JOINT LEARNING INITIATIVE on
FAITH & LOCAL COMMUNITIES

ANNUAL REPORT
2018

www.jliflc.com

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**Excellence in Communications:** Strategic Plan

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**Excellence in Advocacy**

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JLI Vision

Full and appropriate evidence-based engagement of religious and faith-based groups, especially local faith actors, in the achievement of development and humanitarian goals, including the Sustainable Development Goals through effective partnerships with academic, public sector, secular entities, and among religious groups themselves.

JLI Goals

- **Excellence in Evidence**
  Support active gathering and synthesis of evidence using participatory joint learning approach through JLI Learning Hubs and projects. Serve as a knowledge partner to improve the quality, management, and accessibility of evidence.

- **Excellence in Communications**
  Better understand what academics, policymakers, and practitioners want and need to know to more fully engage faith actors. Improve translation of learnings and communicate effectively with our target audiences.

- **Excellence in Advocacy**
  Be drivers of local faith actor leadership and collaboration. Encourage change in key areas of policy and practice through evidence-based advocacy, with a focus on mechanisms and methods for new ways of working.

191 new hub members in 2018 from more than 100 organizations and of 14,000 on email list

**Evidence**

- 19,000 visitors to JLI resource library

**Communications**

- 46,250 social media engagements per quarter

**Advocacy**

- 27 convenings attended
JLI LEARNING HUBS

Learning Hubs are dedicated to **convening multi-sector** collaborations increasing the **evidence** of faith engagement to **inform and improve policy and practice** between faith groups, humanitarian, and development communities. Collaborate in joint learning with opportunities to share resources, events and news with others in the field.

1. **Convene**
   Bring together experts from policy, practice, and research

2. **Collect**
   Gather evidence on faith-based engagement through scoping (evidence review, case studies & interviews)

3. **Communicate**
   Use evidence to inform and improve policy and practice

4. **Commission**
   Joint hub work to respond to research gaps and collaborate on research

JOIN NOW!
jliflc.com
Dear JLI members and network,

2018 was a year of significant growth and change for the Joint Learning Initiative on Faith and Local Communities (JLI). New Knowledge partnership projects with UNHCR, UNICEF, PaRD and others now complement JLI’s traditional Learning Hubs in developing and communicating excellent evidence.

JLI transformed from an unincorporated project under the umbrella of the Center for Faith and the Common Good, a US tax-exempt nonprofit, to become a freestanding 501c3 NGO. Many of our previous Board and Advisory Group members have taken on additional leadership and governance responsibilities. I was elected as Chair of the new Board, with Christo Greyling from World Vision as Vice-Chair. We would like to publicly acknowledge here the tremendous contributions and guidance provided by Rob Kilpatrick, a founding member of the JLI, who for many years served as JLI Co-chair with Matthew Frost. Thank you, Rob! And thanks also to Kate Bingley, Rudelmar Bueno de Faria, Ayesha Chaudhry John Drew, Lucas Koach, Hiruy Teka, Christoph Benn, and Caroline Lensing-Hebben for their many years of joint learning and support to JLI and now retired from the JLI Board or Advisory Group.

As a result of JLI’s delivery of excellent evidence and increased international visibility, we see a significant increase in demand for our work. At its October Board meeting, generously hosted by JLI partners Islamic Relief Worldwide at their headquarters in Birmingham, the Board approved a plan for continued growth for JLI, predicated on successful fundraising. We much appreciate substantial increases in Board membership contributions this past year. We see this both as an expression of the perceived value delivered by JLI and also as an endorsement of the growth plan.

None of JLI’s progress and achievements would be possible without the very high level of voluntary contributions that characterize JLI’s collaborative way of working. We recognize the gifts of time, talent and financial resources generously provided by JLI Board and AG members, Learning Hub leaders and members, whose collective efforts combined with those of JLI exceptional staff, made this past year’s progress possible.

Speaking of outstanding staff, we are grateful for Jean Duff’s indefatigable and entrepreneurial leadership. We are pleased that she has accepted the role of President in the reorganized JLI. We are reminded again that we do this work to ensure that the unique resources of the worldwide religious community are most appropriately and thoroughly engaged in achieving the Sustainable Development Goals, and in meeting humanitarian needs, and in assisting every person to reach their inherent potential for abundant life.

We ask for your continued prayers and support.

Yours faithfully,

Jonathan Duffy, ADRA International Chair, JLI Board
Dear Colleagues, Members, Friends, and Supporters,

By the grace of God, and with your encouragement, your faithful accompaniment, and excellent work together, this past year, we navigated big change and growth!

JLI’s goal as you know is to increase the level of engagement of faith groups in the development and humanitarian realms, through the provision of excellent and evidence to policymakers and practitioners. In JLI’s few short years of operation, we have seen a significant increase in demand for evidence, with a shift in interest from the question of whether to engage with faith actors to the challenges of how to engage.

This past year, JLI continued knowledge work through active Learning Hubs – Refugee and Forced Migration, Anti-Human Trafficking and Modern Slavery, Ending Violence against Children, and Gender-based Violence—while adding key knowledge partnerships with UNHCR, UNICEF, the German PaRD, the Children on the Move coalition and others!

The most exciting development in scaling up faith engagement is coming from UNICEF’s Faith for Social and Behavior Change Initiative (FSBC). Last year, UNICEF commissioned JLI as its knowledge partner to provide the evidence base for a more effective way of working with local faith actors for the benefit of children. We derived a new theory of change based on extensive evidence review last year. Soon we will test and validate the framework for change in several African countries. UNICEF plans to roll out the FSBC to its global network of country offices, initiating a more sustainable and effective way of working with faith actors around the world for children’s wellbeing. The global FBOs networks—many on JLI’s Board—will have a role in supporting this new way of working at the local level.

In 2018, JLI transformed from a start-up project to a freestanding NGO, responding to increased workload and donor reporting requirement by instituting the necessary project and financial management systems. We now have the organizational and governance infrastructure to support further growth.

None ---I repeat NONE!—of this huge change and production would be possible without the outstanding commitment and competence of JLI’s larger-than-life staff team. Stacy Nam, now JLI’s Senior Programs and Knowledge Manager, added project and financial management to her responsibilities. She navigated steep learning curves, unforeseen challenges and heavy workloads with assurance and creativity. Olivia Wilkinson joined JLI as Director of Research at the beginning of 2018, after several years of freelance collaboration. Not only does Olivia set a high standard of excellence for all JLI’s evidence work, but because of her special abilities to oversee multiple projects, and to direct the work of an international posse of freelance researchers and consultants, JLI has stepped into new knowledge partnership opportunities. Thank you both for exceptional work for JLI! We welcome Rima Alshawkani, in a part-time financial and project support role, who also brings her experience in Arabic translation.

For the year ahead, our priorities are to facilitate vibrant joint learning, place excellent JLI knowledge outputs in the hands of influential advocates and policymakers, while securing the additional financial resources needed to respond to the demand. JLI growth plan would add capabilities in communications, research, and operations management.

JLI, the product of all of our collective efforts, is distinguished now as an international network of networks, with a unique ethos of joint learning, and open source knowledge sharing, that nurtures friendship, collaboration and new partnerships in pursuit of excellent evidence. Let’s be mindful of the challenges ahead to nurture this fragile and precious ecology as it grows and changes.

Buñochas Le Dia!

Jean F. Duff
JLI President
JLI Staff

Jean Duff
PRESIDENT

Stacy Nam
SENIOR PROGRAMS AND KNOWLEDGE MANAGER

Olivia Wilkinson
RESEARCH DIRECTOR

JLI Organization Structure

JLI Board of Directors

JLI Executive Committee

President

JLI Accountant

Research Director

Senior Programs and Knowledge Manager

Research Consultants

Project and Finance Asst

Management and Administration 2018 achievements

- New project and financial management systems
- New Employee Manual, including travel and expense reimbursement policies
- 403b plan established for employees (JLI not contributing currently)
- 2017 audit completed
- New standard freelance contract and procedures for 23 freelance researchers and 7 contractors
- Shared office space secured with partial support from IMA World Health
- New Project and Finance Assistant
JLI is led by a 31-member Board (including 8 Executive Committee members* noted with an asterisk below) and an Advisory Group of four members, who together provide oversight and leadership on outreach to key decision makers in the humanitarian and development sectors.

**JLI Board**

* Jonathan Duffy  
* Christo Greyling  
  Thorsten Göbel  
  Ruth Messinger  
* Rachel Carnegie  
  Rebeca Rios-Kohn  
  Benjamin Laniado  
  Dionne Gravesande  
  John Blevins  
* Rob Radtke  
  Katherine Marshall  
  Tomy Hendrajati  
  Rick Santos  
  Sally Smith  
  Imran A. Umar  
* Anwar Khan  
* Atallah FitzGibbon  
  Mohammed Abu-Nimer  
  Carlos Mejia  
* Jean Duff  
  Amjad Saleem  
  Matthew Frost  
  Vinya Ariyaratne  
  Nobuyuki Asai  
  Catriona Dejean  
  Dean Pallant  
  Jill Olivier  
* Emma Tomalin  
  Julie Clague  
  David Boan  
  Christine MacMillan

**JLI Chair & Adventist Development & Relief Agency**  
**JLI Vice-Chair & World Vision International**  
**ACT Alliance**  
**American Jewish World Service**  
**Anglican Alliance**  
**Arigatou International**  
**Cadena**  
**Christian Aid**  
**Emory University**  
**Episcopal Relief & Development**  
**Georgetown University**  
**Humanitarian Forum Indonesia**  
**IMA World Health**  
**Independent Consultant**  
**International Interfaith Peace Corps**  
**Islamic Relief USA**  
**Islamic Relief Worldwide (IRW)**  
**King Abdullah bin Abdulaziz International Centre for Interreligious and Intercultural Dialogue (KAICIID)**  
**Oxfam America**  
**JLI**  
**Paths2People**  
**Pilgrimway**  
**Sarvodaya**  
**Soka Gakkai International**  
**Tearfund**  
**The Salvation Army**  
**University of Cape Town**  
**University of Leeds**  
**University of Glasgow**  
**World Evangelical Alliance**  
**World Evangelical Alliance**

**JLI Advisory Group**

Jørn Lemvik  
Thomas Lawo  
  Jacek Tysko  
  Azza Karam

**Independent Consultant**  
**International Partnership on Religion & Development (PaRD)**  
**UNAIDS**  
**UNFPA**
As a Knowledge Partner, JLI carries out much of its work through Learning Hubs, which have life cycles and usually complete their work in a few years. The work of retired Hubs is available through the "About JLI" menu on the website. The Hubs are led by volunteer co-chairs from academia, policy, and practice, who contributed **400 volunteer hours in 2018.**

**Current Learning Hubs:**

**Anti-Human Trafficking and Modern Slavery** (aht-ms.jliflc.com)

- **Hub Co-Chairs:** Emma Tomalin, Leeds University, and Anne Gregora, The Salvation Army
- **Hub members:** 40
- **Key Highlight:** October Hub Meeting in Cambodia to launch scoping study process with Dr. John Frame

**Ending Violence Against Children** (evac.jliflc.com)

- **Hub Co-Chairs:** Carola Eyber, Queen Margaret University (QMU), Robyn Hagan, World Vision International, Rebeca Rios-Kohn, Arigatou International
- **Hub members:** 100
- **Key Highlight:** Hub Scoping Study initiated early 2018 led by Dr. Carola Eyber at QMU with Dr. Selina Palm at Stellenbosch University

**Gender-based Violence** (gender-based-violence.jliflc.com)

- **Hub Co-Chairs:** Liz Dartnall, Sexual Violence Research Institute, and Diana Arango, World Bank, with Prabu Deepan & Lucy Gardner, Tearfund
- **Hub members:** 240
- **Key Highlights:** Presentation of findings from "Commission on the Status of Women 62" (CSW62) study, September Hub Meeting in London to determine next Terms of Reference, and collaboration with PaRD Gender Workstream

**Mobilization of Local Faith Communities** (lfc.jliflc.com - retired)

- **Hub Co-Chairs:** Catriona Dejean, Tearfund, and Andrea Kaufmann, World Vision International
- **Key Highlight:** Webinar series with five webinars and 127 attendees

**Refugees and Forced Migration** (refugee.jliflc.com)

- **Hub Co-Chairs:** Elena Fiddian-Qasmiyeh, University College London, and Atallah Fitzgibbon, Islamic Relief Worldwide
- **Hub members:** 200
- **Key Highlights:** Second scoping study on Places and Spaces in Migration Journey executed, Luce Foundation Policy Brief on Faith Actors and Global Compact on Refugees completed, and UNHCR project in progress
In 2018, JLI initiated 8 projects led by JLI Research Director, Dr. Olivia Wilkinson, along with more than 20 consultants and Hub Co-Chairs. These projects served to either support Hub work or expand the scope of JLI’s thematic work. In July, JLI completed a movement-building project for Tearfund UK, and in December the JLI Refugee Hub completed a project with Religions for Peace led by Atallah FitzGibbon: ‘Guide to Action on Mobilizing Faith Communities to Welcome Migrants and Refugees.’ The remaining six projects are highlighted here.

**Faith for Social Behavior Change Initiative UNICEF Partnership**

http://faith4sbcc.org

Three-year Partnership with UNICEF’s Communication for Development in Programme Division and the Civil Society Partnerships Unit in the Division of Communication. JLI serves as UNICEF’s Knowledge Partner for the Faith for Social Behavior Change (FSBC) Initiative.

In 2018, JLI conducted an evidence review, 17 case studies of UNICEF countries, and a content review. Together with UNICEF and Religions for Peace, JLI launched the initiative at a July Bangkok workshop with all seven UNICEF regions.

The FSBC initiative aims to model a new way of engaging with faith actors in an integrated social and behaviour change approach to achieve sustainable outcomes for children, youth, women and families.

- Strengthening the capacities of faith-based communities, networks and actors in evidence-based, systematic and integrated approaches to SBC
- Supporting UNICEF country offices to engage more effectively with FBOs for more systemic, holistic and integrated programming, moving away from traditional and sometimes instrumental models.
- Developing principles, guidance and tools to support this more integrated faith-centered approach to social and behaviour change for UNICEF and its faith partners.

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**Local Faith Actors & Refugees UNHCR Project**

Generously funded by the European Commission Department for International Cooperation and Development. Led by JLI Refugee Hub co-chairs: Dr. Elena Fidddian-Qasmiyeh and Atallah Fitzgibbon with Dr. Olivia Wilkinson.

The action research project utilizes a ‘Whole of Society’ approach to analyzing the roles of local faith communities in refugee response in Bangladesh, Honduras, Mexico, Uganda, Germany, and Lebanon to inform the Global Compact convenings and implementation.

Stage involved interviews and focus groups with more than 210 refugees, members of host communities, and faith leaders to build case studies on good practice. View on UNHCR’s good practice website: http://www.globalcrf.org/crrf_good_practices - filter by faith-based

Stage two initiated training development and modules for two-way literacy between international partners and LFAs. In 2019 the project will pilot the training. These will integrate elements of the identified good practices into existing training programs.
Luce Foundation

“Religion, Refugees, and Forced Migration: Making Research-informed Impact in Global Policy Processes” is undertaken in collaboration with JLI Refugee Hub Co-Chairs, Dr. Olivia Wilkinson and Stacy Nam.

The project is focused on the translation of research for impact on policy and practice. With members of the JLI Refugee Hub, this project developed a Joint Recommendation on the Role of Local Faith Communities in Refugee Response as input to the Global Compact on Refugees in May 2018. The JLI published a series of policy briefs in December with the signing of the global compact. Initial findings of a social network analysis of influential actors will inform media products and targeted convenings and meetings in 2019.

Global Forum Faith Action for Children on the Move Forum (CoM), Rome

Co-convened by Joint Learning Initiative on Faith & Local Communities with ACT Alliance, ADRA, Anglican Alliance, Arigatou International, Islamic Relief Worldwide, Mennonite World Conference, Micah Global, The Salvation Army, Seventh-Day Adventist Church, World Council of Churches, World Evangelical Alliance, and World Vision in October 2018. Forum Partners believe that by working together, we can end violence against children in all its forms. See childrenonthemove.jliflc.com for the Global Action Plan, proceedings and resources.

JLI's work as Knowledge Partner for CoM:
- Evidence review of grey and academic literature and evidence collation around Children on the Move
- Three Learning Briefs
Tearfund Belgium South Sudan Consortium

Bridging the Gap: The role of local faith actors in humanitarian response

JLI is part of a consortium funded by the Belgian Government for Development Cooperation. This is a partnership with Tearfund Belgium, Tearfund United Kingdom, Islamic Relief Worldwide, RedR UK, and Leeds University.

The project looks to increase understanding, trust, coordination, and collaboration between partners and increase the knowledge on localization processes through understanding partnership models and mapping actors involved in humanitarian assistance in South Sudan.

Project activities will include capacity and skills building for local faith actors with ongoing coaching and networking, and opportunities for local partner grants. The project will also address knowledge and awareness of local faith actors among the broader humanitarian system once completed.

JLI Knowledge Partnership with International Partnership for Religion and Development (PaRD)

On October 27, 2018, JLI and PaRD signed a Memorandum of Understanding with PaRD at JLI’s Annual Board Meeting. Jonathan Duffy, JLI Board Chair and Jean Duff, JLI President and Thomas Lawo, PaRD Senior Advisor signed for their respective organizations. JLI will provide evidence support to PaRD’s three workstreams on SDG 3 Health, SDG 5 Gender Equality and Empowerment and SDG 16 Sustaining Peace.

JLI will work with PaRD workstreams to create joint research and advocacy agendas.
Communications Plan

JLI developed a communications plan with the help of a consultant. The process included identifying key impacts and implications from a communications perspective, outlining the communications goals, objectives, and guiding principles, and identifying target audiences, strategies, and recommendations.

Communications Goals:

- Position JLI as a reliable, credible knowledge-sharing and management platform and partner for faith engagement in Sustainable Development Groups (SDGs)
- Articulate key messages and develop evidence-related communications tools for JLI’s members, target audiences, and partner networks, including key national and international convenings and campaigns
- Increase visibility and perceived value to create funding opportunities
- Build awareness, commitment, and understanding of JLI and its work among key stakeholder groups including: research, policy, and practice realms, and local faith communities, particularly Global South stakeholders

Communications Recommendations

- Set branding strategy and ensure all Hubs have dissemination and advocacy plans
- Increase volume and expand channels for communicating existing and new evidence in diverse and complementary ways (case studies, news digests, podcasts, webinars, social media)
- Increase participation in events and convenings through enhanced communications
- Better leverage existing evidence (i.e., repurposing content)
- Communicating JLI’s capacity: ex “We are your knowledge partner,” rather than a contractor
- Expand technology through website and social media to include interactive communication and engagement with target audiences and raise JLI’s profile
Hub and Email Communications

In 2018, all Hubs integrated dissemination and advocacy plans with their scoping study work. JLI continued monthly emails along with quarterly newsletters to highlight Hub work, related resources, new evidence, and events. In total, JLI sent 13 newsletters to 1,412 subscribers (a 7.5% increase from 2017), and open rates reached 30%. The Newsletter Archive can be accessed online through the JLI Website.

Social Media

Follow us! twitter.com/JLIFLC
- This year’s top posts featured new resources from JLI partners and JLI Hubs.
- Followers increased to 461
- Impressions increased by 75% even without paid engagement
- Engagement is at least weekly and regular.
- The Refugee Hub social media account has 321 followers.

Find us on Facebook: JLIFLC.Connect

280 Facebook followers (a 57% increase since 2017)

Subscribe to the JLI on Youtube

More than 1500 people viewed JLI videos in 2018
Website Statistics

The number of people visiting JLI’s website increased in 2018 by 50%, and the majority of visitors are new users (57%).

The top 3 most frequently accessed web pages are the resources library, GBV Hub Study, and members directory. The website homepage will also be updated shortly.

Website Users (2018 compared to 2017)

Joint Learning Webinars

JLI continued joint learning opportunities via Zoom to better communicate Hub and partner work to relevant networks. All videos are posted on the JLI YouTube account. Most active Hubs host at least one webinar and the Mobilisation Hub hosts webinars every other month, for a total of ten. JLI also partnered with KAICIID on two webinars.
JLI Resource Library

Currently, JLI's resource library has more than 1100 resources with more than 283 posted in 2018 alone.

Resources Library Most Popular Resources

1. No more Harmful Traditional Practices, GBV Hub (UK Aid-funded study)
2. UN InterAgency Task Force FBO Report
3. Localizing Response to Humanitarian Need Conference Summary
4. Refugees & Migration Faith-related Global Compact Resources
5. URI: Data Gathering and Narrative Based Impact Assessment
7. Mobilization Hub Theory of Change
8. Children on the Move Learning Brief: Spiritual Support
9. CRS: Beneficiaries Service Delivery Indicators

6130 RESOURCES SHARED IN 2018

SHARE A RESOURCE AT HTTPS://JLIIFLC.COM/RESOURCES
JLI Gender-based Violence Hub

Following an initial debrief at DFID, the JLI GBV Hub disseminated UK Aid Funded study Harmful Traditional Practices and effective engagement with faith leaders through various platforms starting in November 2017.

The JLI GBV Hub launched the three policy briefs and related reports in-person at the policy level at CSW62. Dr. Selina Palm (see bottom right photo).

The study consortium presented at eight conferences, the JLI GBV Webinar in February 2018, and produced three informal blogs. Study researchers also published a journal article from the research findings.

Webinars

The GBV Hub gathered in London in-person and online for two webinars in 2018. The December 2018 webinar focused on Tearfund and HEAL Africa’s end line evaluation of the trial in the Democratic Republic of Congo on Violence against women and girls.

Partnerships

JLI GBV Hub initiated a new partnership in 2018 with the PaRD SDG 5 Gender Equality workstream as a knowledge partnership to inform a joint advocacy agenda. The work will be presented at CSW63 in NY in March 2019.
JLI Refugees & Forced Migration Hub

Joint Convenings
The JLI Refugee Hub gathered partners in London and Geneva to develop a Joint Recommendation on the role of local faith communities in order to contribute to the Global Compact on Refugees Consultations. This work was funded by the Luce Foundation.

At the NGO Consultations in Geneva, JLI Refugee Hub Co-Chair Dr. Elena Fiddian-Qasmiyeh shared preliminary findings from the UNHCR project, including initial in-country findings and plans for the training module development.

At the G20 Interfaith Summit in Buenos Aires, Jean Duff shared the new Policy Brief: Faith Actors and the implementation of the Global Compact on Refugees

Webinars and Partnerships
The JLI Refugee Hub had a series of three webinars in 2018. The first presented the first part of the JLI Scoping study, the second was a partnership with KAICIID focusing on children on the move and the last marked the adoption of the Global Compact on Refugees in December.

The KAICIID Webinar included guest speakers KAICIID Fellow Dr. Aleksandra Djurić Milovanović, from the Institute for Balkan Studies of the Serbian Academy of Sciences and Arts and Amanda Rives Argeñal, World Vision International with Dr Olivia Wilkinson.

The December webinar included UNHCR’s faith liaison Rachel Criswell and five of JLI’s partners. JLI launched it’s new policy and resource brief as well.
Thanks to our members and donors! Since 2012, JLI Operations continues to be supported financially by board member contributions, foundations, and grants. In 2018, JLI received grants from the GHR Foundation, UNHCR, UNICEF, the Henry Luce Foundation, Consortium with the Belgium Government, DanChurch Aid, PaRD, Religions for Peace, Tearfund and World Vision. Also, the JLI received contributions from Adventist Development & Relief Agency, ACT Alliance, American Jewish World Service, Anglican Alliance, Arigatou International, Cadena, Christian Aid, Episcopal Relief & Development, Humanitarian Forum Indonesia, IMA World Health, International Interfaith Peace Corps, Islamic Relief USA, IRW, KAICIID, Oxfam America, Tearfund, The Salvation Army, and World Evangelical Alliance.

After hosting JLI for nearly two years, in October 2018, the Center for Faith and the Common Good, CF CG, officially changed its name to the Joint Learning Initiative on Faith and Local Communities. JLI became a freestanding tax exempt NGO. Prior to 2017, Tearfund UK provided fiscal agency services and lent its charitable status to the unincorporated JLI project.

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<th>Summary JLI 2018 revenues &amp; expenses</th>
<th>Budgeted</th>
<th>Actual 2018</th>
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<tr>
<td><strong>Revenues</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Member Contributions</td>
<td>100,000</td>
<td>101,335</td>
</tr>
<tr>
<td>Project Grants</td>
<td>199,410</td>
<td>272,061</td>
</tr>
<tr>
<td>Foundations</td>
<td>125,000</td>
<td>125,000</td>
</tr>
<tr>
<td>Other</td>
<td>33,300</td>
<td>12,866</td>
</tr>
<tr>
<td><strong>Income Total</strong></td>
<td>507,710</td>
<td>511,262</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
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<tr>
<td>Personnel</td>
<td>147,171</td>
<td>147,739</td>
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<tr>
<td>Research Consultants</td>
<td>117,055</td>
<td>109,329</td>
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<td>Project Support</td>
<td>86,600</td>
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<td>Finance/Legal</td>
<td>27,500</td>
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<td>Website</td>
<td>12,000</td>
<td>5,765</td>
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<td>Travel</td>
<td>64,150</td>
<td>39,202</td>
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<tr>
<td>Learning Hub Grants</td>
<td>8,000</td>
<td>5,010</td>
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<tr>
<td>Misc Project Costs</td>
<td>13,200</td>
<td>16,909</td>
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<tr>
<td><strong>Expense Total</strong></td>
<td>497,060</td>
<td>440,337</td>
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Audited financials for 2017 available on request. In 2018, personnel costs increased with the addition of Olivia Wilkinson, PhD as Director of Research, many freelance researchers and additional financial consulting services.

- JLI provided small grants for Learning Hub related research for Anti-Human Trafficking and Modern Slavery and Ending Violence Against Children and Refugees and Forced Migration Hubs
- The JLI increased travel expenses to ensure representation at key conveings