



Human Friends Organization



2024 Annual Report

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MESSAGE FROM THE PRESIDENT

Dear Friends, Supporters, and Partners!

As we mark the completion of another transformative year at Human Friends Organization (HFO), I extend my deepest appreciation to our dedicated team, collaborators, and supporters—whose unwavering commitment has enabled us to continue advocating for justice, peace, and human dignity in some of the most difficult circumstances Pakistan has faced in recent times.

The year 2024 brought immense challenges for our country: from political polarization following the general elections, to economic instability, and an alarming rise in religious intolerance and mob violence. In this complex and often painful landscape, HFO remained resilient—working tirelessly to amplify the voices of marginalized communities, defend religious minorities from discrimination and false accusations, and provide legal, psychosocial, and humanitarian support to those affected by injustice.

One of the most defining aspects of our work this year was our response to the aftermath of the Jaranwala tragedy. With compassion and urgency, our team facilitated psychosocial counseling sessions for victims of the August 2023 mob attack, in partnership with UNDP and professional psychologists. These sessions addressed the deep trauma experienced by individuals, families, and communities, reaffirming HFO’s commitment to holistic healing and long-term recovery. We also held legal awareness sessions to educate community members about their rights under Pakistan’s constitution, equipping them to face systemic discrimination with knowledge and strength.

At the national level, HFO made significant strides in policy advocacy, engaging with parliamentarians, political leaders, and human rights defenders to ensure minority rights were included in party manifestos. Through our collaboration with NADRA, we supported the CNIC registration of marginalized voters, enabling them to participate in democratic processes and claim their rightful space in society.

Our commitment to interfaith harmony remained at the heart of everything we did. From grassroots dialogue to high-level roundtable discussions, we worked to bridge divides, challenge hate speech, and foster peaceful coexistence. The Interfaith Iftar in Youhanabad, and panel discussions with faith leaders, human rights advocates, and legal experts, served as platforms for building trust, empathy, and collective action.

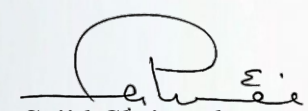
Despite our limited size, HFO continues to grow institutionally, aligning our processes with international standards. We were honored to be trusted by UNDP to implement a conflict prevention and resolution project in Faisalabad, along with this, HFO constructed nine Hope Centers, providing local communities with spaces for education, dialogue, and development.

In 2024 alone, our legal team handled over 33 cases, providing aid to more than 300 individuals. From acquittals in high-profile blasphemy cases to supporting victims of forced conversion, abduction and bonded labours, our work remains a lifeline for those abandoned by the challenging system.

As we look forward to 2025, our commitment to peace, justice, and equality for all remains unshakable. With your continued support, we will expand our efforts to build a Pakistan where every person—regardless of faith or background—can live free from fear, with dignity and hope.

Thank you for walking this journey with us. Together, we are making a lasting difference.

With gratitude and resolve,



Sajid Christopher
President
Human Friends Organization (HFO)



INTRODUCTION

Human Friends Organization – 21 Years of Advocacy, Hope, and Human Dignity

As Human Friends Organization (HFO) marks its 21st year of unwavering commitment to human rights, we reflect on a journey rooted in compassion, justice, and resilience. Since its inception, HFO has strived to uphold the principles of religious freedom, interfaith harmony, and the protection of marginalized religious communities in Pakistan. Our mission has always been to ensure equal justice, dignity, and opportunity for all—regardless of faith, gender, or social standing.

HFO continues to play a critical role in protecting victims falsely accused of blasphemy, offering legal aid and support to secure justice, particularly for women and underage girls who have faced violence, rape, and forced conversions.

Beyond legal defense, our programs focus on human development—providing access to quality education for marginalized children, extending kinship and support to orphaned and underprivileged youth, and empowering communities through skills training and awareness. In addition to rights-based advocacy, HFO promotes civic awareness among youth and communities, educating them on global environmental concerns such as climate change and deforestation. Through tree plantation campaigns and green initiatives, we actively work toward building a cleaner, greener Pakistan with strong community and youth participation.

Our “Hope Community Centers” serve as safe spaces where under-resourced individuals can discover their potential, build confidence, and develop vocational and social skills, enabling them to earn with dignity and lead independent lives.

The year 2024 brought profound challenges to our organization and the country at large. Pakistan’s socio-political landscape was tumultuous, marked by controversial general elections, the violation of fundamental freedoms, particularly freedom of expression, deepened the crisis, contributing to a growing sense of societal disillusionment and fear. Economic instability, fueled by inflation and fears of a national default, intensified the stress on already vulnerable communities. Alongside economic hardships, there was a disturbing rise in religiously motivated violence, gender-based crimes, and law and order breakdowns.

Tragically, 2024 recorded 767 blasphemy cases, the highest number in Pakistan’s history, highlighting a deeply alarming trend. Among the most distressing events were four horrific incidents of mob violence and extrajudicial killings in the name of blasphemy—Nazir Masih in Sargodha, Muhammad Ali Ismail in Swat, Abdul Ali in Quetta, and Dr. Shanawaz Kunbhar in Mirpurkhas, Sindh. These brutal acts have left irreparable scars on our collective conscience and serve as a stark reminder of the urgent need for systemic reform.

Despite these daunting circumstances, the HFO team remained steadfast, continuing the work with determination and compassion. HFO team stood alongside victims, advocated for fair trials, raised our voice against injustice, and renewed our commitment to promoting interfaith tolerance and peaceful coexistence at the grassroots level.

This year’s annual report not only highlights our achievements and resilience but also serves as a call to action for all stakeholders—civil society, policymakers, religious leaders, and community members—to join hands in building a just, tolerant, and pluralistic Pakistan.

Together, we can transform pain into purpose, and fear into hope. Let 2024 be a turning point toward healing, unity, and peace.

EXECUTIVE SUMMARY

The year 2024 was both challenging and transformative for Human Friends Organization (HFO) as we continued our mission to uphold fundamental human rights, advocate for religious freedom, and protect marginalized communities across Pakistan. Despite the country’s turbulent socio-political climate—marked by general elections, economic uncertainty, and rising religious intolerance, HFO achieved significant milestones through its programs in legal aid, peacebuilding, interfaith dialogue, education, and psychosocial support.

In a politically tense election year, HFO played a key role in advocacy by engaging with parliamentarians, political parties, and civil society stakeholders to ensure minority rights were reflected in political manifestos. Our efforts culminated in the creation of a Charter of Demand calling for the inclusion and protection of religious minorities in national policy. Additionally, HFO advocated for electoral reforms, successfully collaborating with NADRA (National Database and Registration Authority) to launch a mobile CNIC registration campaign, enabling marginalized citizens to access their civic rights and participate in democratic processes.

HFO also strengthened its international advocacy. Our leadership, including President Mr. Sajid Christopher, held multiple briefings with ambassadors from the EU and the United States, highlighting the deteriorating human rights situation in Pakistan. A landmark Roundtable Meeting convened by HFO brought together religious leaders, lawyers, human rights activists, and parliamentarians to collectively address the misuse of blasphemy laws and growing incidents of hate speech, including the tragic mob killing of Nazir Masih in Sargodha. Throughout 2024, HFO responded swiftly to crises, including the May 25th mob attack in Mujahid Colony, Sargodha, where Christian families were violently targeted. HFO provided immediate food relief to 50 affected families and organized interfaith dialogue sessions, including a notable Interfaith Iftar Dinner at Allama Earnest Paul School in Youhanabad, promoting harmony during the overlapping holy months of Ramadan and Lent.

One of the year’s highlights was HFO’s collaboration with UNDP Pakistan, the Government of Punjab, and the Faisalabad Local Government on a conflict prevention and resolution project in response to the devastating Jaranwala attacks of August 2023. In the early summer of 2023 allegations of blasphemy (that have since been proven false) against two Christian residents of Jaranwala, led to a widespread and escalating hate campaign against the Christian community. This ultimately, on 16 August 2023, led to mob vandalizing and destroying over 20 churches and more than 80 Christian houses, and terrorizing the Christian communities. In February 2024, the Supreme Court of Pakistan rejected the police report of the Jaranwala incident noting that relevant information was not provided and urged the police to bring the offenders to account. Trials of those responsible for the mob violence have not started as of the end of 2024. initiative, HFO conducted a capacity-building training in Faisalabad for local administration, Government Officials, members of District Committees on Peace and Interfaith, and Civil Society representatives, Faith leaders of Christian and Muslim communities and community elders attended the event.

HFO facilitated a series of psycho-social counseling sessions for the victims of the 16 August 2023 terror attack in Jaranwala. A total of 20 individuals, 5 families, and 3 community groups received professional counseling support from trained psychologists to help them cope with the trauma, fear, and emotional distress caused by the violent incident. In parallel, HFO also organized legal awareness sessions aimed at educating the affected communities about their constitutional rights and legal protections, with a focus on addressing violations against religious minorities. These efforts were part of HFO's holistic response to promote healing, empowerment, and resilience among the survivors.

In the area of legal aid, HFO handled over 33 cases, providing legal and financial assistance to more than 300 individuals. Our legal team secured landmark victories, including acquittals in high-profile blasphemy cases for Nauman Masih and Asif Idrees, reinstatement of employment for James Masih, and legal protection for victims of forced conversions such as Muskan, Kehkshan, and Laiba Bibi. Continued legal support was extended in the cases of Nadeem James, Ashfaq Masih, and Asif Parvaiz.

HFO’s social and educational programs flourished in 2024. The organization constructed nine new Hope Centers, offering local communities’ spaces for religious gatherings, skills development, and peace education. Our flagship institution, Allama Paul Ernest Higher Secondary School, achieved excellent matriculation results, while continuing to champion social and civic awareness through international day celebrations, environmental campaigns, and youth leadership activities.

Importantly, HFO also addressed child welfare, providing shelter, food, and education to orphans and children of single mothers from marginalized backgrounds. In conclusion, despite national instability and rising challenges, 2024 was a year in which HFO deepened its impact, advanced its organizational capacity to international standards, and amplified its voice for justice and peace. Our journey this year reaffirms our unwavering commitment to human dignity, religious tolerance, and equal rights for all.

¹ Christians in Jaranwala, Pakistan Acquitted of Blasphemy Charges
Investigation showed they were framed; March 4, 2024; Christian Daily International-Morning Star;
<https://morningstarnews.org/2024/03/christians-in-jaranwala-pakistan-acquitted-of-blasphemy-charges/>



JUSTICE



ADVOCACY



LEGISLATION



INTERFAITH



COUNSELING



DISASTER
RELIEF



COMMUNITY
CENTERS

HIGHLIGHTS 2024

Freedom of Religion or Belief (FoRB)

1. Roundtable Meeting with Parliamentarians, Civil Society, and religious leaders at Lahore Press Club

As part of its ongoing advocacy efforts, Human Friends Organization (HFO) conducted several high-level meetings with parliamentarians, civil society organizations, and faith leaders to promote human rights, religious freedom, and express solidarity with the



victims of faith-based persecution. One notable event was a Roundtable Meeting held on 26th June 2024 at the Lahore Press Club, where key stakeholders gathered to discuss the current challenges surrounding religious freedom in Pakistan. The session brought together prominent figures including Mr. Ejaz Alam Augustine, former Minister for Human Rights, Mr. Sajid Christopher, Chairman of HFO, Mr. Samson Salamat,



Pastor Samuel Khokher, along with human rights activists, legal experts, and a significant representation from civil society.

The meeting emphasized that religious freedom is a fundamental human right, enshrined in Article 18 of the United Nations Charter, which guarantees the right to freedom of thought, conscience, and religion. Despite these international protections, violations of religious freedom remain persistent in Pakistan. The participants called for urgent legislative measures and policy reforms to safeguard minority rights, curb hate speech, and prevent the misuse of blasphemy laws. The session concluded with an open forum for dialogue and questions, reaffirming the shared commitment of all participants to advancing pluralism, diversity, and inclusion in Pakistan's sociopolitical landscape.

PEACEFUL DEMONSTRATION

2. Peaceful Demonstration in Lahore: Civil Society Demands Justice for Nazir Masih and Protection for Religious Minorities

On June 8, 2024, a significant peaceful demonstration was organized in Lahore, Pakistan, led by the Human Friends Organization (HFO) in collaboration with a broad coalition of Civil Society Organizations (CSOs) and interfaith leaders. The demonstration was held in response to the brutal mob lynching of Nazir Masih, an elderly Christian businessman from Sargodha's Mujahid Colony, who succumbed to fatal injuries following false allegations of blasphemy and mob violence incited through provocative mosque announcements.

The protest, which drew over 150 participants, included faith leaders from both Muslim and Christian communities, human rights activists, legal professionals, and concerned citizens, all united under the shared call for justice, accountability, and systemic reform. The demonstration received significant media coverage, drawing national attention to the deteriorating situation of religious freedom in Pakistan and building pressure on the government to take concrete action.



Key Objectives of the Demonstration:

1. Justice for Nazir Masih:

Demand for a transparent and independent investigation into the circumstances of his death and the immediate arrest and prosecution of all perpetrators involved in the lynching and incitement of violence.

2. Protection and Compensation for Masih's Family:

Appeal for the safe return of Nazir Masih's family to their home, along with compensation for their damaged residence and shoe warehouse, which was looted and vandalized during the attack.

3. Systemic Changes to Prevent Mob Violence:

Advocacy for the regulation of mosque loudspeaker announcements, which are often used to incite violence, and the development of early warning systems and rapid response mechanisms to prevent such escalations.



4. Legislative Reforms and Accountability:

Call for the establishment of a judicial inquiry committee and the introduction of legislative safeguards to prevent the misuse of blasphemy laws,

which have frequently led to mob justice and false accusations against minority communities.

Voices from the Demonstration:

Sajid Christopher, Executive Director of HFO, emphasized the broader implications of this tragedy, stating:

"Nazir Masih's death is a stark reminder of the ongoing persecution faced by religious minorities in Pakistan. It is imperative that we unite to demand justice and ensure such tragedies do not happen again. Justice must not only be served, it must be seen to be served."

Sharon Shamir, Coordinator of the Legal Department at HFO, added:

"We stand together to honour the memory of Nazir Masih and call for protection and dignity for all religious minorities. This peaceful protest is a symbolic but powerful step towards ensuring that no individual in Pakistan lives in fear because of their faith."

Peter Jacob, Chairperson of the Centre for Social Justice, further remarked:

"Religious freedom is not a privilege, it is a right enshrined in our Constitution and international human rights standards. We urge the government to move beyond condemnation and towards lasting legal reforms."

PANEL DISCUSSION

1. Panel Discussion with Different Faith Leaders on the Misuse of Blasphemy Laws and Hate Speech

the Human Friends Organization (HFO) convened many vital Panel Discussions with Religious Leaders on the Misuse of Blasphemy Laws and Hate Speech, held at its Head Office in Lahore and Faisalabad. These timely and significant gatherings brought together distinguished religious scholars, interfaith leaders, and legal minds to collectively address the growing misuse of blasphemy laws in Pakistan and the alarming rise in faith-based violence and hate speech.

On June 11, 2024, a panel discussion was set against a grim backdrop of tragic incidents—including the Jaranwala attacks, the mob lynching of Nazir Masih in Sargodha, and several other high-profile cases where blasphemy accusations led to violence, displacement, and loss of innocent lives in the Lahore Office. These incidents have laid bare the urgent need for interfaith dialogue, policy reform, and community-level interventions.

The panel featured an esteemed lineup of speakers, including:

- Maulana Muhammad Asim Makhdoom, Chairman of the All Sects Ulema Board
- Syed Ashiq Hussain, respected interfaith leader
- Rev. Dr. Majeed Abel, prominent Christian theologian and peace advocate
- Dr. Badar Munir Mujaddadi, Islamic scholar and human rights defender
- Professor Mehmood Ghaznavi, academic and religious analyst
- Pir Syed Usman Noori, Chairman of the Ulema Uliya Council
- Allama Asghar Arif Christi, Chairman, Pakistan Sunni Ulema Council
- Allama Hassan Raza Hamdani, noted religious scholar and advocate for harmony



Together, these influential voices fostered an in-depth dialogue on the misuse of religious rhetoric, the weaponization of blasphemy laws, and the impact of hate speech on minority communities. The speakers unanimously agreed that the spirit of religious law must not be distorted for personal or political gain, and that no individual or group should have the power to incite violence in the name of faith.



A particularly meaningful aspect of the event was the joint participation of the All Sects Ulema Board and Human Friends Organization, symbolizing a cross-sectarian and interfaith commitment to peaceful coexistence and legal justice. The gathering emphasized that protecting the sanctity of religion must go hand-in-hand with upholding the rights and dignity of every citizen, regardless of their religious background.

Key themes and recommendations from the panel included:

- The need for grassroots-level strategies to identify and counter extremist elements who propagate hatred and incite violence.
- Strengthening mechanisms for fair and transparent judicial investigations in blasphemy-related cases, ensuring that innocent individuals are promptly released, and genuine offenders are held accountable.
- The development of national awareness campaigns to counter misinformation, promote religious literacy, and foster empathy and understanding between communities.
- Collaborative legislative reform, aimed at safeguarding freedom of religion and belief (FoRB), preventing the misuse of blasphemy laws, and codifying protections for vulnerable groups.
- A call for institutional accountability, urging the state to regulate and respond to inflammatory sermons or announcements, particularly from unverified religious platforms.

In closing, Mr. Sajid Christopher, Executive Director of HFO, reiterated the organization’s long-standing commitment to interfaith harmony, human rights, and peacebuilding. He emphasized the importance of continued dialogue and collaboration, stating:

“The rising intolerance in our society demands a united response. We must empower communities to resist hate and violence through knowledge, empathy, and justice. These discussions are not isolated events—they are building blocks toward a more inclusive and peaceful Pakistan.”

The panel concluded with a collective pledge to strengthen interfaith cooperation, support survivors of faith-based violence, and work jointly towards legal and cultural reforms that ensure no one is persecuted for their belief.

SOCIAL AND INTERFAITH HARMONY

2. Interfaith Iftar Dinner: Promoting Harmony and Unity Among Faith Communities

On March 27, 2024, the Human Friends Organization (HFO) organized a heartwarming and symbolic Interfaith Iftar Dinner at Allama Paul Higher Secondary School, located in Youhanabad, Lahore. This event served as a powerful demonstration of HFO’s commitment to promoting interfaith harmony, mutual respect, and peaceful coexistence among Pakistan’s diverse religious communities.



The dinner was intentionally scheduled during a period of deep spiritual reflection—Ramadan for Muslims and Lent for Christians—a time marked by piety, self-discipline, and generosity. By bringing together leaders and members of both Muslim and Christian faiths, HFO aimed to highlight the shared values that unite these communities and emphasize the significance of interfaith dialogue and collective action in addressing the social challenges of our time.

The evening began with the respectful recitation from the Holy Quran and the Holy Bible, symbolizing the essence of inclusivity and reverence for both faith traditions. Over 30 participants attended the event, including prominent religious leaders, Ulama, Bishops, Fathers, and Pastors, representing both major religious communities in the area. The highlight of the evening was the communal breaking of the fast, where participants sat side by side to share a meal, reflecting the spirit of brotherhood, charity, and unity.



During his welcome address, Mr. Sajid Christopher, President of HFO, emphasized the critical role of religious leaders in building bridges across faiths and advocating for the rights of minority communities. He thanked the attending religious figures for their continued support and reiterated HFO’s vision of a peaceful and inclusive Pakistan, stating:

“Religious harmony is not just an ideal, but a necessity in today’s polarized world. We deeply appreciate the support of our religious leaders who stand with us in rejecting hatred, speaking against injustice, and promoting tolerance. In this post-conversion era, it is imperative that we address the root causes of religious division and work together to foster understanding.”

One of the most encouraging aspects of the event was the presence and remarks of Archbishop Sebastian Francis Shaw, Chairman of the Interfaith Dialogue Commission, who lauded HFO's efforts in promoting interfaith understanding at the grassroots level. He pledged his full support for future initiatives and led a closing interfaith prayer, invoking peace, unity, and compassion for all communities in Pakistan.

The event also featured short reflections by other respected faith leaders, who spoke about the commonalities between Islam and Christianity, the importance of compassion, empathy, and nonviolence, and the need to stand against hate speech, religious intolerance, and the misuse of religion for political gain. In addition to fostering dialogue, the Interfaith Iftar Dinner served as a model of coexistence in action, reinforcing HFO's commitment to facilitating peaceful interaction among communities who have historically experienced division and mistrust. Events like these contribute to breaking stereotypes, building mutual respect, and creating safe spaces where diverse groups can engage constructively.

3. Interfaith Dialog on Muslim-Christian Unity

On December 19, 2024, the Human Friends Organization (HFO), in collaboration with Jamia Taleem-ul-Quran, organized a one-day interfaith dialogue/seminar focused on exploring the relationship between Muslims and Christians in the light of their respective religious teachings.



The event brought together 24 participants representing various Muslim sects and Christian denominations, creating a unique space for respectful conversation and mutual understanding. The seminar was facilitated by Fr. Ashfaq Anthony,



while Mufti Qadri Abdul Sattar emphasized that both Islam and Christianity are rooted in the universal values of love, compassion, and charity—principles that transcend boundaries and are essential to fostering social harmony and peace among nations. Mr. Sajid Christopher, Chairman of HFO, highlighted the urgent need to promote tolerance, counter religious hatred, and collectively resist the misuse of blasphemy laws that often target vulnerable and marginalized communities. The session concluded with a shared call to action for continued dialogue, unity, and collaborative efforts to protect human dignity and promote peaceful coexistence in Pakistani society.

4. Legal Support and Community Reintegration

Human Friends Organization always stands at fore front against persecution of poor, marginalized segments of society. HFO extends legal help to victims whether there is a case of false accusation of blasphemy or forced conversion of minor girls. From the last 21 years, HFO is engaged in advocacy and lobbying for the rights of minorities and women. From district level to federal level, holding meetings, dialogue sessions and symposiums with authorities concerned, legislators and parliamentarians to brief them about the violations of minority rights and women rights with actual facts and figures.



HFO is putting its fair share with other civil society organizations in highlighting the misuse of blasphemy laws which is widely being used to settle personal scores and often resulted in mob lynching or extra judicial killing of innocents, curbing incidents of forced conversion of minor girls, gender equality. HFO also advocates for the implementation of 5% job quota for minorities, implementation of quota allocated for minority students in public-sector educational institutions, development of ill-planned residential zones of religious minorities, and bonded labor.



The yearlong legal aid project, "Justice Unveiled: Empowering Communities through Legal Assistance" for the persecuted Christian community in Pakistan has been successfully implemented by HFO, achieving its goals of providing essential legal, social, and emotional support to individuals facing discrimination and human rights abuses based on their religious beliefs. Through this initiative, HFO has been able to achieve significant success as to date, the organization has successfully provided legal assistance in 33 cases, of which 18 have been concluded, 10 women and 8 men, bringing relief and resolution to the victims and their families. Notably, 8 cases were resolved through mediation and community engagement, showcasing the HFO's ability to promote reconciliation and harmony. Among the 11 ongoing cases, 7 involve men and 4 involve women, reflecting HFO's commitment to equitable support across genders. 3 cases were dropped as families were not in the right to pursue the legal proceedings whereas 1 family was liberated from the curse of bonded labour.

Legal Aid Project Impact (2024) Key Achievements: (Names are removed deliberately)

- 1. Legal Victories and Resolutions:
 - Secured acquittals in high-profile blasphemy cases
 - Supported a Christian man in regaining his job after wrongful termination due to religious discrimination.
 - Advocated for a woman blasphemy victim, leading to her exoneration and relocation for safety.
 - 2. Community Empowerment:
 - Facilitated the safe recovery and legal support for victims of forced conversions and abductions, including 3 women.
 - Provided financial and legal assistance to vulnerable families affected by violence and systemic discrimination.
 - 3. Humanitarian Interventions:
 - Addressed critical health and welfare needs for affected families, ensuring stability amidst legal battles. HFO has been supporting prisoners by providing a financial aid of PKR 12,000 to each individual in jail. This initiative aims to alleviate their hardships and ensure basic needs, especially health, are met during incarceration.
 - Establishment of 11 safe spaces/ shelter Houses
- HFO provided comprehensive and holistic support to the victims and their families. HFO prioritized social and emotional support as a critical component of the project, ensuring holistic care for victims and their families. Emotional and psychological counseling was provided to help them cope with the trauma of persecution and the stress of prolonged legal battles. These counseling services offered a safe space for healing and recovery, addressing the deep emotional scars left by their experiences. In parallel, community engagement initiatives were undertaken to build a supportive environment for the victims, fostering understanding and reducing societal stigma. By encouraging community acceptance and reintegration, the project helped victims, and their families regain a sense of normalcy and dignity in their lives.

A JOURNEY FROM DISPLACEMENT TO JUSTICE: JAMES MASIH'S SUCCESS STORY

James Masih, son of Emanuel and a devoted father of three – Sneha (16), Ahm (12), and Arid (8) – lived a modest life working as a sanitary worker at THQ Hospital in Chobara, district Layyah. His responsibilities included ensuring patients were directed to the right rooms, a routine task he carried out with diligence. However, his life took a devastating turn on October 20, 2022. While working in the OPD and guiding patients to Room 11 for their vitals, an interaction with a Muslim woman, Nadia, spiraled into a nightmare. Nadia accused James of offending her religious beliefs and recorded their confrontation. The video went viral, igniting outrage and placing James at the center of a deeply sensitive religious dispute.

The once-familiar faces of his colleagues turned hostile, and whispers of disdain filled the air. James soon realized that his workplace, which had been a source of pride and stability, had become a dangerous ground. His supervisors, sensing the growing tension, advised him to leave the city for some time.



With immense fear and uncertainty, for his life and the safety of his family, James was left with no choice but to flee. In the dead of night, with only the essentials they could carry, James, his wife, and their children abandoned their home and sought refuge far from the threats of violence. The fear was palpable; every knock on the door, every unfamiliar face, felt like a potential danger. Life in hiding was filled with uncertainty and despair. James, now unemployed, struggled to provide even the bare necessities for his family. His children, once carefree and playful, became subdued and wary, their laughter replaced by the weight of fear.



Over a year passed in this limbo of fear and hardship. James' efforts to seek justice felt futile as institutional support seemed out of reach. In August 2023, after nearly a year in hiding, James mustered the courage to submit an application to the District Health Authority, Layyah, requesting reinstatement to his position. The CEO of the authority empathized with James' plight and approved his absence from October 7, 2022, to August 28, 2023, under Extraordinary Leave (EOL). The CEO also directed the Medical Superintendent (MS) of THQ Chobara to reinstate James. However, James' hope was short-lived. MS not only resisted the order but also threatened him, leaving James with no option but to flee once again.

But James refused to give up. He reached out to the Human Friends Organization (HFO), which became a lifeline in his darkest days. HFO filed a Writ Petition before the Lahore High Court, Multan Bench, demanding his reinstatement. On September 25, 2024, the Court disposed of the petition, instructing the CEO of the District Health Authority to resolve James' application in accordance with the law. Acting on the court's directives, the CEO directed the MS of THQ Fatehpur to reinstate James. After years of hardship and uncertainty, James was finally reinstated to his position on October 14, 2024.

Walking back into the hospital, not as a victim but as a man who had reclaimed his dignity, was a moment of profound triumph for James. His reinstatement was more than a personal victory; it was a testament to resilience, legal advocacy, and institutional accountability. James' story is a powerful reminder of the challenges faced by marginalized communities and the importance of standing firm against injustice. Through HFO's steadfast support and James' courage, this chapter in his life closed with a renewed sense of hope and justice.

HUMANITARIAN ASSISTANCE

5. Food Relief Distribution to 50 Affected Christian Families – Sargodha Incident Response

On May 25, 2024, the Christian community in Mujahid Colony, Sargodha, experienced a devastating mob attack, triggered by a false blasphemy accusation against Nazir Masih, an elderly Christian businessman, and his son Sultan Masih. The incident was allegedly incited through a provocative announcement from a local mosque, which falsely accused the family of desecrating pages of the Holy Quran. What followed was a violent and calculated assault fueled by both religious intolerance and deep-rooted personal enmity.



The mob, equipped with rocks, sticks, and petrol bombs, launched a brutal attack on the home of the Masih family, quickly escalating the situation into full-blown chaos. The violence spread to the surrounding Christian households, creating widespread fear, destruction, and displacement. Dozens of homes were vandalized, belongings destroyed, and families were forced to flee in search of safety. Many victims, including children and the elderly, were left in a state of shock, hunger, and homelessness, with no immediate means to access food or basic necessities.

In the aftermath of the violence, the Human Friends Organization (HFO) responded promptly and compassionately by organizing a food relief distribution drive. On Sunday, June 16, 2024, HFO provided emergency food supplies to 50 affected Christian families, ensuring they had access to essential items to help them survive during this traumatic period. The relief packages included staple food items such as flour, rice, lentils, oil, tea, and hygiene products, aimed at supporting families for at least two weeks.



This humanitarian intervention was not only a response to an immediate need but also a gesture of solidarity and hope, reaffirming HFO's mission to stand with the oppressed and marginalized, especially in times of crisis. During the distribution, HFO team members met with survivors and listened to their stories of loss and trauma. These encounters underscored the urgent need for continued support, including psychosocial counseling, legal aid, and rehabilitation efforts.

Mr. Sajid Christopher, Executive Director of HFO, reiterated the organization's commitment to justice, peace, and interfaith harmony, stating: "Our hearts go out to the families who suffered in this horrific incident. Beyond providing food, we are committed to standing by them in their journey to recovery, advocating for justice, and ensuring that such acts of violence are never repeated."

The Sargodha relief initiative is part of HFO's broader strategy to respond swiftly to incidents of faith-based violence, provide tangible support to victims, and continue its advocacy for reform of blasphemy laws and community protection mechanisms. Through this intervention, HFO once again demonstrated its role as a first responder for vulnerable communities, combining humanitarian action with long-term efforts for justice, healing, and prevention.

6. Ensuring Identity and Inclusion: Minority Community CNIC Registration Campaign

A National Identity Card (CNIC) is a fundamental right and legal proof of identity for every adult citizen of Pakistan. Issued by the National Database and Registration Authority (NADRA), it is the gateway to accessing basic services, legal protections, and participation in the country's social,

political, and economic life. However, a significant number of Christians and other religious minorities in Pakistan remain unregistered, primarily due to limited awareness, poverty, and lack of access to necessary documentation, such as birth and marriage certificates. To address this critical gap, Human Friends Organization (HFO) undertook a household mapping exercise in Union Council Youhanabad, Lahore—one of the largest Christian-majority settlements in the country. The survey revealed that a substantial number of women and young adults were unregistered, largely because they lacked essential documents or could not afford the costs associated with acquiring them. Based on these findings, HFO recommended that the issuance of birth and marriage certificates be simplified and made more affordable, especially for vulnerable communities.



In response, HFO took a pivotal step toward inclusion and empowerment by partnering with NADRA to launch a Christian Community Registration Campaign from February 12 to 16, 2024, at Allama Paul School, Youhanabad. This initiative was part of a broader Minority Community Registration Drive, supported by the Ministry of Interior, Government of Pakistan, and executed through NADRA’s mobile registration vans, which visited churches, temples, gurdwaras, and other places of worship to reach unregistered individuals at the grassroots level. During the campaign, NADRA officials set up registration desks directly within the community, eliminating the need for long travel or complex processes.



With the doorstep delivery of services, hundreds of individuals, particularly women and youth, were able to obtain their CNICs—many for the first time. These identity cards will now allow them to vote, access health and education services, apply for jobs, and participate in other areas of civic life.

Speaking on the success of the campaign, Mr. Sajid Christopher, President of HFO, stated:

“Identity is dignity. Without a CNIC, a person is invisible in the eyes of the state. We are proud to have collaborated with NADRA to ensure that the marginalized members of our community are no longer excluded. This is a step forward in promoting equality, justice, and civic participation for all.”

The registration drives not only improved access to legal identity but also raised awareness within the community about the importance of documentation, legal rights, and the role of inclusive governance. HFO continues to advocate for institutional reforms to ensure minority communities are fully integrated into national development frameworks.

This campaign represents HFO’s unwavering commitment to empowering the marginalized and promoting a Pakistan where every citizen—regardless of faith—has the right to be seen, heard, and counted.

7. Empowering Communities: Building Hope, Transforming Lives

At Human Friends Organization (HFO), we believe that every individual possesses unique potential and innate talents. When these gifts are recognized, nurtured, and directed toward communal wellbeing, they have the power to transform lives and uplift entire communities.

It is with this belief that HFO has been working since 2016 to construct Hope Centers and Community Halls in underserved Christian communities across Pakistan. These centers serve as more than just buildings—they are safe, inclusive spaces where children can study, women can learn new skills, and communities can gather to foster a sense of solidarity, spiritual growth, and empowerment. They function as multipurpose community hubs—used for skill development programs, welfare services, religious gatherings, and social activities. Over the years, these centers have had a profound and measurable impact, especially in enhancing the educational and social engagement of women and children.



Community-Driven Model for Sustainable Development:

A core principle of this initiative is community ownership and participation. HFO provides the construction material and technical monitoring, while the local community or congregation contributes the land and labor. This collaborative approach not only ensures cost-effective development but also strengthens local commitment and sustainability. Upon completion, a formal Memorandum of Understanding (MoU) is signed, transferring ownership and management of the Hope Center to the local community, empowering them to continue its use and maintenance.



Milestone Achieved in 2024: Seven Hope Centers Completed

One of the major accomplishments of 2024 has been the successful completion and inauguration of seven Hope Centers across various districts in Pakistan. These centers have already become beacons of hope, fostering community resilience, social inclusion, and grassroots development. Each construction has helped build stronger, more connected communities with shared goals and improved quality of life.

We extend our sincere gratitude to our international partners, donors, and local community members, whose contributions made this possible. These newly constructed Hope Centers are located in the following areas:

- 1. Ratiyan Aryan
- 2. Chak 99, Sargodha
- 3. Chak 123, Faisalabad
- 4. The Way of Truth Ministry, Sheikhpura
- 5. Chak No. 46, Sahakot
- 6. Chak No. 118, Sangla Hill
- 7. Chak No. 236, Jaranwala

These centers stand as a testament to what collaboration, faith, and a shared vision for human dignity can achieve. They are helping individuals rediscover their potential, learn, lead, and give back, making lasting impacts that go beyond walls and roofs; they are building communities of hope.

8. Allama Paul Higher Secondary School, Youhanabad

Established in 2017, the Allama Paul Higher Secondary School is a flagship initiative of the Human Friends Organization, situated in Youhanabad, Lahore—a predominantly Christian community facing educational and socio-economic marginalization. The school was founded with the vision of providing accessible, quality, English-medium education to underserved children, equipping them not only with academic excellence but also with core human values, critical life skills, and civic responsibility. Currently, the school caters to 994 students, ranging from Playgroup to Grade 10. It boasts modern facilities, including a well-equipped science laboratory and a computer lab, ensuring that students receive a well-rounded education in both science and technology.



Allama Paul School prides itself on its strong academic team, comprising 25 female and 4 male teachers—all well-trained, experienced, and deeply committed to nurturing young minds. The school's approach to education is holistic, combining formal academic instruction with awareness-building on human rights, gender equality, child protection, and interfaith harmony. Through these efforts, the school has become a model for inclusive education rooted in the values of pluralism, tolerance, and peaceful coexistence.



Fostering Character, Creativity, and Confidence

To unlock students' hidden potential, the school places a strong emphasis on confidence building, character formation, and personality development. A range of co-curricular activities—including sports tournaments, debates, art competitions, and celebrations of international days—are regularly organized to develop teamwork, leadership, and civic engagement. In 2024, the school continued to organize indoor and outdoor sports tournaments, especially in football and cricket, helping students develop discipline, sportsmanship, and a healthy lifestyle.

One of the highlights of the year was a Speech and Painting Competitions held in school on the different themes including the theme of Peace and Harmony. The event saw 60 students enthusiastically participate, using words and art to express powerful messages of unity, nonviolence, and coexistence. The speeches and paintings emphasized that peace begins within, and that fostering a peaceful society requires tolerance, cooperation, humility, forgiveness, moderation, honesty, patriotism, and self-control.



Celebration of International Days: Awareness in Action

Throughout the year, the school actively celebrated international days such as World Peace Day, Human Rights Day, Earth Day, International Women's Day, National Minority Day also 16 days of activism. These observances serve as opportunities to educate students about global issues, cultivate social responsibility, and inspire them to become advocates of justice, equality, and sustainability. These activities are instrumental in mobilizing awareness and action among children, reinforcing their understanding of universal values and the achievements of humanity.



Earth Day Celebration: Fostering Environmental Responsibility Through Art and Awareness

As our world grapples with the escalating threats of climate change, deforestation, pollution, and global warming, the need for environmental awareness and action has never been more urgent. The responsibility to protect our planet lies with each of us—whether we choose to continue exploiting its resources for short-term gain or work collectively to preserve it for future generations.

In alignment with its mission to cultivate civic and environmental consciousness among youth, Human Friends Organization (HFO), in collaboration with Pakistan Montessori System (PMS), organized a colorful and engaging Earth Day celebration on April 30, 2024, at Allama Paul Higher Secondary School, Youhanabad, Lahore.

The event featured a thematic puppet show, creatively designed to raise awareness about the destructive impact of human activities on the planet—including the release of toxic gases, excessive industrialization, smog, and rampant deforestation. Through compelling storytelling and visuals, the puppet show emphasized the importance of conservation, clean air, renewable energy, and sustainable living practices.



The performance was both educational and entertaining, allowing young students to absorb complex environmental issues in a relatable and memorable way. In addition to the puppet show, students also showcased their creativity and commitment to the planet by presenting a wide array of artwork and project models. These included posters on climate action, miniature eco-villages, and science-based displays illustrating solutions to reduce pollution and promote green energy. Each presentation reflected the students' growing awareness of their role as stewards of the environment. The event served not only to celebrate Earth Day but also to inspire children to become active participants in the fight against environmental degradation. It encouraged them to adopt simple yet impactful habits—like planting trees, reducing plastic use, conserving water, and educating others about ecological issues.

This Earth Day initiative reaffirmed HFO's commitment to environmental education, civic engagement, and community-led action. By equipping young learners with the knowledge and tools to protect their planet, HFO continues to nurture a generation that values the Earth not just as a resource, but as a shared home deserving of care and respect.



9. Kinship House: A Home of Hope for Orphaned and Vulnerable Children

In a society where countless children are deprived of love, care, and protection due to tragic circumstances, the Human Friends Organization (HFO) has envisioned and established the Kinship House—a sanctuary of healing, support, and opportunity for orphaned, semi-orphaned, and street children in Pakistan. In our beloved country, many children are left without parental care due to HIV/AIDS, drug abuse, family breakdowns,



remarriage of widowed or divorced women, or the consequences of human trafficking and sexual exploitation. These children are often forced into street life, where they face exploitation, engage in rag-picking or petty crimes, and are at risk of falling into the traps of anti-social activities

MISSION

A loving center for those poor kids who had lost their parents due to any reason or pandemic. We provide the best possible facilities for all our kids and help them heal from emotional trauma. Kinship House provides healthy food, good ethics, discipline in their lives, generous support for these kids fostering, enormous capacity building, Exercises, and training, we provide quality life, Spiritual and emotional counseling, and healing for better growth for a better tomorrow.



GOAL

Mainstreaming the orphan, semi-orphan, and street children in the national building by providing care, support, and protection through shelter, food, and education are our goals. Even though we may not be able to change the world overnight but we can make a difference in the lives of those around us. Simply being kind to someone in need, every small act of kindness matters a lot. The youngsters who have lost parents and are left without a carer.

Their fundamental needs, such as food, shelter, and education, have been met by placing them in the Kinship house. We provide them counseling, shelter, and boarding services



We are facilitating educational opportunities in local schools and providing private tutoring, health check-ups, medications, one set of textbooks, and two sets of uniforms each year. This initiative includes 34 kids. Each child receives a nutritious diet, access to indoor and outdoor recreational activities and play areas, as well as training for various crafts and hobbies. Despite their challenging situation, the kids were strong, optimistic, and ready to learn.



Children are engaged in various activities, such as playing games, conversing with one another, and learning basic English language. They play, laugh, learn and discovering their inner talents for combating the challenges of humanity. We must contribute our part in making the world a better place. As Nelson Mandela said, **"What counts in life is not the mere fact that we have lived. It is what difference we have made to the lives of others that will determine the significance of the life we lead."**



• HFO-UNDP Collaboration in Faisalabad

10. Capacity Building Training for Faisalabad Local Government on Religious Freedom and Minority Rights

On Wednesday, 13 November 2024, a collaborative one-day capacity building training on the protection of religious minorities took place in Faisalabad. This event was organized by the Human Friends Organisation (HFO) in partnership with UNDP Pakistan and the Government of Punjab's Department of Human Rights and Minority Affairs. The event brought together nearly 52 participants from key stakeholders, including representatives from the Punjab and local government officials, members of District Committees on Peace & Interfaith harmony, District committee on Human Rights, Faith leaders from different communities and representatives from the law enforcement agencies and Civil society Organizations for collective visioning around, gaining a deeper understanding of Pakistan's constitutional and international commitments regarding rights of its religious minorities; as well as identifying sustainable ways of effectively meeting their unaddressed and emerging protection needs.



Training Objectives

- Enhance understanding of human rights obligations and government initiatives for protecting religious minorities.
- Develop practical skills for prevention, response, and data handling related to human rights violations.
- Foster collaboration and sustainable networks for ongoing community engagement and policy implementation.



Mr. Sajid Christopher, Executive Director Human Friends Organization, in her welcome address shared the objectives of the training workshop, he said that representatives from Faisalabad District Local Government, the Police Department, Social Welfare Department, and the District Peace Committee are present. Our goal is to collaborate with all relevant stakeholders involved so that the Constitution of Pakistan,



which guarantees religious minorities equal citizenship and protection of their rights, is fully upheld. By bringing together district officials in government offices and members of private sector interfaith and peace committees, we hope to create a shared vision for achieving this objective. This endeavor is a component of the Punjab government's major campaign to safeguard and defend the rights of minorities throughout the state.

A participatory discussion on the key initiatives of the provincial and local governments of Punjab for the promotion of inter-faith harmony and peace was arranged. During a participatory discussion moderated by Miss Sobia Batool Shah, Master Trainer and Director Programs HFO . The members of local administration shared the key initiatives undertaken by the Punjab government to enhance interfaith harmony and protect human rights. Representatives from the government and local administration, especially police department highlighted programs aimed at ensuring the safety, security, and equal rights of religious minorities communities.



The Punjab government’s commitment to promoting peace and inclusivity was evident in its grassroots initiatives, such as strengthening local peace committees, supporting interfaith dialogues, and implementing educational programs to foster respect for diversity. Stakeholders expressed appreciation for the government’s substantial efforts in safeguarding minority rights at the community level, recognizing the significant progress being made to protect and uplift minority groups throughout the province.

The plenary session, moderated by Mr. Shaista Harral from the Department of Human Rights & Minority Affairs, Punjab, focused on strategies for monitoring, preventing, responding to, and reporting violations against religious minorities. Experts from local government and law sectors provided valuable insights and addressed questions from participants, offering clarifications and responding to further reflections and recommendations.



Mr. Adeel Anwar, Head of the Treaty Implementation Cell in Punjab, conducted an in-depth session on the functions of the cell, focusing on its role in monitoring and implementing international treaties within the province. He elaborated on the process of data collection, compiling reports, and ensuring that Punjab's commitments to the United Nations are effectively met. His presentation highlighted the importance of accurate reporting and transparent tracking of human rights progress, providing critical insights into the provincial government's approach to international obligations.

A participatory discussion on the gendered impact of communal violence and violence against minorities was held with all participants, shedding light on the unique challenges faced by women and other vulnerable groups during such conflicts. The session highlighted how communal violence often exacerbates gender-based vulnerabilities, impacting mental health, social stability, and economic security. Participants shared insights and recommendations on creating gender-sensitive policies to address these issues and strengthen protections for minority groups.



The training session in Faisalabad marked an important step towards enabling the full and equitable participation of Punjab’s religious minorities in the province’s development through a collaborative, multi-stakeholder approach. This training builds on previous partnerships between HFO, UNDP, and the Government of Punjab aimed at amplifying the voice, visibility, and agency of religious minorities and fostering an inclusive interfaith environment across the region. The training concluded with key recommendations for enhancing support for religious minorities in Punjab:



- a) Strengthen laws that support the rights and representation of religious minorities. This includes increasing educational and local political representation to provide minorities with a stronger voice in the decision-making process.
- b) Encourage ongoing interfaith dialogue at community levels and ensure the protection and respect for places of worship, such as churches and temples. Utilizing religious platforms like mosques and churches for promoting tolerance can help foster a harmonious society.
- c) Implement training programs at the neighborhood and union council levels to educate and empower youth. This should include both general education and technical training opportunities to facilitate their growth and inclusion in society.
- d) Support positive and responsible use of social media to spread awareness and encourage inclusive practices. Additionally, rehabilitate mediation committees and make district peace committees more functional with dedicated offices to improve outreach and engagement.

- e) Incorporate information about security agencies into the school curriculum to bridge the gap between law enforcement and the public, fostering better community-police relationships and mutual trust.
- f) Inclusion of women in Peace and Interfaith committees and District Committees on Human Rights



The event concluded on a very positive note, reflecting the collective commitment to advancing minority rights and interfaith harmony. Following a lively closing session, participants were awarded certificates in appreciation of their involvement, and a group photo captured the unity and collaborative spirit of all attendees.

This capacity-building initiative underscored the Government of Punjab and Human Friends Organizations’ shared resolve to protect and empower religious minorities in the province. By promoting dialogue, enhancing awareness, and committing to actionable change, this training represents an essential step towards a more inclusive and equitable Punjab.



11. Establishment of Multi-Stakeholder in Jaranwala

Human Friends Organization understands that a multi-stakeholder’s network is essential for community-based conflict prevention as it fosters collaborative decision-making and ensures that diverse perspectives are included in identifying root causes and solutions. It strengthens collective ownership and accountability, leading to more sustainable and inclusive peacebuilding efforts. To address the post trauma complications of 16 August 2023 terror attack on Jaranwala, Faislabad , HFO established a Multi-Stakeholders’ Network aims to bring together the collective knowledge and experience of government institutions, civil society organizations (CSOs), and community-based peacebuilding practitioners to strengthen efforts in conflict prevention and interfaith harmony.



HFO undertook rigorous efforts in Jaranwala to establish a robust and effective multi-stakeholder network aimed at promoting interfaith harmony and addressing issues of conflict prevention. Recognizing the importance of a collaborative and inclusive approach, HFO organized numerous preliminary meetings with key stakeholders, including government officials, members of civil society organizations (CSOs), human rights activists, community elders, and faith leaders from both the Muslim and Christian communities. These engagements served as a platform for dialogue and trust-building, ensuring the network's foundation was rooted in mutual respect and shared goals. Leveraging its deep understanding of the local context, HFO strategically engaged few senior members from the existing committees on Human Rights and Interfaith established by the government into the network. This approach allowed the network to benefit from the wealth of experience, grassroots-level knowledge, and established practices of these committees.



By bringing together a diverse range of voices, including those with firsthand insights into the challenges faced by marginalized groups, HFO succeeded in forming a network that is not only organic and highly relevant but also capable of driving meaningful change.



The network stands as a testament to the power of collaboration and the potential of community-driven initiatives to address deep-seated issues and promote sustainable peace and harmony. The network champions inclusivity by actively involving women, youth, and persons with disabilities. By incorporating diverse voices, it creates a richer and more representative community. This commitment helps break down barriers and ensures equal opportunities for all. HFO adopted a meticulous approach in establishing the network, ensuring every step was guided by thorough planning and inclusivity.



12. Psycho-Social Support and Legal Awareness Sessions

HFO in collaboration with UNDP provided psycho-social support and legal awareness to the affected community of Jaranwala. Recognizing the deep trauma, fear, and emotional distress experienced by victims, HFO organized a series of psycho-social counseling sessions facilitated by professional psychologists to help individuals, families,



and community groups begin their journey toward healing and emotional recovery. In parallel, HFO conducted legal awareness sessions to inform community members about their constitutional rights and legal protections, particularly around freedom of religion and belief and safeguards against mob violence and discrimination. These efforts aimed not only to support survivors in coping with trauma but also to empower them with knowledge and confidence to seek justice and prevent future occurrences of such targeted violence.



Human Friends Organization way forward Year 2025

As Human Friends Organization (HFO) looks ahead to 2025, it envisions a year of renewed commitment to peacebuilding, justice, and inclusive development. Building on the lessons and achievements of 2024, HFO aims to expand its reach through innovative interventions that promote interfaith harmony, legal empowerment, youth engagement, and community resilience. The organization will continue to foster dialogue between diverse faith groups, strengthen local peace mechanisms, and support vulnerable individuals through education, psychosocial care, and legal aid. By embedding principles of tolerance, pluralism, and human dignity into all its programs, HFO strives to create transformative impact—empowering communities to not only resist violence and discrimination, but to actively shape a more cohesive, compassionate, and peaceful Pakistan for generations to come. We extend our heartfelt gratitude to all our supporters, team members, and allies who stood beside us throughout the year with unwavering commitment and compassion. Your trust, encouragement, and whether through resources, expertise, time, or solidarity—have been the driving force behind our ability to serve the most vulnerable, advocate for justice, and promote peace across communities. To our dedicated team, whose tireless efforts and courage brought hope in the face of adversity, and to our partners, donors, and collaborators, who believed in our mission and amplified our impact, we thank you deeply. Together, we have built not just programs, but pathways to dignity, resilience, and transformation. We look forward to continuing this journey with you in the year ahead.

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