



# 2020 ANNUAL REPORT





# TABLE of Contents

Letter from Victor Boutros, our CEO.....

1

Celebrating our Partners .....

2

The Human Trafficking Institute Model .....

3

Country Partnerships and our Work.....

4

Thought Leadership in the United States .....

8

Tackling COVID-19.....

10

Interview with John Freeman, Director of Law Enforcement Operations .....

12

Interview with Chris Lick, Law Enforcement Advisor, Belize.....

13

Financial Summary .....

14

Meet our Team.....

16



# LETTER From the Ceo



Dear Friends,

“Our Sputtering Engine of Impact: Your Nonprofit Must Focus on Mere Survival”—that was the sobering headline in a Forbes article from 2020 by leadership expert William Meehan III. Meehan joined a chorus of commentators, who warned that the COVID-19 pandemic is poised to become “an extinction-level event” for America’s non-profits. One survey found that 90% of U.S.-based nonprofits experienced a reduction in revenue, and another found that 50% expected revenue drops of at least 20%. “In usual times nonprofits don’t die, they linger,” noted Meehan, ominously adding, “[These] are very unusual times.”

Against these loud cries for nonprofits to batten down the hatches to protect themselves from the COVID-19 storm, your generous partnership allowed us to charge forward together to protect human trafficking victims. We understood that traffickers had no interest in sitting on the sidelines of the pandemic. From the traffickers’ perspective, the pandemic represented a surge in the sea of vulnerable individuals to exploit. Traffickers knew that they would continue to have a steady stream of buyers undeterred by the virus, and law enforcement was largely diverted to other priorities. In crass economic terms: ample supply, resilient demand, and almost no risk. That’s a recipe for traffickers to declare open season on the poor. **Yet, with your help, we have stopped more traffickers and protected more victims this year than ever before!**

Our work in Uganda is led by Tyler Dunman, one of the most experienced human trafficking prosecutors I know. Tyler is embedded inside Uganda’s national prosecution office working directly with Ugandan police and prosecutors. Tyler began in January 2020 with an ambitious challenge: to partner with the Ugandan government to increase enforcement against traffickers by 70%. When the pandemic hit, that already ambitious target got a lot harder. In July, we adopted a new tactic for driving trafficking cases forward that produced truly astonishing results. Between July and October, we saw a **1200% increase** in the number of traffickers arrested and a **1300% increase** in the number of victims protected.

Inside the pages that follow, I hope you will be inspired as I am by the story of Jacob, a three-year-old survivor from Uganda; of Chris Lick, a former FBI agent and police lieutenant, who moved to Belize to lead our law enforcement work there; of how HTI will soon push out 20 years of human trafficking trends into the hands of key leaders to help them make data-driven decisions; and of another outstanding class of Douglass Fellows, who will shape the future global response to trafficking.

In a year that has felt like a dark cloud to many of us, your partnership has been a ray of light piercing through the darkness and bringing tangible hope to the trafficking victims we serve. Thank you for making 2020 a year of unprecedented impact. It is a privilege to partner with you in the fight to decimate human trafficking. You make our work possible. On behalf of our entire team and all those we serve, thank you for your faithfulness, encouragement, and support.

Gratefully,  
Victor Boutros  
Chief Executive Officer





# CELEBRATING *Our Partners*

Your support since the early days of the Human Trafficking Institute has allowed us to achieve sustainable growth of our work and provide the tools for countries to fight trafficking for decades to come. We would like to share a recent story from our Uganda team that reminds us why we enthusiastically choose to put in the many years of work it takes to fight such a daunting problem. Here is **Jacob's story**:

*A SMALL BUSINESS OWNER in a village approached a local witch doctor to perform a ritual to make his business more profitable. The witch doctor agreed on the condition that the business owner bring back the severed hand of a child. In response, the businessman kidnapped a three-year-old boy named Jacob\* while he was playing outside. He severed Jacob's right hand and left him to die. Astoundingly, the boy did not pass out, but instead cried out in agony and was heard by some local women who took him for medical care. While this young victim lost his right hand, his life was spared, and he was reunited with his family. HTI's Special Counsel Tyler Dunman worked closely with the Ugandan police and prosecutors to mobilize an investigation and arrest the businessman, and eventually, the witch doctor. This case was the first time a witch doctor was arrested for domestic trafficking in this region of Uganda. It marks a historic turning point and sends a clear message to other witch doctors engaging in child sacrifice and other harmful practices: they can no longer operate with impunity!*

\*pseudonym

We hope you are as encouraged as we are by our efforts towards decimating human trafficking. As we move into the next critical years of growth and even greater success for HTI, we hope this story reminds you why your partnership is so essential: our efforts together help victims become survivors.

*Without you, our work would not be possible. From all our team at HTI - Thank you for your belief in us from the beginning. YOU are greatly appreciated!*

# THE HUMAN *Trafficking Institute Model*

## THE PROBLEM

An estimated 24.9 million people are exploited in labor and sex trafficking around the world. In many places, criminal justice systems are not punishing traffickers because police and prosecutors have not yet learned the specialized skills necessary. When justice systems enforce existing laws effectively, they prevent a critical mass of traffickers from exploiting more individuals, sending all traffickers a message that their crime is too risky.

TRAFFICKED:  
**24.9  
MILLION**  
PEOPLE

## OUR SOLUTION

The Human Trafficking Institute (HTI) has a plan to empower law enforcement and prosecutors to stop traffickers locally. The model was successfully piloted by HTI's leadership at the FBI and U.S. Department of Justice. HTI partners with countries that are serious about measurably improving human trafficking enforcement but lack access to the model or the specialized expertise to do so. HTI implements the model in coordination with the partner country's government over an extended period until the model is self-sustaining.



### Specialized Units

HTI helps Partner Countries build specialized anti-trafficking units of police, prosecutors, and victim specialists. These units specifically investigate trafficking cases and charge suspected traffickers. HTI works with Partner Countries to fast-track trafficking cases through the courts to prevent excessive backlogs.



### The Academy

Members of the specialized anti-trafficking units complete HTI's Human Trafficking Academy, a week-long 40-hour training program designed to improve investigative techniques centered on victim care. Experts from HTI, law enforcement specialists, and victim service professionals provide hands-on training and guide attendees through a simulated human trafficking case from start to finish.



### Embedded Experts

After formal agreements with Partner Countries, HTI embeds enforcement experts inside the specialized anti-trafficking units and work with them daily. These experts are accomplished prosecutors and law enforcement officers with extensive experience working on human trafficking cases in the U.S. and abroad. They help the specialized units build skills, solve trafficking case-related challenges, and provide accountability to prevent corruption.



# UGANDA

## The Impact of Your Gift



1 SPECIALIZED UNIT



1 EXPERT



FUTURE ACADEMY

The Human Trafficking Institute works closely with the Ugandan Government to provide training and technical support for police, prosecutors, and judges within the criminal justice system. Special Counsel Tyler Dunman partners with the Office of the Director of Public Prosecutions (ODPP) to share expertise and guidance with police and prosecutors nationwide. HTI's partnership was recently featured in the ODPP Quarterly newsletter, signifying the strong relationship between Tyler and the Director of Public Prosecutions. In 2019, the National Police Force dedicated 250+ police and staff to a Human Trafficking Department where they specialize in human trafficking investigations, fulfilling an essential component of our model and setting Ugandan law enforcement up for sustained anti-trafficking efforts.

POPULATION:  
**45 MILLION**  
PEOPLE

**3** HTI STAFF  
IN COUNTRY



*“Even in the midst of the Covid-19 pandemic and lockdowns, we saw significant progress in Uganda last year. We were able to connect with and train 252 Ugandan prosecutors and 82 police officers and saw immediate results in 342 trafficking victims removed from exploitation and 277 traffickers arrested.”*

- TYLER DUNMAN, SPECIAL COUNSEL, UGANDA

Despite the challenges of the COVID-19 pandemic, HTI staff in Uganda reached incredible milestones in 2020. Our greatest success in Uganda was the mass training of hundreds of police, prosecutors, and judges throughout the year led by HTI's Special Counsel Tyler Dunman. This training has resulted in dramatic increases in investigations and prosecutions.



Starting in July, when it was safer to do so, Tyler was given special permission by Director of Public Prosecutions Justice Jane Abodo to travel to all 16 regions of Uganda to train law enforcement. He trained **252 PROSECUTORS** and **82 POLICE OFFICERS** on identifying human trafficking cases and charging suspects under the human trafficking law. Additionally, **21 JUDICIAL OFFICIALS** and **137 COMMUNITY MEMBERS AND SERVICE PROVIDERS** were trained on trauma-informed care.

Within just a few weeks of the start of Tyler's trainings, the number of Human Trafficking investigations increased by 126%, charges by 135%, and arrests by 100%, as prosecutors immediately began to properly charge human trafficking cases, many for the first time. Tyler participated in investigations and charges that **REMOVED 342 VICTIMS FROM EXPLOITATION**, a **253% INCREASE** from 2019.



The Director of Public Prosecutions further demonstrated her office's commitment to the HTI mission to decimate trafficking in Uganda by establishing 140 TIP Focal Persons in all 16 regional ODPP offices trained by Tyler. These dedicated prosecutors collect critical trafficking case information and coordinate with HTI staff to ensure prosecutors are best prepared to argue cases as they move through the judicial system.

Along with one of the world's leading experts on measuring the prevalence of trafficking, HTI completed the baseline measure for our multi-year prevalence study on sex trafficking in brothels in Kampala, Uganda and examination of forced begging by children. The prevalence baseline will be used to measure the effectiveness of HTI's efforts to reduce the amount of trafficking victims in Uganda.

Two key new staff members joined the team in November and are already improving HTI's reach throughout the country: Victim Assistance Coordinator Joyce Nakato and Legal Programs Coordinator Lisa Churcher.

The Human Trafficking Institute's model is *working* in Uganda. Because of supporters like you, tangible hope is available to many and their lives are being transformed because they are no longer exploited by traffickers. They too thank you for your support!



# BELIZE

## You Made this Happen



The Human Trafficking Institute established a formal working relationship with the Government of Belize in 2017. HTI's Law Enforcement Advisor, Chris Lick, lives in the country and partners directly with local police officers. Chris works closely with the Belize Police Department's Anti-Trafficking In Persons Unit to provide expertise on identifying and initiating human trafficking cases and conducting detailed investigations to prosecute traffickers and ensure victims and survivors receive the care and support they need.



HTI made great strides towards implementing our model in Belize in the last year. Chris Lick joined HTI as its first Law Enforcement Advisor in Belize and moved to Belmopan to begin work with the specialized anti-trafficking unit in January 2021. Chris is an experienced human trafficking investigator with 27 years of experience in law enforcement. His arrival in Belize *accomplishes a key component of our model* by officing with the specialized unit to provide expertise and insight through direct mentoring and training as the unit investigates trafficking cases.

In the three months after Chris's arrival, he made immense progress in building relationships with local law enforcement and other non-profits working in Belize. Working within an anti-trafficking unit requires a high level of trust between HTI's experts and our law enforcement partners. Chris's physical presence in the shared office space means he is building this trust and providing expertise to investigators on a daily basis, working side-by-side with them on cases, and creating a foundation of collaboration that will only grow in the upcoming years.

*"It's encouraging to see all the progress Belize has made in its fight against human trafficking in the past several years as they've put in place measures that will make a difference for many years to come. Through this last challenging year, our partnership with the government of Belize has only grown stronger and we are excited to now have Chris on the ground to help push that partnership to the next level."*

- DAVE FILLINGAME, SPECIAL COUNSEL



Since Chris's arrival in Belmopan, he has collaborated with Belize Police Department officers on multiple human trafficking investigations. In February 2021, he assisted the police in an investigation that led to the **ARREST OF TWO SUSPECTS CHARGED WITH LABOR TRAFFICKING**. They are accused of holding a 16-year-old girl captive and forcing her to work in their home. **THIS SURVIVOR IS NOW FREE** and the suspected traffickers will face a criminal justice system that is ready to hold traffickers accountable and prevent them from exploiting other victims.

The recent human trafficking arrests by the Belize Police Department are part of a greater trend within the Belize justice system to stop traffickers in their tracks. Police and prosecutors in Belize show strong dedication to decimate trafficking in partnership with HTI. At all levels, police, prosecutors, and judges are dedicated to moving cases efficiently through the justice system and are making impressive progress towards increasing human trafficking prosecutions. In March 2020, one person was convicted of two human trafficking offenses for the forced labor and sexual exploitation of a mother and her daughter. This case resulted in the **first conviction under the Belize human trafficking law since 2016**. Within three years from the start of HTI's formal relationship with Belize, the judiciary has significantly improved its capacity to efficiently process human trafficking cases and has made great progress towards ensuring traffickers are stopped and punished for their crimes.

Your support makes it possible for HTI to bring its *dedicated experts* to countries like Belize that are passionate about decimating trafficking.





# THOUGHT LEADERSHIP *in the United States*

## FEDERAL HUMAN TRAFFICKING REPORT

HTI's third annual [Federal Human Trafficking Report](#) was released in May 2020. The Report is a first-of-its-kind resource providing key insights on trafficking trends and a comprehensive look into how traffickers operate in the United States by compiling data on every federal criminal and civil human trafficking case in each year.

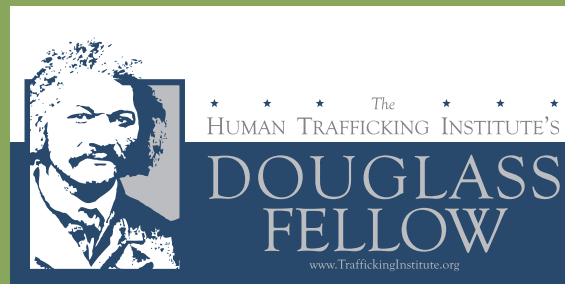
The 2019 Report was presented in targeted briefings to 201 officials in five U.S. government agencies, as well as U.S. Attorney's Offices across the country. The Report has quickly become a reliable source of information that federal government officials and attorneys seek out to inform efforts to improve the national response to trafficking

HTI's next Federal Human Trafficking Report will be an even more invaluable tool. For the first time, the Report will compile data from all 20 years since the United States enacted the Trafficking Victims Protection Act. Prosecutors, lawmakers, and advocates will be able to use the Report to identify trends in the number of cases each year, types of trafficking charges, and length of sentences.

The 2020 Federal Human Trafficking Report will be available in June 2021.

*“The 2020 Federal Human Trafficking Report will provide an overview of how the federal government has prosecuted human traffickers since the U.S. Government’s enactment of federal anti-trafficking legislation in 2000. This analysis of 20 years of data, which exists nowhere else, will demonstrate how efforts to stop traffickers have increased and evolved over the years, as well as identify the gaps that still need to be addressed moving forward.”*

- KYLEIGH FEEHS, ASSOCIATE LEGAL COUNSEL



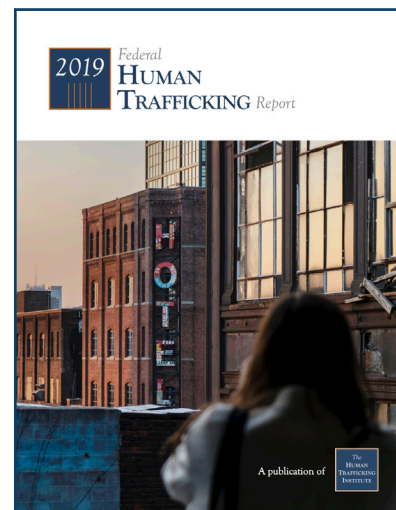
## DOUGLASS FELLOWSHIP

HTI welcomed its fourth class of Douglass Fellows from the University of Michigan Law School, Harvard Law School, University of Southern California Gould School of Law, and College of William & Mary Law School. The fellowship for third-year law students develops future leaders in the anti-human trafficking movement and provides them the opportunity to create resources for those combatting trafficking globally.

The program was restructured in 2020 to allow the fellows to be more involved in HTI's work. The class size was reduced to four, so each fellow could work with an HTI team member to co-author a publishable piece of scholarship. For the first time, fellows were paired with alumni mentors, providing guidance to ensure fellows are ready to lead the anti-trafficking movement.

*“As a law student searching for opportunities to contribute to anti-trafficking initiatives, learn from experts in the field, and gain mentors who are leaders throughout the trafficking space- I cannot imagine a better opportunity than the HTI Douglass Fellowship. This fellowship has honed my research and writing skills, created lifetime friendships, and increased my understanding of both domestic and international human trafficking, all of which I will take into my career as a new lawyer.”*

- MIRELLE RAZA,  
2020-21 DOUGLASS FELLOW



## INFLUENCING U.S. POLICY

Last spring, HTI met with U.S. Congressional staff to advocate for increased funding for the U.S. Department of Justice's (DOJ) Human Trafficking Prosecution Unit (HTPU). The final bill signed into law in December directed DOJ to increase staffing and resources to the HTPU for the first time in over a decade. With additional resources, this unit will increase the number of specialized anti-trafficking prosecutors and in turn, prosecute more traffickers.

HTI also continued to participate in the Alliance to End Slavery and Trafficking (ATEST), a bi-partisan coalition comprised of fifteen organizations that combat sex and labor trafficking in the United States and overseas. The coalition promotes policy solutions that take a comprehensive approach to end trafficking. In 2020, ATEST developed a policy blueprint to help guide any incoming Presidential Administration in prioritizing trafficking efforts over the next four years, as they did in 2012 and 2016. This was presented to the President-elect's team in December.

*“Our collective experience as former prosecutors and law enforcement gives HTI unique expertise that’s critical to inform effective U.S. policy and government efforts to combat human trafficking both in the United States and overseas.”*

- ANNICK FEBREY, DIRECTOR OF GOVERNMENT  
AND CORPORATE RELATIONS



# TACKLING COVID-19

As the COVID-19 pandemic swept into the United States and our Partner Countries, the Human Trafficking Institute team made rapid changes to keep our staff and families safe, as well as the victims we serve. Our team of experts knew early on that as we adapted to our new online reality, traffickers would quickly innovate their methods of exploitation. HTI's 2019 Federal Human Trafficking Report indicated traffickers already used the internet to identify potential victims and to facilitate exploitation at high rates prior to COVID-19. Traffickers expected to move under the radar as the world coped with COVID-19 lockdowns and law enforcement efforts were diverted, but HTI was prepared to assist law enforcement in our Partner Countries as they adapted to virtual forms of investigation.

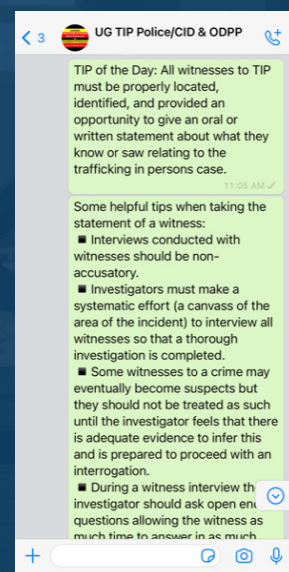
You, our friends and steadfast supporters, made these events and other successes detailed throughout this report possible. From everyone at the Human Trafficking Institute, thank you for supporting us through one of our most challenging and successful years yet. HTI leadership is incredibly proud of how quickly and gracefully the team adapted to the whirlwind of changes 2020 brought. With your support, HTI staff in the United States, Uganda, and Belize achieved great success and overcame the obstacles presented by the pandemic.



**IN UGANDA**, heavy restrictions went into place in early March and lasted well into the fall. HTI's Special Counsel Tyler Dunman and his family graciously decided to stay in Kampala so he could continue to work closely with the Office of the Director of Public Prosecution from his home. To stay connected with police and prosecutors across the country, Tyler started a WhatsApp group where he shared daily tips on investigations and answered questions with over 350 police and prosecutors.

The WhatsApp group became a useful tool for local law enforcement to identify cases of human trafficking and seek advice for investigating them properly. In October, law enforcement saw a string of "sex parties" advertised on social media. Police shared the advertisements in the WhatsApp group and together with Tyler, the Ugandan police were able to coordinate proactive efforts to shut down the parties. Tyler assisted police in charging over 25 suspected traffickers and sex buyers and removed more than 20 victims from exploitation.

This is just one of the countless stories exemplifying how you helped make a difference in the lives of the most vulnerable populations.





# AN INTERVIEW

## with John Freeman

### Q: What led you to anti-trafficking work?

**A:** While I was working for the U.S. Department of State's Diplomatic Security Service, I moved around and worked on different types of cases. Eventually, I was stationed at headquarters and started working on labor trafficking cases. Soon after my arrival, we started an anti-trafficking unit and I knew within 6 months this would become my professional focus. I was very lucky to lead this unit, and our greater effort, for 8 years while spotlighting the human trafficking nuances and partnering with experts from other agencies, and even other nations, who formed the early framework of investigating and prosecuting human trafficking cases. I knew it was where I was supposed to be.

### Q: What motivates you to keep working in the anti-trafficking space?

**A:** It is interesting to see how law enforcement on the ground is initiating new cases and officers reaching out to our team to increase their chances of success. I get to hear from our field team about investigative techniques improving and becoming more successful. That's exciting for me. It is the same drive I had when I was a special agent. I feel fortunate to be connected to such important work through our partnerships in both Belize and Uganda.

### Q: Can you describe your role at HTI?

**A:** I help coordinate and support any law enforcement action our team takes in our Partner Countries. A key aspect of my role is making sure investigators in other countries do not make the same mistakes made early on in the U.S. I was one of the investigators who had to figure out how to work with victims of trafficking in a trauma-informed way and effectively investigate trafficking cases when guiding resources did not yet exist. At HTI, I get to share the lessons I learned and connect with investigators from around the world so they can continue to improve their skills.

*Your donation makes it possible for HTI to hire leading anti-trafficking experts!*



**John Freeman** started as the Director of Law Enforcement Operations in August 2020, replacing Dave Rogers. Prior, John was the first Human Trafficking Investigations Coordinator at the U.S. Department of State's Diplomatic Security Service. He helped formulate national policy, expanded interagency task forces, and developed specialized anti-trafficking training. As the Director of Law Enforcement Operations, John provides expertise on victim-centered investigations, designs training modules, and builds relationships with police and prosecutors in Belize and Uganda.

*"John and Chris bring outstanding expertise to our team and represent a pivotal moment of growth for HTI. John brings a wealth of investigative insight and international experience that make him ideally suited to advance HTI's mission. Chris's presence in the field will allow him to share his experience as a human trafficking investigator and empower local law enforcement to bring traffickers to justice."*

- VICTOR BOUTROS, CEO

# AN INTERVIEW

## with Chris Lick

In January 2021, HTI welcomed **Chris Lick** as its first Law Enforcement Advisor in Belize. Before joining HTI, Chris worked in law enforcement for 27 years with a California police department and the Federal Bureau of Investigation. He has served as both an investigator and a supervisor overseeing investigations including crimes against children and human trafficking. As Law Enforcement Advisor, Chris works alongside Belize's dedicated Anti-Human Trafficking Unit, providing expertise as officers investigate cases.

### Q: What led you to anti-trafficking work?

**A:** As a Christian and prior law enforcement officer, I think my heart naturally leaned toward helping others. My desire to help others deepened when I became a Crimes Against Children detective. There was no one to stand beside these kids, to advocate for them, until law enforcement and service providers helped change the trajectory of their lives toward restoration. While these are some of the toughest cases to work, seeing survivors thrive from such tough circumstances inspired me to do more.

I began volunteering, with an NGO I learned about from church, in an undercover capacity using the skills I had learned in my police career, with law enforcement from all over Southeast Asia to remove the exploited from the dark places of trafficking. At this same time, I became a supervisor at work - overseeing detectives working on HT cases - I was hooked!

### Q: Can you describe your role at HTI?

**A:** I'm the Law Enforcement Advisor, Belize. I am the first to work in this capacity, so we are shaping what it looks like. So, at times, I'm a coach, investigator, coordinator, brainstormer, trainer, strategist, student of Belize's culture, and sometimes I give a detective a ride to the prosecutor's office and offer advice on casework. Every day is different, but I am having an impact. That's what I love. It is a thrill to partner with the Anti-Human Trafficking Unit in Belize. They are a committed group with a passion for what they are doing.

### Q: What excites you about HTI's work?

**A:** I am most drawn to the commitment of the HTI team and their passion, collaboration, and unrelenting pursuit to transform justice systems across the world to fight human exploitation. Few people have the opportunity to make such an impact. I am grateful to serve.





**JUSTICE  
PARTNER**



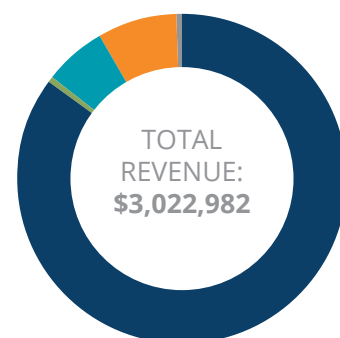
Through the hardships of 2020, our **JUSTICE PARTNERS** remained unwavering in their support. Justice Partners are the lifeblood of our work on the ground in Belize and Uganda, donating monthly to make justice possible for millions.

We've built our community change-makers, and we'd love to welcome YOU into this meaningful community this next year. If you're passionate about the movement against trafficking, and you want to make a difference in this work, would you join us to help grow our impact? You can help survivors live in freedom. Visit [justicepartner.org](https://justicepartner.org) to be a part of decimating trafficking around the globe!

# FINANCIAL *Statement*

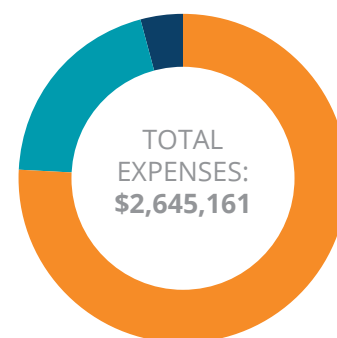
The Human Trafficking Institute is a 501(c)(3) registered charity and is committed to modeling and maintaining the highest standards in our work, including our commitment to financial integrity.

## BREAKDOWN OF REVENUE



- INDIVIDUALS AND FOUNDATIONS (85.2%) **\$2,576,233**
- CORPORATE (.4%) **\$10,924**
- GOVERNMENT (6.1%) **\$184,325**
- PPP FUNDING (7.9%) **\$240,260**
- OTHER (.4%) **\$11,240**

## EXPENSES BY FUNCTIONAL CLASS



- PROGRAM (76%) **\$2,022,500**
- GENERAL AND ADMINISTRATIVE (20%) **\$518,516**
- FUNDRAISING (4%) **\$104,145**

In the 2020 calendar year, The Human Trafficking Institute welcomed a series of major financial accomplishments allowing our organization to scale up the sustainability of our work for many years to come.

HTI began 2020 with a brief, 3-month fiscal year from January to March. Our fiscal year 2021 began on April 1, 2020. This adjustment in our fiscal calendar allows HTI to better strategize for yearly revenue projections and participate in vital grant cycles that occur year over year.

HTI received two Paycheck Protection Program

(PPP) loans to support our staff in the wake of the financial fallout from the Covid-19 crisis—one in May 2020 and the other in March 2021. These additional funds allowed for stability in our staff as we worked to grow our impact in our country programs. It was a challenging year, but one that exceeded our expectations - even in the midst of a global pandemic.

The first external audit of HTI's financial statements was completed in February 2021, providing HTI's leadership with clear goals for sustainable financial growth.

*“The completion of our first external audit is another critical and important step toward improving our financial and accounting infrastructure while enabling greater financial transparency, as HTI continues to expand efforts to fight trafficking at its source. We are grateful for the continued support of individuals and foundations who have helped us maintain the financial health of HTI during this unique and challenging pandemic year.”*

- LENNY MOON, BOARD TREASURER AND SECRETARY



# MEET *our Team*

## BOARD OF DIRECTORS

**Victor Boutros**

**Eric Ha**  
*(Chair)*  
Chief Administrative Officer,  
International Justice Mission (IJM)

**Lenny Moon**  
*(Treasurer and Secretary)*  
CFO of a private equity backed holding company

**Stewart Bertron**  
Partner,  
Murray Bertron LLC

**Ted Haddock**  
Executive Director,  
The Edward E. Haddock Jr. Family Foundation



## OUR STAFF

Victor Boutros, *Chief Executive Officer*  
Hailey Barth, *Grants and Development Coordinator*  
Brandye Bordelon, *Executive Assistant*  
Lisa Churcher, *Legal Programs Coordinator, Uganda*

Alyssa Currier Wheeler, *Associate Legal Counsel*  
Tyler Dunman, *Special Counsel, Uganda*  
Emma Ecker, *Content Coordinator, Advancement*  
Annick Febrey, *Director of Government and Corporate Relations*  
Kyleigh Feehs, *Associate Legal Counsel*  
John Freeman, *Director of Law Enforcement Operations*

Dave Fillingame, *Special Counsel*  
Shannon Gage, *Social Media and Digital Marketing Coordinator, Advancement*  
Brianna Gehring, *Director of Grants and Partnerships*  
Kenneth Hadley, *Human Resources Generalist*  
Chris Lick, *Law Enforcement Advisor, Belize*

Robert Mitchell, *Financial Consultant*  
Marie Martinez Israelite, *Director of Victim Services*  
Sydney Masterson, *Operations Assistant*  
Joyce Nakato, *Victim Assistance Coordinator, Uganda*  
Lindsey Roberson, *Senior Legal Counsel*  
Kim Thompson, *Director of Advancement*



HUMAN TRAFFICKING  

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INSTITUTE

**2020** ANNUAL  
REPORT