



OFFSPRING'S STRATEGIC PLAN

2022 to 2027



OFFSPRING

ABOUT THIS PLAN

Offspring is a small organisation with an ambitious vision:

'To live in a world free from Sex Trafficking. Every life healed and restored.'

Given the size of our organisation and the task at hand, it is critical we focus our efforts on the areas that matter most.

This document aims to provide us this focus and identify the key priorities for Offspring in the next 3-5 years.

This document describes:

- **Who we are and why we do what we do**
- **How we plan to achieve our vision and mission**

OUR WHY AND MOTIVATION

We have seen women and children bought, sold, traded and stripped of the most basic human rights. We have seen them abused and treated as a commodity, rather than a dignified human being; someone's daughter (offspring), sister and friend.

Our story began when we saw the need to act. At Offspring, we believe we are all called to seek justice and defend the defenceless. We are all called to give generously and love others. When this happens, we see change and we see others brought to freedom.

“**'Human trafficking affects EVERY COUNTRY of the world. It is the FASTEST GROWING means by which people are enslaved and is one of the FASTEST GROWING international crimes today.'**

- The UNODC

“**'An estimated 20.9 MILLION men, women and children are trafficked for commercial sex or forced labour around the world TODAY. Put into perspective, that's almost the whole population of Australia forced in slavery.'**

- UNODC Global Report on Trafficking in Persons



HOW WE WORK WITH OTHERS

Our approach to healing and restoring lives has always been to partner with trusted organisations (both within Australia and overseas) to provide survivors with a holistic approach that meets their needs along all stages of their journey.

When women are first rescued from sex trafficking, they are typically supported by an organisation that provides immediate shelter. For a number of reasons, it is hard for survivors to re-enter society and unfortunately, many women often end up back in the sex trafficking industry.

We saw the need for a 'next step', to help women transition back into society and prevent them from being re-trafficked. Offspring's Training Centre and Midway Home is set up to equip, educate and empower survivors to help them reach their potential. To do this, we have built strong connections with very reputable organisations including, and not limited to, International Justice Mission and World Vision.

We are stronger when we work together.





OUR VISION

To live in a world free from Sex Trafficking.
Every life healed and restored.



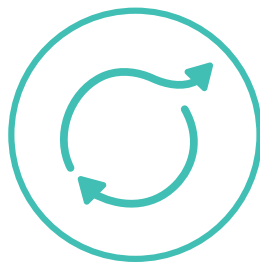
OUR MISSION



We... restore hope
and instil value.



We... equip and
educate.



We... break the cycle
of sex trafficking.



We... empower you to be
part of the solution.



OUR VALUES

Justice

Following God's heart for Offspring.
"Do you know what I want? I want justice – oceans of it. I want fairness – rivers of it. That's what I want. That's all I want" Amos 5:24.

Dignity

To never re-exploit or sensationalise survivors' stories. To value them as human beings, providing each one with confidentiality and safety...never putting them at risk. It is their story and only with consent will we use it.

Empowerment

We empower you to join our journey and be part of the solution, as we strive to empower young women in their confidence and value as precious human beings.

Excellence

To do the very best that we know how. But to also keep on learning, so that our practices and our services are of the highest quality and leading the way.

Quality Over Quantity

We are focused on the individual, her value, her care, her freedom. We will never sacrifice the quality of this just to increase our numbers. Small is powerful!

Working Together

In partnership with other trusted organisations in India and across the globe, working as one in our fight to end Sex Trafficking.



OUR STRATEGIC PRIORITIES

As we work towards our vision and mission, we have identified three strategic priorities or goals that show how we plan to focus our efforts in the years to come.

These are described below.



PRIORITY 1: BUILDING BRIGHTER FUTURES

PRIORITY 2: CREATING AGENTS OF CHANGE

PRIORITY 3: HAVING A LASTING IMPACT
(Building a Sustainable Organisation)



PRIORITY 1: BUILDING BRIGHTER FUTURES

We are passionate about restoring value and hope in the lives of those affected by sex trafficking. We want to build independence and empower women to reach their full potential, breaking the cycle of re-trafficking.

To achieve this goal, we will:

1

Identify opportunities to expand and increase the number of young women we are supporting, without compromising the quality of our services. This includes looking at increasing the number of trainees we bring on, and exploring the option of establishing a new training unit for women who are at-risk of sex-trafficking (i.e. girls in vulnerable situations and locations).

2

Ensure we are effectively transitioning our trainees from the Training Centre and Midway Home to other safe and supportive working and/or home environments. We will look to review these pathways out and ensure that our young women have a clear and realistic transitional pathway.

3

As we grow, maintain an individualised, 'boutique' approach that values quality over quantity. As part of this, we will also look for more ways to build and nurture the unique skills and passions of our trainees and staff.

4

Continue to provide a holistic model that provides a safe, nurturing environment while also delivering on our high standards of education, training, employment and life skills.

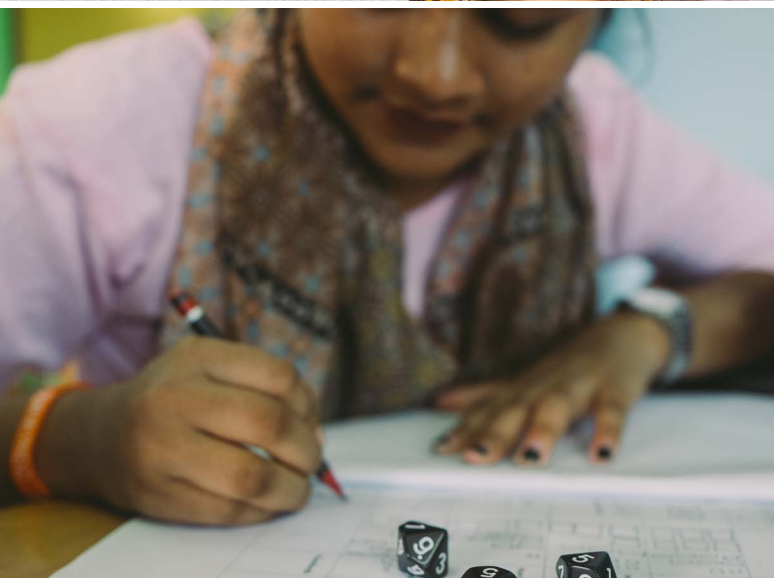




PRIORITY 2: CREATING AGENTS OF CHANGE

We want to see an end to the sex-trafficking industry and empower you to be part of the solution.

To achieve this goal, we will:



1

Increase our reach in raising awareness about sex-trafficking and the work that Offspring does. As part of this, we will work with our trainees and staff to do more ethical story telling so that our donors and supports can see first-hand the impact of Offspring's work.

2

Take a more targeted approach – focusing on issues such as pornography that directly contribute to the sex-trafficking industry, and working to empower different audiences in various settings (e.g. men, schools) to be part of the solution.

3

Identify ways to build a more sustainable events and marketing approach. One of the key ways we raise awareness is through our events, and we recognise the increasing opportunity to engage more broadly through online platforms such as social media. To reach a wider audience, we will work to strengthen our approach to events and marketing.

PRIORITY 3: HAVING A LASTING IMPACT (BUILDING A SUSTAINABLE ORGANISATION)

To achieve our mission and have a lasting impact, we need Offspring to be a sustainable organisation that can continue to grow and improve well into the future.

To achieve this goal, we will:

1

Build financial sustainability – to achieve the goals set out in this strategic plan, we need sufficient funding that can reach those who need it most. We will work to create a more diverse and sustainable funding base (e.g. through increasing product sales, donations, funding, etc.) both in Australia and India.

2

Establish a more sustainable workforce – to achieve our mission we need enough people with the right skills to lead and drive our work. We do not want Offspring's future to be dependent on any one individual, so we will work to expand our team and take steps to balance the workload.

3

Improve governance – we want Offspring to be governed in a way that helps us focus on achieving our goals and holds us accountable to these goals. To do this we need an approach that incorporates strategic planning, risk management and performance management. We want to be clear, transparent and accountable to achieving what we set out to achieve... and this strategic plan is our first step!

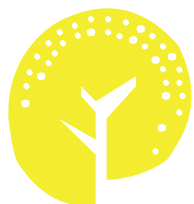
4

Leverage the knowledge and skills of the experts – we recognise that people with lived experience of sex trafficking and / or those local to India are the experts of their own lives. We appreciate the unique skills and gifts of each individual, and will look for opportunities to increase local involvement and influence.





Every Life ...Worth Fighting For



OFFSPRING