

# FREEDOM TEAMS

TAKE ACTION IN ABOLISHING MODERN DAY SLAVERY



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THANK YOU FOR STANDING WITH THE VULNERABLE

# FREEDOM TEAMS

## INTRODUCTION

Human-Trafficking is currently ranked the second largest crime globally, and it is growing. Second to drugs, this \$150 billion dollar industry is gaining more momentum as criminals realize that contrary to drugs, human beings can be sold for profit over and over again. More than at any other time in history, 21 million people are currently being enslaved or exploited. This includes men, women and children from all socio-economic statuses and nationalities. This crime is an exploitation of vulnerabilities and it is World Relief's mission to stand with the most vulnerable.

As part of our mission, we want to invite you to stand with us. Through Freedom Teams, our goal is to empower the local Church to begin taking action against Human Trafficking in the world.

## WHAT IS A FREEDOM TEAM?

A Freedom Team is a group of like-minded individuals, most often from a local church, that partners with each other, their community, and World Relief to bring greater advocacy, prevention, resources, and survivor support as part of the anti-human trafficking movement.

World Relief has created the Freedom Team model and the accompanying resources to provide a tangible way for churches and groups to engage in the fight against human trafficking. Our hope is that through the following guide and World Relief staff support, we can serve as a resource and support to Freedom Teams as they gather, grow, and go.

Together we can be part of ending modern day slavery.

Let's get started.

## OVERVIEW OF PROGRAM PHASES:

### Phase 1: Recruiting Your Team

*Main goal: Cast vision to family, friends, and acquaintances through various mediums, such as social media, personal invites, and events, to gather a team committed to being advocates.*

### Phase 2: Team Development

*Main goal: Prepare your team to take action through prayer, establish an educational foundation on sex and labor trafficking, study scripture surrounding the topic of justice, and foster community within your team.*

### Phase 3: Launch First Initiative

*Main goal: Inventory your team to understand the groups talents and passions, customize a plan of action, and then execute your first initiative in the community.*

### Phase 4: Educational Development

*Main goal: Decide on an area of focus within Human Trafficking and then expand your expertise within that specialized topic so that the team will be better equipped to have an impact.*

### Phase 5: Launch Strategic Initiative Phase

*Main goal: Invest in a longer-term project or initiative to impact the issue of Human Trafficking in your community and/or globally.*

## THE VALUE OF TEAM-BASED MINISTRY

Team-based ministry, guided by the Holy Spirit, is a powerful missional and formational tool. You will see discipleship breakthroughs and “aha” moments that bring transformation into the lives of everyone involved. As your team tangibly follows Jesus by advocating for justice (Isaiah 1:17), loving your neighbor as yourself (Luke 10:27), and bringing healing to the wounds of our community (Psalm 147:2), you will experience the Gospel lived, shared, and received in powerful ways.

When facing challenging, complicated issues such as Human Trafficking, a team-based approach can multiply impact and support longevity as team members energize and support each other. Learning how to do team-based ministry is a process that requires patience and intentionality but that we believe will multiply the fruit of your labor in the long run.

## GATHERING A TEAM

### TEAM LEADER

A strong, committed team leader is essential to a successful Freedom Team. A team leader is passionate, motivated to take action, and values communication, coordination, and delegation.

It may be that the original initiator of the team is also best fit to be the Team Leader or it could be that another team member would be best fit for this role. The initiator should consider whether they are the best fit for this role or if there is someone else in the team that may be the best fit. Some teams may also decide to assign co-leaders. Decide based on the needs and desires of your team!

Typical characteristics of a strong team leader are:

- Motivated and passionate
- Available for the time-commitment
- Strong communication skills
- Able to cast vision
- Able to motivate and delegate
- Organized

Team leader responsibilities include:

- Streamlining the team's communication
- Serving as a liaison between the team and World Relief
- Following up with team members to ensure tasks are being completed
- Confirming team members log their volunteer time and donations with World Relief
- Facilitating meetings
- Ensuring that the team leaves with an action plan at the end of every meeting

Some of these tasks may be delegated but the Team Leader should ensure that these key matters are well managed.

Once your team has decided on a Team Leader(s), contact World Relief regarding your decision.

## COMMUNICATION

Regular and open communication between World Relief and the Freedom Team is essential and remains a priority for World Relief as we support and empower you throughout your Freedom Team experience.

### Communication Within Your Team

We ask all teams to utilize a group communication tool called #Slack. This is a free group messaging app/website with a lot of great features. Some of those features include:

- Channels can be divided by team, project, client, or whatever else is relevant to your team.
- Team members can join and leave channels as needed – unlike lengthy email chains.
- Channels keep side conversations from derailing the topic or project at hand.

You can learn more and create an account at <https://slack.com/>.

Please note that World Relief would love to be added to your Freedom Team's slack account so that our staff representative can maintain consistent support and communication with the team.

### Communication With World Relief

As you are moving through the stages of gather, grow, and go, it is World Relief's desire to be an available resource during the process. We are here to provide consultation, resources, and help you brainstorm how God might be leading you to take action in your communities. If you have not yet been connected with a World Relief staff representative regarding Freedom Teams, please email us at: [Triadaht@wr.org](mailto:Triadaht@wr.org).

## TEAM COMMITMENTS

Our Team Commitments guide is designed to give clear language to what should be expected of World Relief and of Freedom Team members. This is a great resource to review as a team is forming and with new team members as they join. This resource can be found in the appendixes under Phase 2: Team Commitment.

## SURVIVOR PARTNERSHIP OPPORTUNITY

As World Relief serves survivors of Human Trafficking across Central and Western North Carolina, there may be opportunities for teams to partner with a survivor. As we are serving survivors, we will be looking for opportunities to connect them with a Freedom Team and may contact you to consider this possibility.

Please let us know if your team has a strong desire to be connected with a survivor so that we can take that into consideration as we evaluate a survivor's needs and select a team to connect them with.

## LOGGING VOLUNTEER TIME & DONATIONS

By tracking your contributions to the Freedom Team, you're helping World Relief convey the impact that volunteers have in combatting Human Trafficking. You're also impacting *future* survivors. The grants supporting World Relief look to see proof of community involvement. In fact, the future and/or expansion of some grants are dependent upon this proof. You can multiply your impact by logging time and donated resources.

Here's how to log your volunteer hours, mileage, and donations. First, you'll need to access our tracking tool, called Track It Forward:

1. Select your local World Relief office on [Track It Forward](http://www.trackitforward.com/site/world-relief-high-point?type=register) (<http://www.trackitforward.com/site/world-relief-high-point?type=register>).
2. Create an account by selecting "Sign Up" and providing basic information.
3. Once in the portal, you can begin logging\* hours, donations, etc.
4. The app for smart phones is called OURVOLTS. You can download and access it once you have registered online.

When logging, please complete the following fields:

- Date Volunteered
- Activity
  - For educational or planning meetings, choose "training"
- Hours (i.e., how much time you spent volunteering)
- Mileage

- Please note, mileage is only to be logged for the act of volunteering—not the drive to and from your home, unless the client is with you.
- Notes (i.e., details on a donation)
  - Amount spent (if applicable).
  - Whether the donation was for a specific client
  - Details on what you did during the time listed, etc.

## LET'S TAKE ACTION!

### PHASE 1: RECRUITING YOUR TEAM

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“It may well be that we will have to repent in this generation. Not merely for the vitriolic words and the violent actions of the bad people, but for the appalling silence and indifference of the good people who sit around and say, ‘Wait on time.’”

-Martin Luther King, Jr.

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Welcome to the Recruitment Phase. This is a building stage and may take time, but it is very important. Take time to pray that God would lead you to people that will be committed and devoted to this cause. As you are recruiting people for your team, cast the net wide. Don't disqualify anyone by assuming they wouldn't be interested! In this stage, we will provide you with step-by-step processes for how to represent what a Freedom Team is to the public and creative ways to engage people and invite them to be part of your team.

*Main goal: Cast vision to family, friends, and acquaintances through various mediums such as, social media, personal invites, and events, to gather a team committed to being advocates.*

*Average Timeline: 1-3 months*

## STEP 1:

- Contact World Relief to notify us of your interest and set up a meeting with a staff member.
  - Send an email to [triadaht@wr.org](mailto:triadaht@wr.org) and include the following information:
    - Name
    - Best contact information
    - If you are connected to a local church or group
    - Your availability to meet with a World Relief staff member

## STEP 2:

- Meet with a World Relief staff member.
  - Our aim for this meeting would be to:
    - Get to know each other
    - Discuss any questions that you may have
    - Strategize and discuss next steps

## STEP 3:

- Publicize the opportunity to start a Freedom Team.
  - Review the “Phase 1: Publicizing a Freedom Team” resource found in the appendix.
  - This can be done through multiple platforms such as:
    - Personal invites
    - A sermon at your church
    - An announcement at church
    - An ad in the church bulletin
    - Social media
    - Speaking with Bible Studies, Sunday School Classes, or other groups

## STEP 4:

- Gather your initial team for a meeting.
  - Schedule your first team meeting and invite anyone that may be interested.
  - Host your initial team meeting.
    - As the initiator, share why you wanted to start a Freedom Team.
    - Start with an icebreaker to help the group get to know each other.
      - Resource: <https://wheniwork.com/blog/team-building-games/>

- Give an overview of what a Freedom Team will look like.
  - Review the Freedom Team Guide together as a team.
- Identify a team leader:
  - Could be the original initiator or another member of the group
  - This can also be changed or a co-leader added to the team once your final group is established in Phase 2.
- Cast vision for the Gathering Outreach.
- Begin the planning stages of the Gathering Outreach.
  - Feel free to either:
    - Use this meeting to start planning the Gathering Outreach, or
    - Have a follow up meeting to plan the Gathering Outreach
- Set Communication protocol.
  - We recommend the Slack communication forum, but feel free to use any resource that works best for the team.
- Pray over the Freedom Team and the Initial Gathering Outreach.

#### STEP 5:

- Plan a simple outreach.
  - The goal is to plan a small event focused on:
    - General Awareness
    - Inviting more people to be part of your Freedom Team
    - Building momentum within your initial team by creating and executing a simple but effective event in your community
  - Review the “Phase 1: Gathering Outreach Ideas” resource found in the appendix.
    - Feel free to utilize one of our event ideas or plan your own!
    - Be sure to include information about your Freedom Team and invite

#### STEP 6:

- Publicize and execute the event.
  - If you would like to utilize any of World Relief's marketing materials or logos, please send a request to [triadaht@wr.org](mailto:triadaht@wr.org).
  - Be sure to gather contact information from attendees and follow up soon after the event.

## STEP 7:

- Plan a debrief meeting (you can either meet with just your initial team to debrief the event or you can invite the new contacts you made through your outreach event to be part of the process).
  - Share any data such as:
    - The number of attendees
    - The number of sign-ups to join the Freedom Team
    - Etc.
  - Discuss the event:
    - What went well?
    - What could have gone better?
    - Did this event meet the goal of engaging and inviting?
  - Begin casting vision for Phase 2.

Congratulations! You have gone through Phase 1 of Freedom Teams. Now as you move to Phase 2, we will help you begin to develop your team so that you can be as effective as possible in the fight against Human Trafficking.

## PHASE 2: TEAM DEVELOPMENT

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“It is certain, in any case, that ignorance, allied with power, is the most ferocious enemy justice can have.”

-James A. Baldwin

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Welcome to the Team Development Phase. During this phase you are going to spend time solidifying the foundation of your team through an emphasis on team building, prayer, and education, comprised of our four-session training. Human Trafficking is a complicated issue deeply embedded into our societies. But through this training, the team will establish a consistent base level of knowledge and understanding about the issue and how it impacts our world. This is an important step in equipping your team to take action. Secondly, it is important to take time to build community within your team. An African proverb states, “If you want to go fast, go alone, but if you want to go far, go together.” Lastly, prayer is a vital resource of the Church to unleash God's power into the injustices of the world. By beginning Anti-Human Trafficking work with these three key focuses, World Relief believes that Freedom Teams will be better equipped to do meaningful and powerful work.

*Main goal: Prepare your team to take action through prayer, establish an educational foundation on sex and labor trafficking, study scripture surrounding the topic of justice, and foster community within your team*

*Average timeline: 4 sessions, 1-4 months*

### STEP 1:

- Have your Phase 2 First Team Meeting.
  - o Invite all interested members.
  - o Invite a World Relief staff member to join the First Team Meeting.
    - Please coordinate with World Relief at least 3 weeks in advance.
  - o The Team Leader should plan for the first team meeting. Here is all the information you need to include:

- Have the Team Leader/Initiator share about themselves and why they decided to initiate starting a Freedom Team.
- Conduct a team building/icebreaker activity.
  - Review the “Phase 2: Team Building Activities” guide found in the appendix.
- The World Relief Staff member will:
  - Introduce themselves as well as the mission of World Relief and vision for Freedom Teams
  - Provide an overview of the team guide
  - Introduce themselves as a resource as this team moves forward
  - Get team members set up on Track It Forward to log volunteer hours and donations
  - Share that there is an opportunity that if a client were to get connected to us in the area we may present the opportunity for them to be partnered with our client. In that case, the team would have to go through an additional short training before they connect with the client.
- Get everyone signed up on the streamlined form of communication.
- Determine a normal meeting time that works for team members and World Relief staff person.
- Pray together.
- Execute the first team meeting.
- After the meeting, send the team information about:
  - The next meeting
  - Communication protocol/tools you will use (i.e. Slack)
  - Tracking volunteer hours and donations
- Begin utilizing the agreed upon communication forum for regular communication.

## STEP 2:

- Plan the structure for future meetings:
  - Set a regular meeting time with the Freedom Team and a World Relief staff member for the four-session training.
  - Plan the structure and content for the meetings, which should include:
    - Human Trafficking Educational Content:

- A World Relief staff member will lead this section.
- Prayer Content:
  - The Team Leader, or a team member delegated to this task, should lead this section.
  - Review our “Phase 2: Prayer Guide” resource found in the appendix.
- Team Building Content:
  - The Team Leader, or a team member delegated to this task, should lead this section.
  - Review our “Phase 2: Team Building Guide” resource found in the appendix.
- Continue utilizing the agreed upon the communication forum for regular communication.

### STEP 3:

- Begin regular meetings and complete the four-session training.

Congratulations! You have gone through Phase 2 of Freedom Teams. Now that you have built a solid educational foundation, bonded as a team, and spent time in prayer you can move onto Phase 3 and begin to take action. You are now equipped through this training and the Holy Spirit to begin advocating for justice in your community.

# PHASE 3: LAUNCH FIRST INITIATIVE

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“When people seek to fulfill their callings by glorifying God in their work, praising Him for their gifts and abilities, and seeing both their efforts and its products as an offering to Him, then work is an act of worship to God.”

-Steven Corbett

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Welcome to the Launch First Initiative Phase. It is time to take action. You have been laying an educational foundation on the issue of Human Trafficking and now it is time to take what you have learned and start advocating for justice. During this phase, you will begin the creative process of praying and brainstorming how God might use the strengths of your group to bring justice to Human Trafficking. We have provided some resources to help you along the way, but we also encourage you to be creative as you consider what God what may be leading your Freedom Team to accomplish. We are excited to see where God leads you.

*Main goal: Inventory your team to understand the groups talents and passions, customize a plan of action, and then execute your first initiative in the community.*

*Average timeline: 2-4 months*

## STEP 1:

- Assess the team's skills and interests
  - o Review the “Inventory of Skills and Interests” resource found in the appendix.
  - o The Team Leader or team member assigned to lead this activity should review the resource and plan for the meeting.
  - o Have all team members complete the assessments.
  - o Have each team member share their results and use this information to feed into your selection process for a first initiative for the team.

## STEP 2:

- Begin brainstorming initiative ideas.
  - Review the “Phase 3: First Initiatives Brainstorming” resource found in the appendix.
    - You can review this resource as a group or ask team members to review between meetings.
    - Feel free to use one of the initiatives identified in World Relief's resource or come up with your own.
  - Conduct a brainstorming session as a team.
  - Identify initiative ideas with the most group buy-in.
    - You may need to assign team members to do additional research on initiatives before making final decisions.
  - Decide on an initiative.
    - Please contact World Relief for feedback and approval on your initiative idea.

## STEP 3:

- Plan your first initiative.
  - Begin regular meetings to plan the initiative.
  - Set a date/schedule for your initiative.
  - Create sub-committees and/or start delegating tasks.
  - Begin publicity, if applicable.
    - For branding and/or marketing materials, please email World Relief at [traidaht@wr.org](mailto:traidaht@wr.org).
  - Finalize plans to execute the initiative.
  - Please keep World Relief informed and let us know how we can help.

## STEP 4:

- Execute the initiative.
  - Take photos, if possible, so we can highlight your efforts on social media and other places.
  - Take the opportunity to invite others to join your Freedom Team through your initiative, if appropriate.

- Create a quantitative measurement to gauge the impact of your initiative in the community, and share that data with the team and World Relief.

#### STEP 5:

- Debrief the initiative.
  - Review the “Phase 3: First Initiative Review” form found in the appendix.
  - Use the questions in the review form to initiate debriefing conversation with the team.
  - Fill in the review form and submit it to [triadaht@wr.org](mailto:triadaht@wr.org).
    - Why is this necessary?:
      - Your feedback will help World Relief learn how we can better support Freedom Teams.
      - Your initiative may serve as a model for teams in the future.
      - Stories, statistics, and pictures you provide can be used to inspire more people to launch Freedom Teams.
      - Tracking quantitative impact can help World Relief in securing or regaining grants.

#### STEP 6:

- Decide next steps as a team (there are a couple options).
  - OPTION 1: Circle back around to the beginning of Phase 3 and launch another initiative.
    - Choose OPTION 1 if:
      - Your team really enjoyed your initiative and you want to:
        - Repeat it
        - Duplicate in other areas
      - Your team wants to try another initiative but not something overly involved or requiring a longer-term commitment.
  - OPTION 2: Continue on to Phase 4.
    - Choose OPTION 2 if:
      - Your team would like to go deeper into the issue of human trafficking and choose to do an initiative that may require longer term commitment and more involvement.

Congratulations! You have gone through Phase 3 of Freedom Teams. We are thankful that we were able to partner with you in combatting Human Trafficking. As you are considering your path forward, think about and discuss what will be best for your team. Some teams may want to repeat Phase 3 multiple times or stay there indefinitely, while others may want to move onto Phase 4. The phases outlined in this document serve as a guide and you should feel free to make adjustments during the process. We want your team to have the freedom to do what God is calling you to do, and that is going to look different for every team!

## PHASE 4: EDUCATIONAL DEVELOPMENT

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“It is quite clear that between love and understanding there is a very close link...He who loves understands, and he who understands loves. One who feels understood feels loved, and one who feels loved feels sure of being understood.”

-Paul Tournier

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Welcome to the Educational Development Phase. If you are launching into this phase it means that your team is ready to take a step deeper into Anti-Human Trafficking work with a longer-term investment. This phase is dedicated to expanding your knowledge of a specialized topic within the issue of Human Trafficking. This crime is constantly changing and evolving and it is important to be continual learners as we seek to fight this injustice. During Phases 2-3, World Relief has provided resources to guide you through the process. The nature of Phases 4-5 is more open and unique to specific callings of the team as it matures. For this reason, you will find less prepared documents and resources, but World Relief will still be here as a sounding board, a connection to resources, and a partner.

*Main goal: Decide on an area of focus within Human Trafficking and then expand your expertise within that specialized topic, so that the team will be better equipped to have an impact.*

*Average time: 2-4 months*

STEP 1:

- Decide what educational topic your team wants to focus on. Examples include:

General Awareness	Legislation	Supporting Fair/Ethical Trade
Illicit Massage Businesses	Survivor Care	Outreach to Buyers
Youth Vulnerabilities	Migrant Workers	Impact of Pornography
Sex Trafficking	Trafficking in Agriculture	Local Data
Labor Trafficking	Supply Chains	Survivor Resources

- A good resource to find out all the different typologies of trafficking is here:
  - o <https://polarisproject.org/typology>

STEP 2:

- Begin researching your topic.
  - o Once you have decided on your subject matter, please contact World Relief and we will recommend resources, if needed.
  - o Research relevant resources, trainings, and organizations.

STEP 3:

- Make a training plan for the team.
  - o Utilize an existing resource or develop out a training.
  - o Utilize the talents and strengths of your team during this process.
  - o As you did in Phase 2, it is good to incorporate prayer and team building during this phase as well.

STEP 4:

- Implement training for the team.

Congratulations! You have gone through Phase 4 of Freedom Teams. Through this phase you have developed and expanded your educational foundation on the issue of Human Trafficking. In seeking to serve, we should first seek to understand. Thank you for taking the time to grow your understanding of Human Trafficking and how it impacts people and communities.

# PHASE 5: LAUNCH STRATEGIC INITIATIVE

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“Justice will not be served until those who are unaffected are as outraged as those who are.”

-Benjamin Franklin

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Welcome to the Launch Strategic Initiative Phase. During this phase, your team will seek to discover an initiative you want to start or partner with on a longer-term scale. Collaborating with agencies, businesses, and organizations in the community is an essential and effective way to build a long-term initiative. The fight for true justice requires perseverance, and a holistic mindset, which is best served with a community centered on a shared vision. We encourage you to think of how God wants to partner the unique vision of your team with the community at large. We are always available for questions or resources, so please reach out along the way if you need anything. We are looking forward to seeing how God uses you to impact the issue of Human Trafficking.

*Main goal: Invest in a longer-term project or initiative to impact the issue of Human Trafficking in your community and/or globally.*

*Average time: Ongoing*

## STEP 1:

- Brainstorm and decide what strategic initiative your team wants to commit to pursuing.

## STEP 2:

- Research what is already being done in this area.
  - You do not want to waste your time re-creating the wheel!

- There are lots of local and global organizations, businesses, and agencies that you could partner with.

#### STEP 3:

- Build a network.
  - Meet with people and/or organizations in the community doing similar or related work to gain an understanding of what is being done, where you could partner with existing work, and/or where gaps exist in Anti-Human Trafficking work that you could begin to fill.

#### STEP 4:

- Develop a strategic plan.

#### STEP 5:

- Begin implementing your initiative.

Congratulations! You have gone through Phase 5 of Freedom Teams. Fighting the injustice of human trafficking requires long-term commitment and collaboration within our community. As you are implementing your strategic plan, your team is creating a community that prevents human trafficking from happening, that can identify those who are victims, and that is providing better after-care to survivors. You are making a long-term impact on the injustice of Human Trafficking. The first slave trade ended through a couple of people who decided to take a stand against injustice and devote their lives to seeing people set free. As we decide to take a stand together, we are part of ending modern day slavery in our communities.

## CLOSING THOUGHTS:

Empowering the local Church to stand with the vulnerable is the mission of World Relief. Through Freedom Teams, our hope is that you have been empowered to be leaders in the Anti-Human Trafficking movement in your community. As we stand together to impact this injustice, we are building God's kingdom on this earth. Thank you for standing with us in the fight against modern day slavery.

# APPENDIX

Phase 1: Publicizing a Freedom Team

Phase 1: Gathering Outreach Ideas

Phase 2: Team Commitment

Phase 2: Prayer Ideas Kit

Phase 2: Team Building Activities Guide

Phase 3: Inventory Guidelines

Phase 3: First Initiatives Planning Resource

Phase 3: First Initiative Review Form

## PHASE 1: PUBLICIZING A FREEDOM TEAM

*The purpose of this resource is equip you to describe what a Freedom Team is so that you can publicize joining a Freedom Team to your family and friends.*

Here are some blurbs that you can utilize to cast vision to others about what a Freedom Team is and how to join.

Feel free to use any of these example texts, alter them, or make your own.

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*"Hey everyone! I am partnering with World Relief to start a Freedom Team that is focused on combatting Human Trafficking. We will be shedding light on what Human Trafficking looks like in our neighborhoods and around the world while striving to take part in ending it. If you would like to be part of this movement, please contact me through \_\_\_\_\_. I will be planning to have an initial interest meeting where you can get more information in the next couple weeks."*

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*"Did you know that North Carolina had the 10<sup>th</sup> highest number of Human Trafficking cases reported through the National Human Trafficking Hotline in 2016, and then rose to 8<sup>th</sup> highest in 2017? Human Trafficking is happening here in our cities and neighborhoods. Are you surprised? Want to do something about it? I am looking for people to join me in starting a Freedom Team. In partnership with World Relief, we will focus on things like awareness, advocacy, prevention, and survivor support. If you would like to be part of this movement, please contact me through \_\_\_\_\_. I will be planning to have an initial interest meeting where you can get more information in the next couple weeks."*

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*“Did you know that there are an estimated 21 million people enslaved in the world today (Source: ILO)? A problem this big can feel overwhelming and it can be hard to know how you can make a difference. Here is a practical step: join me in forming a Freedom Team. In partnership with World Relief, we will focus on things like awareness, advocacy, prevention, and survivor support. If you would like to be part of this movement, please contact me through \_\_\_\_\_. I will be planning to have an initial interest meeting where you can get more information in the next couple weeks.”*

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*“Did you know that there are more slaves in the world today than at any other time in history? God calls us to “loose the chains of injustice (Isaiah 58:6),” to “take care of the orphans and widows (James 1:27),” and to “defend the oppressed (Isaiah 1:17).” It is easy to agree with that in scripture but not know where to start. Start here, with me. I am partnering with World Relief to launch a Freedom Team, which is focused on combatting Human Trafficking in our communities and globally. If you would like to be part of this movement, please contact me through \_\_\_\_\_. I will be planning to have an initial interest meeting where you can get more information in the next couple weeks.”*

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## PHASE 1: GATHERING OUTREACH IDEAS

*The purpose of this resource is to provide ideas and structure for a gathering outreach.*

Now that you have gathered the initial people who are interested in joining a Freedom Team, the next step is to host an outreach to invite more people to join your team. This could be located at your home, in your church, or at another location in the community. The goal of this event is to bring general awareness to the issue of Human Trafficking while inspiring more people to be part of your Freedom Team. This event should create an opportunity to engage and invite the community.

### Engage:

- Host a screening of a documentary on Human Trafficking such as:
  - *Nefarious*
  - *Call and Response*
- Show a movie related to slavery such as:
  - *Amazing Grace*
  - *12 Years a Slave*
- Host a Fair-Trade Coffee Bar after church or another event.
- Host a breakfast, dinner, coffee, or another gathering and present on Human Trafficking.
- Host a speaker or panel, which could include:
  - An Anti-Human Trafficking advocate
  - Law Enforcement
  - A survivor of Human Trafficking
- Brainstorm your own idea!

### Invite:

- Share about your Freedom Team:
  - Basic overview of the structure of Freedom Teams
  - Inspirational and/or personal invitation to attendees
  - Gather contact information for follow up
- Potential ways to share will likely be a combination of the following:
  - Public address to attendees
  - One-on-one conversations
  - Print materials

- Videos or projected materials

## PHASE 2: TEAM COMMITMENT

*The purpose of this resource is to give clear language to what should be expected of World Relief and of Freedom Team members.*

This is a great resource to review as a team is forming and with new team members as they join.

### World Relief's Commitment

- WR will provide initial consultation and support to the initiator of the Freedom Team.
- WR is available as a resource throughout every Phase of this process.
- WR will provide and lead the educational portion of Phase 2.
- WR will be in regular communication with the Team Leader.
- WR will be available to meet with the Team Leader as they have questions and/or need guidance.

### Freedom Team's Commitment

- The initiator is responsible for recruiting people to join their Freedom Team.
- Team members are expected to prioritize and plan around team meetings as much as possible.
- Initiative ideas will be sent to World Relief for feedback and approval before the planning and execution stage.
- Team members will log their volunteer hours on at least a monthly basis.
- Team members will provide feedback for Freedom Teams so that WR can continue to improve the model.

## PHASE 2: PRAYER IDEAS KIT

*The purpose of this resource is to provide a list of ways that your team can be praying against human trafficking.*

As you increase your knowledge and understanding around the injustice of Human Trafficking, it is important to remember that prayer is our most powerful weapon against the evil in this world. As you are meeting together and learning about Human Trafficking, this is a great time to begin pouring prayer over your communities, the people who are involved with this injustice, and how God is going to be leading your team to take action.

Faith Alliance Against Slavery and Trafficking has created a comprehensive prayer guide that can serve as a launching board of ideas of how to cover this issue in prayer. Enjoy their list below:

### PREPARE YOUR HEARTS AND MINDS

*Isaiah 42:22; Leviticus 19:29; Isaiah 10:2; Exodus 20:14; James 1:15; 2 Thessalonians 3:5*

Pray for knowledge, understanding, wisdom, and compassion.

### PRAY FOR THE VICTIMS

*Isaiah 61:7; Revelation 21:1-5, Jeremiah 29:11, Isaiah 59:6*

Pray for freedom, justice, hope, peace, and healing.

### PRAY FOR FREEDOM AND RESTORATION

*Romans 8:20-21, Galatians 5:13-14*

Pray for our first responders: police, firefighters, medical professionals, and trauma counselors.

Pray for our service providers: lawyers, judges, FBI, therapists, social workers, pastors.

### PRAY FOR THE ENDING OF DEMAND

*Psalms 10, Leviticus 19:29*

Pray for the end of pornography, prostitution and strip clubs. If commercial sex stopped, sex trafficking would cease to exist.

Pray for the end of labor trafficking. No more slave plantations in developing countries because no one is buying slave produced chocolate, coffee, etc.

Pray for God to convict the hearts of traffickers and exploiters.

Pray for people to see human dignity and Christ's identity in victims.

## PRAY FOR PREVENTION

*2 Thessalonians 3:2-3, Isaiah 41:10, Psalm 121:7-8*

Pray for the protection of your children.

Pray for single-parent homes and foster parents.

Pray for school teachers, bus drivers, and children's ministry workers to watch over the children they interact with.

Pray for children to have wisdom to see bad situations before they happen.

Pray for children who are being abused to report and seek help.

## PRAY FOR GOVERNMENTS

*Isaiah 10:1-2, Psalm 2:10-12*

Pray for God-honoring laws outlawing the exploitation of people.

Pray that laws would be passed to stop the sales of products made from slaves.

Pray that leaders would stand for this cause.

## PRAY FOR THE CHURCH

*Isaiah 61:1-3, 1 Peter 2:9-10, 1 Thessalonians 4:1-5, Ephesians 4:19-20*

Pray that the Church is a top defender of our children and protector of our communities.

Pray for missionaries, pastors, and church leaders to gain a heart for this issue.

Pray for the Church to stand in the gap for the exploited by meeting practical needs: family, love, the gospel, livelihoods, comfort, forgiveness, healing, and homes.

Pray for the Church, its members and leaders, to remain sexually pure – that they not become the perpetrators or consumers of abuse in any form.

## PHASE 2: Team Building Activities Guide

*The purpose of this resource is to help the team leader or delegated leader get ideas for leading the team building activity.*

We have compiled a list of resources that your team can choose from or use as a launching board to come up with your own idea.

### ACTIVITIES

#### EXAMPLES:

##### Two Truths & a Lie:

Instructions: Have each person come up with three stories and/or statements about their life. Two of those statements must be true and one statement needs to be a lie. In no particular order, share the three statements with the group, not revealing which statement is the lie. Then let people guess which statement is the lie.

##### What's In Your Milk:

Instructions: Choose one person to be in the hot seat. Ask that person the question, "What's in your milk?" That person answers with any word or phrase. From that point on, everyone else asks them questions but they can only respond with that word or phrase. The goal is to get that person to laugh. If the person in the hot seat laughs, then they lose, and it is the next person's turn.

##### Telephone Pictionary:

Instructions: Give each person a sheet of paper for every person they have in a group (if there are 8 people, each person gets 8 sheets of paper). Next, have them write down some type of phrase on the top sheet of paper and then pass their entire stack to the person on their left. That person will read the phrase, move that sheet to back of the stack, and draw a picture representing the phrase on the first sheet of paper. They'll then pass it to the person on their left, who will then look at the drawing, move that sheet to the back of the stack, and then write a sentence that describes that picture. This repeats until the stacks make it all the way around the circle. Then look at how the story progressed as it got passes along.

##### Additional Resources:

- o <https://wheniwork.com/blog/team-building-games/>

- <https://www.icebreakers.ws/small-group>

## CONVERSATION STARTERS

### EXAMPLES:

#### Would You Rather Questions:

- Would you rather be completely alone for 5 years or constantly be surrounded by people for 5 years?
- Would you rather be able to talk to land animals, animals that fly, or animals that live under the water?
- Would you rather always talk in rhymes or sing instead of speak?

#### Get To Know You Questions:

- What is your dream job?
- What is something that most people do not know about you?
- What is a fun fact about you?

#### Additional Resources:

- <https://conversationstartersworld.com/would-you-rather-questions-clean/>
- <https://conversationstartersworld.com/questions-to-get-to-know-someone/>

## PHASE 3: INVENTORY GUIDELINES

*The purpose of this resource is to help understand the different dynamics, passions, talents, skills, and resources that are unique to your group.*

We have provided two main sections to help you start brainstorming but please feel free to brainstorm outside of these boxes as well.

### SKILLS INVENTORY

Rate yourself in the following skill categories using the scale below:

- 1 = Strong ability in this area
- 2 = Some ability
- 3 = Enough ability to get by with help from others
- 4 = No ability at all

Be honest when rating yourself, and do not compare yourself to others. Use your best estimate of your abilities.

#### Verbal Persuasive:

- Writing: Express myself in written forms of communication
- Talking: Relate easily to people in ordinary conversational settings
- Speaking: Deliver a talk or address an audience
- Persuading: Able to convince others to believe something I hold to be true
- Selling: Convince others to buy a product/service I am selling
- Dramatics: Portray ideas or stories in a dramatic format
- Negotiations: Bargain/discuss with a goal of reaching agreement

#### Social:

- Social Ease: Relate easily in situations which are primarily social in nature
- Dealing with public: Relate effectively with a variety of people who come to an establishment for information, service, or help
- Appearance/Dress: Dress presentably and appropriately for a variety of interpersonal situations or group occasions
- Accepting negative feedback: Able to cope with criticism

### Numerical:

- \_\_\_ Working with numerical data: Comfortable with large amounts of quantitative data and compiling, interpreting, and presenting data
- \_\_\_ Solving quantitative problems: Reason quantitatively so that problems having numerical solutions can be solved without the aid of a computer or other mechanical device
- \_\_\_ Computer use: Use computers to solve quantitative problems, have knowledge of programming, computer capabilities

### Investigative:

- \_\_\_ Scientific curiosity: Learn about scientific phenomena and investigative events which may lead to such knowledge
- \_\_\_ Research: Gather information in a systematic way for a particular field of knowledge to establish certain facts or principles
- \_\_\_ Technical work: Work easily with practical, mechanical, or industrial aspects of a particular science, profession, or craft

### Manual-Physical:

- \_\_\_ Mechanical reasoning: Understand the way that machinery or tools operate and the relationship between mechanical operations
- \_\_\_ Manual dexterity: Skilled in using your hands
- \_\_\_ Spatial perception: Judge the relationship of objects in space; manipulate them mentally and visualize the effects of putting them together or of turning them over or around
- \_\_\_ Physical stamina: Physically resistant to fatigue and illness
- \_\_\_ Outdoor work: Familiar with the outdoors; able to work outdoors without encountering a great many obstacles

### Creative:

- \_\_\_ Artistic: Keenly sensitive to aesthetic values; able to create works of art
- \_\_\_ Imaginative with things: Create new ideas and forms with various physical objects
- \_\_\_ Imaginative with ideas: Create new ideas and programs through conceptualizing existing elements in new ways; able to merge abstract ideas

Working with others:

- \_\_\_ Supervising: Oversee, manage, or direct work of others
- \_\_\_ Teaching: Help others learn how to do or understand something; able to provide knowledge or insight
- \_\_\_ Coaching: Instruct or train an individual to improve performance in a specific area
- \_\_\_ Counseling: Engage in a direct helping relationship with another in situations where the person's concern is not solvable through information-giving or advice

Managerial:

- \_\_\_ Organization and planning: Develop a program, project or set of ideas through systematic preparation and arrangement of tasks, coordinating the people and resources necessary to put a plan into effect
- \_\_\_ Orderliness: Arrange items in a systematic fashion so that such items or information can be readily used or retrieved
- \_\_\_ Handling Details: Able to work efficiently with a great variety and/or volume of information
- \_\_\_ Making Decisions: Comfortable in making judgements or reaching conclusions about matters which require specific action; able to accept responsibility for the consequences of such actions

Instructions:

Share your top 10 skills with the group and what categories they come from. Have someone from the group keep track of who has what skills within each category.

*Source: Tufts Career Center*

## INTERESTS CHECKLIST

How do you like to spend your time? Review the list below and place a check next to the activities that you currently enjoy doing. Place an asterisk beside those things that you enjoy, but don't presently have the time and/or opportunity to do.

- |   |   |   |
|---|---|---|
| <input type="checkbox"/> Studying nature              | <input type="checkbox"/> Organizing information/records | <input type="checkbox"/> Hands-on activities        |
| <input type="checkbox"/> Being outdoors               | <input type="checkbox"/> Working with animals           | <input type="checkbox"/> Creating new things        |
| <input type="checkbox"/> Rearranging furniture        | <input type="checkbox"/> Being around animals           | <input type="checkbox"/> Learning how things work   |
| <input type="checkbox"/> Decorating things            | <input type="checkbox"/> Scientific research            | <input type="checkbox"/> Philosophy                 |
| <input type="checkbox"/> Collecting things            | <input type="checkbox"/> Studying the media             | <input type="checkbox"/> Dissecting an organism     |
| <input type="checkbox"/> Listening to music           | <input type="checkbox"/> Reading                        | <input type="checkbox"/> Dancing                    |
| <input type="checkbox"/> Travelling                   | <input type="checkbox"/> Analyzing movies               | <input type="checkbox"/> Ballet                     |
| <input type="checkbox"/> Playing with children        | <input type="checkbox"/> Designing things               | <input type="checkbox"/> Bird watching              |
| <input type="checkbox"/> Solving problems             | <input type="checkbox"/> Budgeting                      | <input type="checkbox"/> Anticipating others' needs |
| <input type="checkbox"/> Working with numbers         | <input type="checkbox"/> Joining a public cause         | <input type="checkbox"/> Visiting the elderly       |
| <input type="checkbox"/> Charity work                 | <input type="checkbox"/> Talking about politics         | <input type="checkbox"/> Socializing                |
| <input type="checkbox"/> Auto work/repair             | <input type="checkbox"/> Doing electrical work          | <input type="checkbox"/> Caring for the sick        |
| <input type="checkbox"/> Gardening                    | <input type="checkbox"/> Studying stocks/investments    | <input type="checkbox"/> Giving advice              |
| <input type="checkbox"/> Meeting people               | <input type="checkbox"/> Data processing                | <input type="checkbox"/> Planning events            |
| <input type="checkbox"/> Reading spiritual guides     | <input type="checkbox"/> Science Fiction                | <input type="checkbox"/> Studying artifacts         |
| <input type="checkbox"/> Building things              | <input type="checkbox"/> Photography                    | <input type="checkbox"/> Singing                    |
| <input type="checkbox"/> Analyzing systems            | <input type="checkbox"/> Writing poetry and stories     | <input type="checkbox"/> Playing team sports        |
| <input type="checkbox"/> Studying languages           | <input type="checkbox"/> Programming computers          | <input type="checkbox"/> Playing individual sports  |
| <input type="checkbox"/> Engaging in business         | <input type="checkbox"/> Observing human behavior       | <input type="checkbox"/> Studying maps              |
| <input type="checkbox"/> Teaching others              | <input type="checkbox"/> Church activities              | <input type="checkbox"/> Selling things             |
| <input type="checkbox"/> Exploring new places         | <input type="checkbox"/> Solving crossword puzzles      | <input type="checkbox"/> Analytical writing         |
| <input type="checkbox"/> Supervising people           |   | <input type="checkbox"/> Other                      |
| <input type="checkbox"/> Public speaking              |   |   |
| <input type="checkbox"/> Using social media tools     |   |   |
| <input type="checkbox"/> Drawing, painting, sketching |   |   |
| <input type="checkbox"/> Studying art                 |   |   |

*Source: Tufts Career Center*

## PHASE 3: FIRST INITIATIVE PLANNING RESOURCE

*The purpose of this resource is to help you begin brainstorming all the different ways you could be part of Anti-Human Trafficking work in your communities.*

We are excited to partner with you in planning your first initiative. Listed in this document are a handful of ideas that you can utilize as a launching board for the brainstorming process as you decide what to do for your Initiative. We have organized the initiative ideas in categories based on the purpose, but often initiatives will have more than one purpose or outcome.

### AWARENESS

- Host an awareness march/demonstration in your city.
  - Resource: <https://www.a21.org/content/walk-for-freedom-2018-home/gp2dhc>
- Plan an awareness day or week in your city, church, or school.
- Produce an awareness/education video.
  - Examples of videos on Human Trafficking:
    - <https://vimeo.com/233689486>
    - <https://www.youtube.com/watch?v=vkSU5r9rdUY>
    - <https://www.youtube.com/watch?v=44EvOqCMrIE>
- Create a grassroots social media campaign centered on awareness.
  - Resource: <https://www.canva.com>
- Human Trafficking billboard awareness campaign
  - Resource: <https://www.outdoorbillboard.com>
- Human Trafficking Hotline poster or sticker campaign
- Hotel awareness campaign
  - Resource: <https://www.soaproject.org>
- Truck stop or convenience store awareness
  - Resource: <http://inourbackyard.org/csat/>
  - Resource: <http://truckersagainsttrafficking.org/get-involved/>

### FUNDRAISING

- Host a gala, dinner, and/or auction.
- Plan a concert or other performance event.
- Organize a 5K, walkathon, danceathon, cycling event, etc.
- Organize benefit nights at a local restaurant.
- Plan a car wash for freedom (could even have multiple sites).
- Plan a bake sale and/or group yard sale.

## ADVOCACY

- Advocate for new legislation to be passed or renewed.
  - a. Here are some helpful resources:
    - i. Policy & legislation overview: <https://polarisproject.org/policy-legislation>
    - ii. Business Supply Chain Transparency Act: <https://www.iccr.org/business-supply-chain-transparency-trafficking-and-slavery-act-2015-sample-letter>
    - iii. Find your representatives: <https://whoismyrepresentative.com>
  - b. Organize a legislator phone call or letter writing campaign.
  - c. Schedule meetings and visit elected officials.

## EDUCATION

- Promote social media safety through training youth in schools, youth groups, or other settings.
  - Resource: <https://love146.org/action/online-safety/>
- Help AbolitionNC bring their human trafficking prevention course into North Carolina schools.
  - Resource: <http://www.abolitionnc.org/curriculum>
- Host an educational seminar on companies that have ethically-sourced labor. Perhaps even research local companies to highlight that have ethically-sourced goods!
  - Resource: <https://madeinafreeworld.com/contactus>

- Resource: <http://www.endslaverynow.org/act/action-library/find-your-slavery-footprint>
- Plan a local conference on human trafficking.

## PHASE 3: FIRST INITIATIVE REVIEW FORM

*The purpose of this resource is to initiate debriefing conversation as a team and to provide feedback to World Relief.*

After discussing, please fill out the form and send it to [triadaht@wr.org](mailto:triadaht@wr.org).

- What outcomes were you hoping for from your initiative?
- Please share any numbers or statistics from your initiative.
- If applicable, please share how you publicized your initiative.
- How often did your Freedom Team meet to plan the event?
- Please describe the initiative.

- What went well during the initiative?
  
- What didn't go well during the initiative?
  
- How would you like to improve the initiative if you did it again?
  
- Did you feel supported by World Relief?
  
- How could WR have better supported you in this process?
  
- Do you have any ideas for how we can improve the Freedom Team Program?
  
- Please share any stories or interesting things God showed you/your team during this process.