<u>In</u>dependence



2022 Impact Report

# In dependence on God In dependence on others

"Unless the Lord builds the house, those who build it labour in vain. Unless the Lord watches over the city, the watchman stays awake in vain."

#### Psalm 127:1

We know we can't do this alone. We follow God as He guides our partners in their ministries and leads our donors to faithfully pray and give. Our role is to keep listening, learning, and relying on God as we encourage our partners to do the same. It is Jesus who changes lives.

"The eye cannot say to the hand, 'I have no need of you,' nor again the head to the feet, 'I have no need of you.""

#### 1 Corinthians 12:21

We know we can't do this alone. We rely on our partners and our partners rely on us; that's the way God intended it – mutual dependence.

We love and respect our partners. They teach us how to serve Jesus wholeheartedly. We resource ministries through equipping local teams, strengthening networks and providing financial support. We enhance the vision God has given them and trust the Spirit of God to work through our partnership as we are bonded together as the Body of Christ.

Profound Partnerships

# Changes

LINCS

New followers of Christ

12,489

Letter from the President

#### We are on Mission with God

"Come follow me."

I often hear this phrase when I travel to visit our ministry partners. They will drive for hours to bring me to remote regions or villages where God is at work in their midst.

I was in Thailand recently and our partner, Daniel, took me to see a village transformed by the work of God. The small rural village in northern Thailand, only a few short kilometers from the Myanmar border, had a thriving church where only a decade ago there was little Christian presence.

The pastor said, "come follow me," as he took me from the church to the village square. In partnership with our Canadian donors, the church built a well so that everyone in the village could access clean water. They even had a plan to bottle their water and sell it at a fair price to neighbouring villages so that those people didn't need to travel all the way to a larger city centre to access clean water.

The most moving moment of my day in this village was when the pastor said, "come follow me" and took me to meet a woman in her early twenties with a toddler in her arms. The pastor proudly introduced her as a new church planter who had taken up the challenge to share Jesus with a neighbouring community. She was celebrating six new believers that were just baptized in the new community.

In Isaiah 49:13, God says to the people of Israel, "See I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland."

In our work at Partners International Canada, we see this verse play out in the spiritual realm. God is making a way for His word and His message of hope to find roots in the wilderness and in former wastelands. In Syria, Northern Pakistan, Moldova and Thailand, God is working among Muslims, Buddhists and atheists. People's lives are transformed as local churches and local workers share the good news of Jesus in their own language, culture and context.

Our theme for this annual report is Follow the Leader. First and foremost our leader is Jesus Christ. We follow Him as He leads us and our ministry partners through His Spirit.

As Paul instructed the Corinthians, 'follow me as I follow Christ', so we hear our partners calling us to follow them as they follow Christ and pursue His glory.

### But we are also following a new generation of global Christian leaders.

In this report you will read of the church growing in places where until recently, there was no church. You will read about leaders who we must learn from and follow as they model wholehearted discipleship and apostolic leadership to us – establishing new ways for God's word to take root across our world.

Thanks for partnering with us in mission.



Darren DeGraaf President Partners International



Arthi\* is from a remote tribal village. There is no public transportation to his village, no real roads and no access to healthcare. Arthi only attended primary school. As a young man with little hope for his future, he was drawn to extremist teachings.

He became influential in his community, promoting spirit worship and witchcraft. One of our missionaries visited his village and began sharing the good news of Jesus. Arthi was intrigued by the message and so our missionary regularly visited him. Last year, Arthi chose to follow Jesus. His salvation and calling to full-time ministry came together. He was passionate about working for the Lord and influencing others with the new truth he discovered. Our partner provided training and he became a leader intent on reaching his home village.

Arthi immediately faced resistance and persecution. He fled from his home; his land and belongings were seized but Arthi was not deterred. He spent time praying, caring for the sick, and demonstrating God's love. People noticed the transformation in his life and began to say Arthi's God must be great because Arthi's love is so persistent. Slowly, others around him were open to hear the message.

In the past six months, 22 people have decided to follow Christ in Arthi's village.

\*Names are changed for security purposes

We follow our partners as they follow Christ

Leaders trained 3,159

3 Partners International

#### **Partnering is God's Ideal**

God calls us to work together. We best achieve our mission through meaningful collaboration with local leaders serving in their own culture and context. The body of Christ is designed to work together to fulfill God's purposes.

When churches in our cities and towns think of themselves as one body with many different parts, the church and its mission are strengthened. Many Canadian churches have taken seriously the call to reach the increasing diversity of people moving into our communities. Local mission is the hallmark of healthy churches in Canada. The same is true for the church worldwide.

Working together with a truly collaborative approach requires humility and a deep sense of listening. Recently, one of our international partners shared a frustrating experience with a funding partner that was resistant to change. The funding partner struggled to understand how priorities on the field were changing and that funding needed to be reallocated. Our partner was frustrated that the organization hadn't taken the time to listen or build the deep relationship necessary for an effective partnership. We consider this a cautionary tale for how we approach partnership.

At Partners International, we believe the locus of power must shift to the local

partner. It is not easy to develop trusting, cross-cultural partnerships. It requires time and dedication. It requires humility and the ability to listen intensely across cultural and language barriers.

Our partners pray deeply and diligently for their own communities, spending time listening to God and asking Him to lead. They work to be in tune with God's Spirit and to see their communities with spiritual eyes. They understand their communities in ways that would take us a lifetime to comprehend.

One way that we are learning to partner better is that, in the past year, we have formed a team of regional overseers who provide encouragement, oversight, and accountability to our field partners. We have reduced the size of our Canadian International Operations team. We have grown our investment in regional leaders who fuel innovation and collaboration with the unique contexts they understand much better than us.

We continue to learn what profound partnerships look like. We have learned that empowerment means putting aside our agenda and following our partners' lead as they graft onto God's heart for their region.

"When I found Partners International, I knew I had found a gem! As we partner with leaders who are already fluent in the local language and culture and connected to the community, we are being great stewards of what God has blessed us with. Our church has been so impressed with the solid partners we are able to support through Partners International. They do all the vetting, training and reporting in such a way that we have full confidence as we partner in far-off places that God's work is being accomplished."

Tracy Minke

Missions Pastor at CrossRoads Church, Red Deer

Multiplying project effectiveness and maximizing donor gifts Local **Partnerships** are Local Local Overcoming Resilience **Powerful** leaders are cultural and awareness is through significantly language unmatched disaster, war, or barriers develops less costly than by external a pandemic foreigners entities fruit faster

Asif's\* town in Syria was leveled twice in the past few years: 90% of the structures were destroyed and there is almost no functioning infrastructure. The physical and spiritual needs in Asif's town seem insurmountable but he presses forward in faith: "even if we have to wait, it will come - the Church will be restored." After two years of ministry, thirteen families are already attending the new church. Asif's faith is well known and he lives under the constant threat of persecution. He spends his days meeting in secret with families who ask for prayer or with those open to learning more about Jesus. With their limited resources, the church also provides food to 35 families a month. Asif reports: "We offer the word and the Spirit of God, but we need to help people with food too." \*Names are changed for security purposes better togethe know that we Local missionaries supported

Partners International

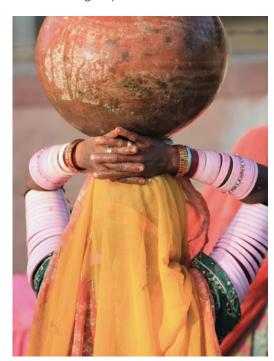
Planting Churches & Developing Leaders

# When the Unreached Go to the Unreached

Pran\* grew up steeped in rituals practiced for centuries by his community. One day his father injured his hand. Infection set in and it quickly became a life-and-death situation. Traditional remedies and sacrifices had no effect. As a last resort, they called a Christian to pray - the wound healed. This act, in the name of Jesus, sparked faith and a pathway toward discipleship. It also led to intense persecution from the community. As Pran prayed for his persecutors, a greater love grew in his heart. He desired to make Christ known among them.

This year Pran graduated from a Bible training program and effectively serves the Lord among his people.

Hundreds of first-generation believers like Pran graduate from our training programs every year. Most are from the world's remaining unreached people groups. Some students are the very first believers ever from their ethnic group.



How amazing it is to be part of the Book of Acts experience and witness where the Kingdom of Heaven is touching down for the first time! As in Acts, we're seeing the Holy Spirit use unlikely people in powerful ways.

Raz\* is a 'barefoot preacher' who works among his own ethnic group. It is a totally unreached community of which Raz is the first believer.

As the first believer among his people group, full of joy and passion for Jesus, we provided him with basic discipleship and sent him out to serve his people.

Raz shared the Gospel with 22 people, including a young college student named Sual.\*

Sual became a seeker (which means he initiated more discussions about Jesus and was open to learning more about Jesus). Sual lives with his parents and his father Chand\* was a long-time sufferer from asthma. Sual requested Raz to visit and pray for his father's healing. Raz challenged Sual to trust in Jesus' mighty power and pray with him in the name of Jesus. It took time, but after three days, Chand started getting better and his asthma healed entirely within a week. Sual accepted Jesus as His personal Saviour and is actively sharing the Gospel with his family.

Raz, our 'barefoot preacher,' received training called Integral Disciple Making Movements. It sounds complicated, but within a few days, it teaches leaders how to tell God's story in challenging contexts. It's an incredible tool for evangelism in places where there is significant persecution.

Raz is part of a group of six first-generation believers from six different unreached and unengaged people groups who received training together in 2022. In just a few months, they shared the good news of Jesus with 801 people and 344 responded in faith or are openly seeking. They baptized 45 new believers, planted two churches, and already have six Bible studies and six prayer cells!

A similar project that is three years old sent 265 leaders to several unengaged groups. There are now enough trained leaders among those ethnic groups to remove them from the global list of unengaged peoples. And one of the groups is no longer classified as unreached!

Our vision is to multiply vibrant communities of faith in Jesus among unreached and unengaged peoples. Most church growth happens through simple people like Pran and Raz. It involves prayer, healing, and bold demonstrations of the love of Christ in the face of persecution. Much of the teaching is done orally and by group discovery. Discipleship takes place the same way Jesus did it, as more mature believers spend time with new converts, model obedience and live out their faith openly.

Be encouraged. God is working in profound ways through your partnership and giving! Continue to pray for men and women like Pran and Raz.

\*Names are changed for security purposes

Today's focus must shift to identify and mobilize leaders called by God to minister powerfully in their own cultures and contexts.

Churches planted

567





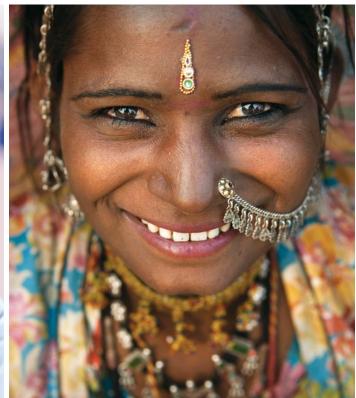




Partners International 2022 Impact Report









Local Leaders Multiply

# Catalytic Investment for Exponential Growth

Believers baptized 5,118

Global Mission researchers tell us that there are over **3.2** billion people with limited or no access to the good news of Jesus and over **7,400** people groups that are yet to be considered reached.

This past year five previously unengaged (no Christian presence at all) people groups became "engaged" and the number of unreached people groups dropped by one because of the work of just one of our ministry partners! Because of the catalytic funding investment made by our generous donors, one of our partners could share the good news of Jesus and see fledgling Christian communities launched in five new tribes and become a thriving church in one new people group! Praise God.

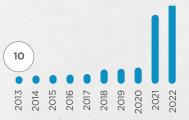
Another partner who usually sees a handful of people coming to know Jesus each year has shared with us that thousands are currently responding to the good news of Jesus in one of the most closed countries on earth! The difference? Our ability to increase our funding in these very strategic places allowed them to mobilize more evangelists! Jesus said, "the harvest is ripe but the workers are few."

When you invest in the harvest - the Spirit of God rewards!



**Number of New Believers** 

We saw a dramatic surge of new believers in a sensitive region because of a catalytic investment within one of our partner's ministries



Rapid Emergency Response

# **Everyone has Dignity** and Worth

God has made every person in His image so we honour God when we care for each other. The Body of Christ has responded to the global crises of the past year. When the global church follows Jesus into the midst of an emergency, we become the hands and feet of Christ himself.

#### Placed by God for such a time as this: Ukraine

We have been working in Moldova for 20 years. Our work started with a focus on justice initiatives for young women trapped in exploitation and sex trafficking. Today our focus is on transforming an entire generation of young adults to bring exceptional Christian leadership into politics, business, media, education and the church.

As war broke out in their neighbouring country Ukraine, we immediately reached out to our partners to ask what help they might need. They felt a clear call from God to respond with their unique expertise. They had leaders, programs, and structures in place ready to absorb the influx of refugees. One leader said:

"Helping these women and girls whose lives were ruined by greed and the lust of men... really helped us to see and understand what PTSD [looks like] and how we can cope with it - how we can address the person deeply traumatized by human evil... we now are using all these instruments, all this experience... for refugees."

Our partner's response is multifaceted. It has included:

- Repurposing their 24/7 trafficking-risk hotline into a refugee call center
- Transportation of refugees into safe locations in Moldova or elsewhere to prevent trafficking
- · Short and long-term housing
- Professional counseling and art therapy
- Extensive Christian programming for children and youth
- The provision of food and hygiene supplies for 500 refugee families a month in Moldova's capital.

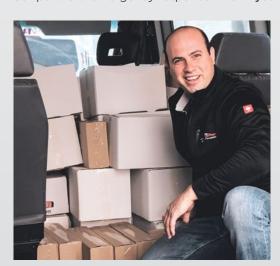
Our partner also delivered several dozen tons of aid into Ukraine itself. To meet the

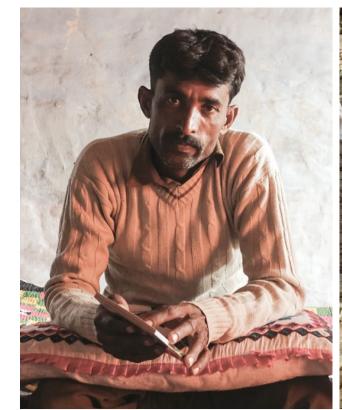
most pressing needs and distribute the goods across hardest hit regions our partner developed a network of church leaders. These leaders have received a special anointing of God's Spirit: they've pulled people out from the rubble of destroyed homes, clothed and sheltered the freezing, fed the hungry, and shared Christ with those in despair.

One new partner from Kherson (right on the front lines of the war) shared with us how they have been working to share the love of Christ even in the midst of the darkness.

"We serve with what we have in our pocket, and thank you for filling our pockets... but at the same time we serve with what we have in our hearts, with our souls, we share the stories about Jesus. They share their stories about bombings, about fear, stories about being raped, about being abandoned, and we share our stories about someone who is able to help, someone who really loves."

We are grateful to our Canadian donors, who have played a central role in every aspect of our partners' emergency response. **Thank you!** 





## Loving those fleeing persecution in Afghanistan

Since the Taliban took control of Afghanistan, life has gone from bad to worse for many ordinary Afghans. The people of Afghanistan have experienced increased violence, forced relocation, food insecurity, mass unemployment and severe religious persecution. Pakistan alone has received upwards of 3 million Afghan refugees. Compounding this suffering, very few international organizations can access Afghanistan or the refugees in neighbouring regions.

Our Pakistani partner is uniquely located to help in places few others can go. We are supporting Christian leaders working in both Afghanistan and in the border regions of Pakistan.

Our work includes serving Muslim Background Believing families suffering persecution and relocating within Afghanistan. It also includes sharing the good news of Jesus with the many refugees who have left Afghanistan disillusioned and angry. As we provide food and warm clothes, we also share the good news of Jesus with people who have never heard the message before. Our partner has also pioneered a microfinance venture among the refugees, allowing families to start a vegetable cart business and move towards self-sustainability.



### Shining the light of Christ in Pakistan's flooded provinces

Pakistan suffered from devastating floods this year. At its worst, half of the country was under water. More than 30 million people were affected. Homes were destroyed and this year's crop was washed away. Over 1,700 people were reported dead.

Amidst tragedy, our partners chose to act; they saw the opportunity to demonstrate the selfless love of Jesus and to establish deep relationships with people in their time of desperate need.

Our partner provided for people's basic needs like food and clothing. They distributed food to over 5,500 people, and over 4,600 people received basic medical care from volunteers under the supervision of a local doctor who frequently assisted through video chat. As winter approached, our partners ensured that people had warm clothing.

Relationships have been established in places previously closed to the Gospel. People are seeing the love of Christ firsthand and opening their hearts to receive the good news of Jesus.

People assisted 245,478

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We Bring our Best

#### **Bold Leaders Make a Difference**

Daniel Dorman is a new member of our Canadian staff team. He recently travelled to Lebanon, Moldova and Ukraine. He shared two stories with us that demonstrate the selfless ways that our partners work to share the good news of Jesus – in both word and deed. We wanted to share these two stories with you to highlight how our partners regularly respond to the prompts of Jesus to love people at every opportunity.

The first story takes place in Lebanon. We were driving from Beirut up to the Mount Lebanon region. Our partner was hosting a conference for leaders from across the Arabic-speaking world. For the next few days we heard reports from various ministries across Syria, Algeria, Lebanon, and Sudan. We were then joined by 50 Muslim background believers who recently came to faith.

A young Lebanese leader came to pick us up at the airport. He serves with incredible dedication. He took the lead organizing the logistical behemoth that is an international conference. He told me later that he lost many hours of sleep in the days and weeks leading up to the retreat. I imagined he was tired when we arrived but he greeted us at the airport with kindness.

Weaving our way up the mountain we came around a bend in the highway and the van slowed down suddenly. We stopped in front of a Lebanese military base but there was no checkpoint; nothing blocked our way.

Our partner yelled something out the window and a moment later a Lebanese soldier jumped into the seat next to me. We shook hands and he gave me a very friendly "good afternoon", but that was the extent of our capacity to communicate. He asked our partner a few questions (presumably about why he was driving around some foreigners). Our partner responded calmly – I could tell he was explaining that we were Christians and that we were on our way to a conference. I'm not sure if you could call the interaction evangelism, but our partner was unashamed of his faith and unafraid to serve a stranger on the highway.

We stopped in a small town; the soldier climbed out of the car with a smile and a wave. Our partner explained that young men in the Lebanese military often face varying degrees of economic hardship. He stopped to give him a ride because he sympathized with his situation because he loved his neighbour.





The partner who drove the van that day has personally taken 17 humanitarian trips to Ukraine over the past few months. He also coordinates staff and volunteers who distribute aid to 500 Ukrainian refugee families a month in Moldova's capital city. Much like our partner in Lebanon, I'm not sure this man knows the meaning of the words 'time-off'.

It was completely dark when we cleared the border and returned to Moldova. The van came to a pretty sudden stop just past the UNHCR (United Nations High Commission for Refugees) shelter. Our partner yelled something out the window and a moment later an older man was making his way into the seat next to me. He tried to say hello to me in Russian, then Romanian, then Ukrainian... then he gave up on my inadequate language skills but smiled in my direction.

Over the next couple hours our partner learned about the man's situation: he wasn't Ukrainian but his elderly wife was stuck in Kyiv and he was trying to make his way back to her. He was delayed for an emergency medical procedure and then barred entry from Ukraine on the night we met.

Our partner bought him tea and then dinner. He gave him a powerpack to charge his phone so that he could update his wife. Before we left our new friend, our partner ensured he had a safe place to stay and gave out his contact info. It was a simple act of service from a man already giving so much of himself to ministry.

Our partners, led by the Holy Spirit, see the potential for an improved world and regularly take action to make it so. They take risks and courageously serve in challenging places. They model Jesus's example of humble, sacrificial and courageous leadership.

Be on your guard; stand firm in the faith; be courageous; be strong. Do everything in love. ~ I Corinthians 16:13-14

Communities impacted

2,020

Seeking to Lead Like Jesus

# **Introducing our New Board Chair: Jennifer Kilback**

Jennifer Kilback, CPA, CGA is Chief Business Officer at Hyper Hippo Entertainment, an award-winning mobile game studio dedicated to making entertainment that positively impacts the world. She has worked in the tech and entertainment/gaming industry for 18 years. Jennifer has been married to her husband, Clint, for 25 years. Together they have two young adult daughters, Cassie and Dani. Jen was born in the Maritimes but now lives with her family in Kelowna, BC.



Darren: Tell me about when you first encountered Partners International.

Jennifer: I first heard of Partners International in 2010 after I left the Disney Corporation to work for a familyowned company. This family has a foundation that supports the work of Partners International. Through this experience, I learned how Partners International works around the world.

Darren: When you think back over the last 13 years, what would you say has attracted you to our model of mission?

Jennifer: I love the model of the local leaders doing the church planting and establishing organizations. They know their own cultures; they know their people. And by getting support from Canadian donors, we're able to help them to scale their ministries. I love that we don't assume that we know everything or that we know what people's needs are. Our partners understand how their own people will perceive things and present the Gospel in ways that are relevant to them. And I love how Partners International supports local ministries in hard places and all the impact that makes.

Also, I love the quality of the partners. Talk about grit; our partners have grit and demonstrate that in all sorts of ways. Not only are they building effective ministries, but they are operating in very challenging places. There's so much that they're doing. They are our entrepreneurs for God.

Darren: That's a great way of saying it. What about some of the field experiences that you've had with us?

**Jennifer:** I've had the wonderful opportunity to visit four different partners. In Bangladesh, I experienced a beautiful ministry in the midst of a very difficult context.

In India, I was blown away to discover how smart and effective our leaders are. I was shaped by a visit to the Mahima Girls Home and discovering what those girls have overcome in their lives.

I have also been to Brazil. After meeting Marcio, there was no doubt about what they were going to accomplish for the Lord. I was able to be there just as they started their work in the Amazon. I know they have gone much deeper into the jungle areas now but it was already exceptionally remote.

Most recently, in 2019, my daughter and I visited our partners in Egypt and Lebanon. This time I saw our work through my daughter's eyes. The ministries in those places are reaching across the entire region. They have such an incredible story of perseverance and of trust that God is working even before there is tangible evidence of fruit.

Darren: Was there a common denominator in your different experiences?

**Jennifer:** For sure, it's the quality and the leadership that exists. Each of those partners,

they have the passion, the drive, and the ability. They are for Christ with everything they have. They give their all to Him.

Darren: My last question is, what are some of your dreams for Partners as you step into the role of board chair?

Jennifer: My dream is to see more people come to know Christ. That's at the heart of it. I really, really pray that we can come out of crisis mode in many areas of the world between COVID, natural disasters, economic uncertainty, war and persecution. It feels like crises are multiplying. But as we come out of crisis mode, I want our partners to have increased opportunities to share the good news of Christ. God is in control and knows what He is doing, but it's been difficult.

I'd also love to see Partners International grow here in Canada, to see growth and passion and more people motivated to come alongside our work. Partnering with local leaders is so worthwhile. Our work isn't about starting new initiatives - it's about coming alongside people already hard at work. It's grassroots work that Partners International comes alongside to help scale and multiply. I'd also highlight the holistic nature of our work. We are focused on Christ and having people come to Christ, but there's also the aspect of caring for the whole person: physical, mental, economic, and of course, spiritual. That's a very strong message. That's the message of hope.



Children & youth in programs

30,262

#### **Board of Directors**

(as of January 2023)

Jennifer Kilback (Chair) Jennifer Walter (Vice-Chair)

Monica Elfstedt (Treasurer)
Mat Stevenson (Secretary)

Ann Chow

Phil Dempster Michel Fahmy

Peggy Grall

Dave McComiskey

Harding Ng

Ryan Walter

There is cause to rejoice in all that God has done through Partners International this year!

On behalf of the Board of Directors, I appreciate your gifts and prayers for Partners International Canada. Our volunteer board approves a budget each year that we believe will move our mission forward.

We ensure accountability through strong management practices, board oversight and an annual external audit. We wholeheartedly endorse the ministry outcomes and the financial statements in this annual report.

Jennifer Kilback Board Chair, past Treasurer

All correspondence with the board can be made by sending an email to <a href="mailto:chair@partnersinternational.ca">chair@partnersinternational.ca</a> which will be sent directly to our Board Chair.

Our partners are our entrepreneurs for God

Partners International 2022 Impact Report

2021-22 Financial Highlights



# Supporting local leaders means that every dollar goes 13 times further!







# **Integrity Matters:**The Impact of Your Partnership

Reported 2021-22

Figures are rounded to the nearest \$1,000. Partners International Canada has a fiscal year end of June 30. Audited financial statements are available on our website at: www.partnersinternational.ca/annual-report.

	Fiscal Year End <b>2021/22</b>	Fiscal Year End 2020/21
REVENUE:		
Revenue		
Contributions Designated Contributions Undesignated Contributions	\$ 3,404,000 \$ 1,207,000	\$ 2,817,000 \$ 1,134,000
Other Income (rental, investment, etc)	\$ 30,000	\$ 80,000
TOTAL REVENUE	\$ 4,641,000	\$ 4,031,000
EXPENSES: Expenses		
International Programs	\$ 3,470,000	\$ 2,789,000
Support Services Fund Development Administration Facilities and Equipment	\$ 533,000 \$ 395,000 \$ 81,000	\$ 481,000 \$ 342,000 \$ 58,000
TOTAL EXPENSES:	\$ 4,479,000	\$ 3,670,000
FUND BALANCES:		
Operating fund	\$ 362,000	\$ 472,000
<b>Designated fund</b> (International Programming)	\$ 697,000	\$762,000

Partners International Canada works closely with our international partners to create annual budgets which are funded through gifts from our donor community and distributed monthly.

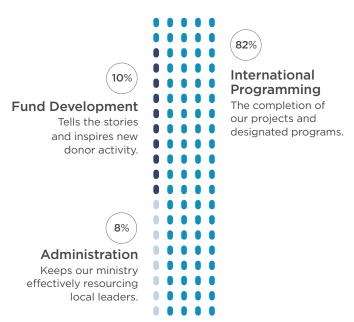
**Designated funds** are reserved for the specific programs and projects which are assigned until a program or project comes to an end. **Fund balances** reflect balances in specific ministry accounts and our commitment to faithfully provide sustained and consistent distributions even in seasons when giving to our mission is lower than key giving seasons.

The Board of Directors of Partners International Canada keeps a modest reserve fund to ensure that we can meet our monthly commitment to our international partners and ensure ministry continuation through times of difficulty. Fund balances also allow us to respond quickly to opportunities and emergencies as they emerge.



Partners International Canada is a member in good standing with the Canadian Centre for Christian Charities

#### **Donations at Work**



# Sources of Support: Thank you for your Generosity!

2022 Impact Report







8500 Torbram Rd., Unit 56 Brampton, ON L6T 5C6

1 (800) 883-7697 www.partnersinternational.ca

