The Institute for Global Engagement

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"There are a number of organizations working to promote religious freedom for both Christians and non-Christians around the world. The Institute for Global Engagement works effectively with both religious and political figures in many countries around the world to find solutions to problems of religious intolerance."

#### -Walter Russell Mead,

from "The Yule Blog" at *Providence*, *The Wall Street Journal* columnist and Professor of Foreign Affairs and Humanities at Bard College

# **MISSION**

IGE catalyzes freedom of faith worldwide so that everyone has the ability to live what they believe.

# PILLARS OF OUR APPROACH

#### The Teachings of Jesus

We believe, share, and live what Jesus taught us — love, acceptance, and reconciliation lived in a way that compels engagement and understanding for all

#### **Religious Freedom**

Committed to universal human dignity, we work for a future when all people, of any faith or no faith, have freedom of belief and equal citizenship. We spread the truth that religious freedom is integral to a flourishing society and a stable state.

#### **Relational Diplomacy**

We overcome obstacles of culture and religion by creating and nurturing mutually beneficial relationships, inviting all viewpoints to the table, working together as partners for the common good.

# 2018 AT A GLANCE

Number of MOUs signed with foreign governments

## 5

Number of foundation grants awarded

## 6

Number of overseas visits to assess the religious freedom situation and conduct IGE programs

#### 11

Percent increase of article downloads in *The Review of Faith and International Affairs* (RFIA) from 2017

12

Number of education and equipping programs

13

Number of countries directly impacted

## 13

Number of international events

# 14

Presentations by the Center for Women, Faith, and Leadership Fellows at global conferences Percent increase of net income from 2017

# 23

Number of donors who gave more than three times in 2018

31

Percentage of 2018 donors who gave to IGE for the first time

73

Number of countries covered in *The Review* of *Faith and International Affairs'* articles in 2018

78

Percentage of RFIA article downloads that came from outside of the United States

187

Number of countries that RFIA articles reached

724

Number of people trained in IGE's religious freedom programs this year



The Institute for Global Engagement

## MESSAGE FROM THE PRESIDENT AND CEO



Dear Friends,

I am honored and privileged to serve as the new President & CEO of the Institute for Global Engagement (IGE). I know that God called my wife Tanya and I to IGE, and I am invigorated to lead IGE through this next season; thank you for continuing to walk alongside us! If you are new to IGE, welcome to the family!

IGE has a very unique approach to our work catalyzing freedom of faith worldwide. We have three key pillars. In fact, it was this methodology and approach that drew me to IGE in the first place. IGE works according to the **teachings of Jesus**, through **relational diplomacy**, to advance **religious freedom**. I strongly believe that it is due to this approach and the hand of God that IGE has been so impactful to date.

In 2018, IGE had many accomplishments, all of which you will see detailed throughout this annual report. To highlight a few: IGE began working in Uzbekistan to build religious freedom (and is the only NGO that Uzbekistan will work with on religious freedom issues). In fact, it was due to IGE's track record in Vietnam that Uzbek officials saw IGE as a trusted and constructive partner. IGE has trained over 4,000 people in Vietnam on religious freedom - this is just astounding! Furthermore, the Vietnamese government presented IGE with a special award due to our work on religious freedom and U.S.-Vietnam relations! IGE has also trained a second group of women-of-faith leaders that are now equipped with the tools necessary to assume and advance in leadership roles. In China, IGE convened the only global platform where Tibetans had a full and equal voice alongside Chinese and global participants. This is just remarkable given how Tibetans' beliefs, identity, and way of life continue to come under increasing attack in China. In Laos, we saw increased cooperation from the government on promoting religious freedom and a growing optimism among religious leaders; each have displayed greater mutual understanding and a desire to resolve their differences peacefully.

Over this next year, I look forward to many "firsts." Not only programmatic firsts, such as our first ever Religion and Rule of Law Conference set to take place in Laos in March, but also relational "firsts." I look forward to having the opportunity to meet several of you who have been key partners, donors, and friends to IGE for the first time this year. I also look forward to financial "firsts." I believe that the Lord will bring the increase that we need in order to accomplish the mission He has given to IGE.

As you read through this report, you will see the passion that our team, board, and partners in governments and on the ground all around the world have for the work that IGE is called to do.

With your continued partnership, prayers, and contributions, IGE will extend the opportunities we have to stand in the gap and be the voice for those that don't have a voice for their religious freedoms.

Thank you for engaging with IGE and I hope to have the honor to meet or speak with you directly in the future.

Sincerely in Jesus,

John Boyd President & CEO

To the Global Community of Faith,

The Institute for Global Engagement (IGE) was founded in 2000 to bring hope to people of faith around the world who had been overlooked and marginalized and in some cases victimized because of their faith. Our purpose today remains consistent with our founding and singular in its aim: to catalyze freedom of faith worldwide.

Following the founding of IGE, Ambassador Bob Seiple wrote *Ambassadors of Hope*, asserting that "we have entered a new global era…one in which international conflicts and problems have ongoing repercussions at home and around the world." How true these words have proven over the last decade. Thankfully in 2018 we saw further evidence that our model is working through strategic partnerships and on the ground training which resulted in positive changes that have been officially recognized by the State Department in their annual International Religious Freedom report.

Today IGE is positioned to go on the offensive with new programs, people, resources, and reach. This past November we announced the appointment of John Boyd as IGE's new President and Chief Executive Officer. He brings an impressive track record of transforming and growing organizations in both the private and non-profit sectors. John is a humble leader with immense experience working across cultures and leading complex organizations. There is no one better to take the IGE mission and expand it to meet the needs we face today.

In 2019, we look forward to expanding and replicating our successful model in new countries and regions. We do this when we help societies and governments understand the benefits that accrue to the whole collective body when freedom of religion and equal citizenship are elevated. We have a strong mission and vision, undergirded by our three pillars: 1) The teachings of Jesus, 2) Religious Freedom, and 3) Relational Diplomacy.

Cultivating the cultural and legal conditions for religious freedom requires long-term commitment and hard work. It requires ongoing investment by leaders with the resources and vision for a lasting legacy. I close with a quote from *Ambassadors of Hope* which I hope you find inspiring: "We have an amazing opportunity for the world to see a faith in action, a faith that works. The world can come to experience the very presence of a sovereign God, in whom no issues are intractable. The need has never been greater, the timing never clearer, the message never more appropriate." We thank you for your continued commitment to this most important cause and your faithfulness in standing with us.

Very Sincerely,

John Criswelf

John L. Creswell Chairman of the Board



## MESSAGE FROM THE BOARD CHAIRMAN

globalengage.org

info@globalengage.org 703.527.3100

> PO Box 12205 Arlington, VA 22219-2205

# THE IGE

## **BOARD OF DIRECTORS**

John Creswell, Chairman

Board Member Since 2015





Daniel Philpott, Vice Chair (Nov. 2018 -Present)

Board Member Since 2017

Emily Yoo, Vice Chair and Board Member (2012-Nov 2018)





Keith Wright, Board Member Since 2017

Julie Shimer, Board Member Since 2013





Amy Owen, Board Member Since 2018

# TEAM

## **BOARD OF ADVISORS**

Ambassador Robert Seiple Founder

**Chris Seiple** *IGE President Emeritus and Principal Advisor to the Templeton Religion Trust*  **Angela Wu Howard** International Law Director at the Becket Fund

Nabil Costa Executive Director for the Lebanese Society for Educational and Social Development

#### **FELLOWS**

**Dennis Hoover** Senior Fellow

Judd Birdsall RFIA Editorial Fellow

Robert Joustra RFLA Editorial Fellow

Suhail Khan Senior Fellow for Muslim-Christian Understanding Afeefa Syeed Senior Fellow, Center for Women, Faith, and Leadership

Margaret Weber Senior Fellow, Center for Women, Faith, and Leadership

Edward Yager Senior Fellow La Wun Shwe Wut Ye Senior Fellow for Myanmar

Martha Brill Olcott Senior Fellow

Jean Wu East Asia Fellow

# THE IGE TEAM Staff



James Chen, Vice President of Global Operations



John Boyd, President and CEO



Meagan Carner, Operations Manager



Lindsay Kuntz, Director of Strategic Partnerships



Kristen Lundquist, Program Director, Center for Women, Faith, and Leadership



Hien Vu, Program Manager



Seng Mai Aung, Program Officer



Stephen Bailey, 9 Program Officer



Courtney Brode Roberts, Program Officer



Lincoln Gimnich, Graduate Fellow for Development



Christine Shiau, Research Associate

"Through practical projects, IGE has been an impactful, multifaceted organization with a flexible approach. They serve as a trusted partner that connects stakeholders and brings all parties together toward mutual understanding and greater awareness of legal protections of religious freedom. I'm thankful for IGE's leadership."

-Vietnamese government official working on religion policy and implementation

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Religious freedom has been regarded as more sensitive even than military issues, but IGE's work over the past 15 years in this area is successful because of our mutual trust and respect.

> -Nguyen Tam Chien, Former Vietnamese Ambassador to the US

- The Vietnamese government established and fully funded the first-ever Religion and Rule of Law Center at the Vietnam National University in Hanoi. The Center's mission and work is a direct outgrowth of IGE's previous decade of engagement, scholarship, and training in religion and rule of law in the country.
- The Vietnamese government awarded IGE the Peace Award for our work on religious freedom and people-to-people relations between the US and Vietnam over the past 14 years, building mutual understanding and reconciliation between the two countries.
- IGE started a new partnership with the Ho Chi Minh National Academy of Politics, Vietnam's premier training institution for government officials. This partnership enables IGE's innovative training on religious freedom and rule of law to reach and impact Vietnam's next generation of leaders.
- IGE hosted the visit of a Vietnamese government delegation to the US to learn about evangelical Christianity and its contribution to American society.

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"What really impresses me about IGE is the team's passion and competence in bringing together communist authorities and religious leaders to sit down together and foster mutual respect and understanding in a context where religion is often treated with suspicion and without due respect. This is a blessing to us as Christians because we can have more confidence to engage in community work and feel reassured that our voices are properly heard. Thank God for IGE."

# VIETNAM

IGE has worked with both national leaders and the people of Vietnam to build religious freedom since 2004. Our unique and innovative programs are changing mindsets, equipping and building a network of reformers, and educating government officials and faith leaders on the legal protection of religious freedom for all. Thanks in part to IGE and our Vietnamese partners' perseverance, the nation has made significant progress in religious freedom over the past 15 years.

In 2018, IGE continued to be a trustworthy partner to government and religious communities in Vietnam. IGE has now trained over 4,000 Vietnamese scholars, government officials, policy advisers, faith leaders and military personnel on an array of religious freedom topics. Furthermore, IGE's network of alumni have produced a growing body of Vietnamese language scholarship on religious freedom advocacy and are regularly making religious freedom a topic of study and practice at academic and government institutions across the country.

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#### TỘA ĐẦM KHOA HỌC QUỐC TẾ HỢP TÁC NGHIÊN CƯU TÔN GIÁO Ở VIỆT NAM: 12 NĂM NHÌN LẠI (2006-2018)

INTERNATIONAL WORKSHOP RELIGION STUDY COOPERATION IN VIETNAM: 12 YEARS IN RETROSPECT (2006 – 2018)

> 28-29 tháng 6 năr June 28-29, 2018

-Vietnamese Pastor

> Thank you for supporting IGE and therefore catalyzing freedom of faith in Vietnam!

66 Our country stands ready for a broad international cooperation in this sphere of religious freedom... Together we stand at a new era of strategic partnership. 99

> -Abdulaziz Khafizovich Kamilov, Uzbekistan Minister of Foreign Affairs

# UZBEKISTAN

Starting in 2006, Uzbekistan was officially designated by the U.S. State Department as a "Country of Particular Concern" (CPC) for "particularly severe violations of religious freedom." However, in December 2018, the State Department removed this designation in recognition of Uzbekistan's major progress in improving religious freedom. Throughout this period, IGE has been actively engaging and walking alongside government officials, religious leaders, and academics in Uzbekistan in their remarkable efforts. Uzbekistan is only one of two countries whose positive changes led to the removal of the CPC designation (Vietnam was the first, with IGE's patient and persistent engagement playing a major role).

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- IGE signed a MOU with the Uzbek government to jointly work on building religious freedom, the first such agreement of its kind. IGE's track record in Vietnam demonstrated to Uzbek officials that IGE would be a trusted and constructive partner in catalyzing freedom of faith.
- IGE led a delegation of American Christian and Muslim leaders from clergy, academic, media, and philanthropic backgrounds to Uzbekistan to engage local officials and religious leaders and explore ways to collaborate on building religious freedom.
- IGE and the Embassy of Uzbekistan co-hosted two panels in Washington, DC addressing religious freedom in Uzbekistan and featuring Uzbek and U.S. government officials.







• Religion is very important to our life because it is a tradition of Laos that teaches people how to help each other in solidarity.

> -Soldier in the Lao People's Armed Forces

# LAOS

IGE has partnered with Laos' government and religious communities to advance freedom of faith since the late-1990s. Misunderstandings about religious freedom have been the norm in Laos, but IGE's programs have built mutual understanding and peace between religious and government leaders. As a result, religious freedom is slowly expanding.

Throughout 2018, IGE convened government and religious leaders at both the provincial and district levels. There was a growing cooperation from the government on promoting religious freedom and a growing optimism among religious leaders; each have displayed greater mutual understanding and a desire to resolve their differences peacefully. Over 450 participants from a variety of governmental sectors and religious affiliations took part in IGE's programs to discuss Laos' constitution and religion policies, build mutual understanding and trust, and provide a politically safe space for religious leaders to voice religious freedom concerns before national and local government officials.



- IGE and Laos' Ministry of Home Affairs (MOHA) signed an agreement to sponsor seminars focusing on religious freedom as a human right, Lao government policy on religious activity, and encouraging dialogue between religious and government leaders in outlying provinces.
- IGE and MOHA jointly hosted eight Religious Freedom Education and Dialogue seminars around the country.
- IGE partnered with SANTI to hold six peace building workshops reaching over 190 participants that included government officials and religious leaders.



"When we implement religious freedom and have trainings, we are able to explain to communities that every religion has its history and is meaningful to our society because it teaches people to be good."

-Laos Government Official



Thank you for supporting IGE and therefore catalyzing freedom of faith in Laos!

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**IGE** is one of the most effective organizations in the world for opening and maintaining critical dialogue on some of the most sensitive political and human rights issues in potentially volatile regions. I have personally participated in IGE's efforts to facilitate dialogue and advance religious freedom. IGE is the one organization I know that is an Ambassador of Reconciliation, and is often more effective than almost all government and diplomatic efforts I have seen in my 40 years of military, government, and community service.

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-Geoff Davis, U.S. House Representative (ret.) and member of IGE delegations to China

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"Our efforts as believers in Christ should be to try to foster reconciliation and peacebuilding between groups, especially when the conflict tends to be because of one's religious or ethnic identity that is different from the majority."

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# CHINA

Since 2004, IGE has created unique platforms bringing together Chinese government, religious, and grassroots leaders to address critical issues related to freedom of faith and ethnic and religious minorities. These platforms build mutual respect and trust, which lead to developing joint solutions. In 2018, IGE convened Chinese academics, Tibetan community leaders, and international scholars in the Basque Country of Spain to examine how other countries govern ethnic and religious minority populations. With Tibetans' beliefs, identity, and way of life coming under increasing attack in China, this gathering was the only global platform where Tibetans had a full and equal voice alongside Chinese and global participants. This workshop is a continuation of IGE's efforts since 2008 to establish a unique space where Chinese officials, Tibetan leaders (from both within Tibet and abroad), and international scholars can engage in frank and pragmatic discussion on issues related to the governance of the Tibetan Plateau.





- IGE created a unique space where Chinese officials, Tibetan scholars and community leaders, and international academics can examine positive and negative models of governance of minority populations around the world as reference points for China's Tibet policy.
- In spite of the drastic deterioration in China's religious freedom, IGE has been able to continue engaging Chinese government policy advisors as well as support advocates within China working to catalyze freedom of faith.

-James Chen, Vice President of Global Operations





Thank you for supporting IGE and therefore catalyzing freedom of faith in China!

#### **MOVING FORWARD**

After prayer, assessment, and discernment over how best to steward your resources and advance IGE's mission in the Middle East, IGE is bringing the Cradle Fund to a close.

I am still interested in supporting work in the Middle East. Can IGE still help?

Yes! IGE will continue its work through leadership development and capacity buildin of women-of-faith leaders in the Middle East, particulary those engaged in trauma healing ministry for victims of conflictrelated sexual violence. We welcome your continued support for this crucially needed work.

# THE MIDDLE EAST

the Since 2014 and the height of the ISIS crisis, IGE has been active throughout the Middle East through our work known as "The Cradle Fund." By partnering with key local organizations, IGE helped to rescue, restore, and return Middle Eastern Christians and other religious and ethnic groups to their homes so that they could practice their faith free from fear. Overall we impacted more than 128,000 lives! IGE's measurable impact comes in many different forms: providing emergency relief supplies such as food, fuel and clothing; providing educational opportunities; providing trauma healing/counseling; and rebuilding homes for displaced families to return to.



- \$25,000 were provided to displaced Assyrian Christian families to repair their homes in the town of Bakhdida in the Nineveh Plain, enabling them to return and rebuild their lives and communities.
- IGE launched our first ever crowd-sourcing campaign "One Home Many Lives," successfully meeting our goal which enabled further funding and rebuilding of homes in Northern Iraq.
- IGE visited the Nineveh Plains in Northern Iraq to gain first-hand observation of the needs of vulnerable ethnic and religious minorities including the unique challenges faced by Assyrian Christians and Yazidi women.



"Our thanks and appreciation to the Institute for Global Engagement and the Assyrian Aid Society for the rehabilitation of our house. In fact, we thank them for planting hope and giving us life back in Nineveh Plain."

-Nawal Habeeb Makho, Assyrian Christian whose home in the Nineveh Plains was rebuilt with your support





Thank you for supporting IGE and therefore catalyzing freedom of faith in the Middle East!

"This was an eye-opening Fellowship for me, especially having this opportunity to meet a diverse group of sisters. I will talk about this Fellowship experience wherever I go. I believe this is one of the blessings from God for all of us to be connected. I learnt many things and saw the world from different windows."

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# THE CENTER FOR WOMEN, Faith, and leadership

The Center for Women, Faith & Leadership (CWFL) equips women of faith to assume and advance in leadership roles and influence decision making in global affairs, with particular emphasis in areas where women are most affected yet have had the least influence – religious freedom, conflict resolution, and peacebuilding. CWFL does this through the following:

1) Prepare women of faith for leadership roles that contribute to regional, national, and global level negotiations and forums on religious freedom, conflict resolution, and peacebuilding;

**2)** Develop global women-of-faith networks to mobilize and promote peace and security across faiths, cultures, and ethnicities; and,

**3)** Foster and share research on the role of women of faith in religious freedom, conflict resolution, and peacebuilding.



- CWFL convened over 70 attendees for a 2-day advocacy forum that provided women of faith a valuable platform for skills training and networking to advocate on behalf of vulnerable and marginalized people such as asylees and refugees.
- The CWFL Advisory Council adopted a new strategic plan that includes a focus on sustainable leadership and self-care practices for women-of-faith leaders working with vulnerable, marginalized, and traumatized populations around the world.
- The CWFL Fellowship's second cohort consisting of eight women-of-faith leaders representing religious, international NGO, academic, and philanthropic sectors graduated.

-Zubayra Shamseden, Uyghur Fellow



To have connections around the world is not usual in many of the communities that I work in. It's exciting to know people who have different perspectives that I can share about to others, and this experience has really enriched and broadened me as well as the people I serve in so many ways.

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-Sister Robbie Pentecost, USA Fellow



INSTITUTE for GLOBAL ENGAGEMENT Center for Women, Faith & Leadership

> Thank you for supporting IGE and therefore catalyzing freedom of faith for women across the globe!

# 2018 CWFL FELLOWSHIP CAPSTONE PROJECTS



Toolkit for Middle Eastern female refugees to adapt to life in the United States and empower them to advocate and build sustainable networks.

Ghada Ghazal, Syria Fellow

Prevention strategies and trainings on human trafficking for Dominican Sisters in East Asia.

Sister Cecilia Espenilla, Philippines Fellow





Handbook and workshops on conflict resolution within immigrant communities in Virginia to reduce domestic violence and child abuse.

Sister Olga Sanchez Caro, Mexico Fellow

Handbook on key misunderstandings about Islam regarding violence against women and girls.

> Reyhana Patel, Canada Fellow





Advocacy sponsorship network, where influential change-makers "adopt" and advocate for Uyghur women who have been unlawfully imprisoned by the Chinese government.

Zubayra Shamseden, Uyghur Fellow

Social enterprise training workshops for abused women to develop income streams, gain economic independence, and support their families.

> Sister Patricia Oranefo, Nigeria Fellow





Documentation of the environmental impact of the exploitation of natural resources on rural, impoverished women in Appalachia, the Delta region, and Native American reservations to support advocacy for conservation efforts.

Sister Robbie Pentecost, USA Fellow

Recommendations for policymakers on reconciliation and good governance models to be implemented in Burundi.

Yvonne Kamugisha, Burundi Fellow





# PUBLICATIONS



IGE equips scholars, practitioners, policymakers, religious leaders, and students with a balanced understanding of the role of religion in public life worldwide and provide the necessary tools to understand religion's impact on the world today. IGE's quarterly journal, *The Review of Faith & International Affairs* (RFIA), is the first journal devoted exclusively to analysis and commentary regarding the role of religion in global affairs. It brings together many of today's most innovative and distinguished thinkers, making their research and commentaries available to not only specialists but also a wider audience of globally concerned readers.

- Over 80,000 full-text articles were downloaded from RFIA's online archives.
- RFIA and the Henry Institute at Calvin College won an Initiative Grant from the Council for Christian Colleges and Universities to support a forthcoming conference panel and a special issue on "Reexamining Evangelical Populism and Evangelical Internationalism."
- RFIA secured a book contract with Routledge to publish *Popes on the Rise: Modern Papal Diplomacy and Social Teaching in World Affairs*, edited by Mariano Barbato, Robert Joustra, and Dennis R. Hoover. The book will be comprised of selected articles from the RFIA archive and will be published as part of the prominent "Routledge Studies in Religion and Politics" series.

•• No public-facing journal matches *The Review of Faith & International Affairs'* combination of clarity, attention to nuance, and breadth of ideas in the hotly contested space of religion in global politics. As both a regular reader and occasional contributor, I always find *The Review* both edifying and provocative.

> -Kevin Den Dulk, Professor of Political Science and Director of the Henry Institute for the Study of Christianity



## **DOWNLOADS BY REGION**









Thank you for supporting IGE and sharing RFIA as a valuable academic resource.

# 2018 FINANCIAL INFORMATION

| INCOME                   | FY2018          |
|--------------------------|-----------------|
| Contributions Income     | 373,568         |
| Grant Income             | 774,277         |
| Other Income             | 11,861          |
| Interest/Dividend Income | 80              |
| Total Income             | \$<br>1,159,786 |

#### **EXPENSE**

| Salary, Taxes, and Benefits      |       | 367,821   |
|----------------------------------|-------|-----------|
| Professional Fees                |       | 79,998    |
| Associates and Honoraria         |       | 218,043   |
| General Office Expenses          |       | 19,803    |
| romotion and Publication         |       | 77,412    |
| Travel, Food, and Accommodations |       | 167,578   |
| Telephone, Fax, and Internet     |       | 12,841    |
| Partner Expenses                 |       | 241,714   |
| Depreciation and Amortization    | 4,171 |           |
| Other Expenses                   |       | (210)     |
| Total Expense                    | \$    | 1,189,170 |
| Net Ordinary Income              | \$    | (29,385)  |



financial responsibility, accountability, and transparency.

IGE's completed FY2018 audited financial statements will be available July 1, 2019 and can be found at this link: https://globalengage.org/support



## **NEXT STEPS** How You Can Connect to the IGE Family

## SOCIAL MEDIA

Twitter: @engageyourworld

https://www.facebook.com/ instituteglobalengagement/

Follow IGE and engage with our content. We share insights daily!

#### goo.gl/Dp9mTQ

Subscribe to receive our monthly "Global Horizons" emails (religious freedom updates and what IGE is up to).

## E-UPDATES

www.globalengage.org



#### goo.gl/btQt5y

Subscribe to receive our monthly prayer updates (contextualizing situations on the ground with practical prayer points).

DONATE

#### https://globalengage.org/support

Further IGE's work by making a donation today. Set up a recurring monthly donation to catalyze freedom of faith worldwide.

## **HOST A DINNER**

Introduce IGE to your network over a meal. You provide the venue and the invites, and we will do the rest!

info@globalengage.org 703.527.3100 Thank you for standing for those persecuted for their faith around the world! We welcome your continued partnership in 2019.

> 703.527.3100 www.globalengage.org info@globalengage.org PO Box 12205 Arlington, VA 22219-2205