to achieve results. To gain insights more quickly and secure results that mobilize national stakeholders, we are launching accelerated projects in targeted areas, including Guatemala and Indonesia, in FY 2026

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 advancement offices in Australia, Canada, Germany, Hong Kong, the Netherlands, South Korea, Switzerland, the United Kingdom, and the United States. IJM's program offices are located in Bangladesh, Bolivia, Bulgaria, Cambodia, Colombia, El Salvador, Ghana, Guatemala, Honduras, India, Indonesia, Kenya, Malaysia, Myanmar, Peru, the Philippines, Poland, Romania, Thailand, and Uganda.	

S.W.O.T. ANALYSIS

STRENGTHS	WEAKNESSES	OPPORTUNITIES	THREATS
Staff experience and expertise. A proven protection model that scored 9 out of 9 in third-party program evaluations on prevalence reduction. Strong government partnerships. Established credibility.	A vast majority of IJM's revenue comes from U.S. private donors, and IJM is just starting to build its marketing capacity, which is foundational to expanding fundraising efforts in other countries.	It is not possible to scale freedom and protection without stronger justice systems; IJM has a proven model validated by third-party experts to achieve this, and the largest opportunity is to replicate it.	Turnover among 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: 09/22/2025
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