



HAGAR INTERNATIONAL STRATEGIC PLAN 2017-2019

COMMUNITIES FREE AND HEALED FROM THE TRAUMA
OF HUMAN TRAFFICKING, SLAVERY AND ABUSE

HAGAR

HAGAR'S STORY

The Hebrew name Hagar means “one who flees” or “one who seeks refuge.” The story of Hagar and her son, Ishmael, is the story of millions of exploited, trafficked, disabled and rejected women and children.

In around 2000 BC, Hagar worked in a foreign land as a domestic servant for a rich man called Abraham and his wife Sarah. Sarah was unable to bear children, and so, following a common practice of the time, Sarah offered her servant to Abraham. When Hagar became pregnant, Sarah grew jealous and threw her out of their home. An angel found her alone in the desert. He promised a blessing on her child, naming him Ishmael, which means “God hears”. In response Hagar declared: “You are the One who sees me.”

Hagar returned to Abraham's household, 14 years later, Sarah bore her own son and again, forced Hagar and Ishmael to leave. They returned to the desert. God again heard their cries. An angel called to Hagar: “Do not be afraid. God has heard the boy crying.” He reminded Hagar of God's blessing and provided a spring of water. They survived and prospered. Ishmael sired a great nation as God had promised.

Hagar is found in the stories of Christianity, Islam and Judaism.

HAGAR is committed to providing sanctuary and hope to women and children like Hagar and Ishmael, and a journey to wholeness for each one.



**WHEN HEALING
HAPPENS, THE
CYCLE OF
TRAUMA STOPS.**



Focusing our efforts to transform lives

Letter from the CEO

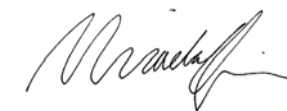
I am deeply proud of the impact of Hagar's work over the past 23 years - across Cambodia, Vietnam, Afghanistan, Singapore and more broadly.

Together, we have changed lives. We have helped children to access quality education, and young people to gain employment. We have supported women and children to seek justice and achieve their rights. We have supported people who have gone on to become leaders in their communities, and organisations to provide trauma informed care for a greater number of people.

Hagar's Strategic Plan for 2017 – 2019 is designed to enable us to transform many more lives and provide the care necessary for many more people to recover from their traumas. We will do all that we can to prevent human trafficking, slavery and abuse and we will strive to provide the necessary supports for the communities we reach to become free and healed from the cycle of trauma. To achieve our vision, we need to be an organisation that is dedicated to excellence, supported by partnerships with people and organisations who share our values and mission.

We are committed to acting with compassion and integrity in all things, at all times. We believe in the right of all people to be heard and treated with respect and dignity and we will work to put our clients' voices and experiences at the centre of all we do.

Our 2017-19 Strategy outlines a clear vision and focused goals and brings us together as a global organisation to adapt to the new challenges and opportunities we face. I look forward to working with you on achieving our goals, which will ultimately improve the lives of many women, children and communities. Together, we can make a real difference.



Micaela Cronin

Our motivation

There are an estimated 45.8 million victims of modern day slavery in the world today¹, 66.4% of these victims were identified in the Asia Pacific region.² Approximately 70 per cent of human trafficking victims are women or girls³ and the ILO estimated in 2014 that the annual profit from human trafficking is over \$150 billion dollars.

Beyond that, one in three women worldwide has experienced physical or sexual violence.⁴ In the Asia Pacific region, 20–68% of women, aged 15–49 have faced some form of violence and 20% of women's first sexual experience was coerced or forced.⁵

While these figures are staggering and indicate the scale of the issues Hagar exists to respond to, our view is that even one person trafficked into slavery, one woman or child being abused or one girl being married is one too many.

These issues are global issues, yet from Hagar's experience, they impact each individual in deeply personal and often isolating ways. Consistent with our vision to see communities free and healed from the trauma of human trafficking, slavery and abuse, Hagar's work is motivated by our values of respect for the rights and dignity of every human being and compassion for those whose rights have been violated. Our belief is that with the right support and capabilities people can recover and lead in their own journey to wholeness.

1 Global Slavery Index
2 ibid
3 International Labour Organization
4 UN Women
5 Cambodia Ministry of Women's affairs - Demographic Health Survey 2011



AFGHANISTAN

AUSTRALIA

CAMBODIA

HONG KONG

NEW ZEALAND

SINGAPORE

UNITED KINGDOM

UNITED STATES OF AMERICA

VIETNAM



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, striving to do the right thing at all times and in all circumstances.

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

Excellence – We hold ourselves to high standards, listening and learning from those we support, our partners and each other, to continuously improve all that we do.

WHAT	PROTECT	HEAL	THRIVE	LEAD
	Ensure a safe environment, including legal support, for our clients, staff and caregivers	Empower individuals to recover from the impact of trauma	Those we work with can access education and economic empowerment	Amplify the voices and experiences of those we serve to bring about the systemic changes needed to combat human trafficking, slavery & abuse

WHO Our focus is on working with women and children who are suffering from trauma as a result of human trafficking, slavery and abuse.

We seek to extend and expand the reach and impact of this work through advocacy and capacity building with governments, international institutions, other NGOs, corporations and communities to combat human trafficking, slavery and abuse and advance the rights of those who have experienced these practices.

HOW We work intensively with those suffering from the trauma of human trafficking, slavery and abuse at the:



INDIVIDUAL level to heal trauma



PROGRAMME level to ensure access to high quality, culturally appropriate trauma informed services



SYSTEMIC level to bring an end to the practices of slavery, trafficking and abuse

Our goals: How will we achieve our mission?

A person wearing a red cap with a star logo and safety glasses is working in a metal shop. They are focused on their task, with bright sparks and blue flames from a welding process visible in the background. The person is wearing a red patterned shirt and blue pants.

GOAL 1

WE DESIGN AND DELIVER EFFECTIVE PROGRAMMES AND PRODUCTS

To achieve this goal:

- (1) We provide intensive, trauma informed programs and products to both individuals affected by the trauma of human trafficking, slavery and gender based violence, and to organisations servicing those individuals
- (2) We continue to develop our trauma informed practice model through synthesizing the wisdom of our clients, our own practice learnings and in partnership with academic institutions
- (3) We leverage our experience and presence across the globe to model and apply culturally competent and compassionate practice to others

GOAL 2

WE FOSTER AND ENABLE INCLUSIVE AND RESPECTFUL PARTNERSHIPS

To achieve this goal:

- (4) We involve clients in the design of programmes, products and advocacy to enable them to take the lead in their journey to wholeness and amplify the impact of their voices and experiences
- (5) We identify and equip partners who are aligned with our values to support their clients to take the lead in their own recovery
- (6) We partner with our donors and investors to enable them to meaningfully and easily engage in our programmes, products and/or advocacy

GOAL 3

WE INVEST TO ENSURE WE HAVE THE BEST PEOPLE AND PROCESSES

To achieve this goal:

- (7) We take an integrated approach to our funding which is implemented consistently across Hagar's network
- (8) We are a learning organisation, committed to investing in the growth of our people, our expertise, and our partnerships with academic institutions
- (9) We have efficient systems that differentiate us, enabling us to measure and communicate the outcomes and value of our work with consistency and integrity

JOURNEY TO WHOLENESS

WE BELIEVE THAT WITH THE
RIGHT SUPPORT AND
CAPABILITIES, PEOPLE CAN
RECOVER AND LEAD IN
THEIR OWN JOURNEY TO
WHOLENESS.

**“BEING EMPOWERED
MADE ME REALISE MY
VALUE.”**

Nhi, 33 year old survivor of abuse, Vietnam





HOW YOU CAN HELP

Our ability to make a difference in the lives of women and children is dependent on your generosity.

How you can support us:

- Make a donation at www.hagarinternational.org
- Give through your pay, by setting aside an amount of your choice from each pay cycle
- Leave a bequest, which allows Hagar to plan long-term
- Join Hagar events at www.hagarinternational.org/get-involved

For more information about any donations, please contact our donor support team at info@hagarinternational.org or visit:

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 /company/Hagar

 @HagarIntl

 /HagarInternational

RESPECT INTEGRITY COMPASSION EXCELLENCE



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