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ANNUAL IMPACT REPORT 2023



Photo above: Female students in Nepal during class.

Remarkable highlights from this financial year include:

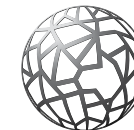
- Strengthening over **37,500 individuals** in Southeast Asia, South Asia, and Eastern Africa.
- Championing more than **18,500 children**.
- Strengthening over **9,800 women**, including 200 with disabilities.
- Nurturing the potential of more than **9,000 girls**, including **120 with disabilities**.
- **86% of funds** were dedicated to supporting overseas and community education projects.

These highlights do not fully capture the far-reaching impact on the families and communities involved, extending well beyond the immediate beneficiaries of the project.

Your partnership has been instrumental in driving positive change, and we look forward to achieving even greater milestones together in the future.



Australian Government
Department of Foreign Affairs and Trade



ACFID
MEMBER



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WHO WE ARE

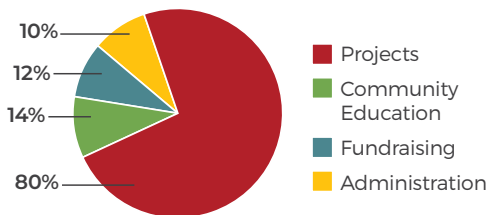
INA'S VISION

A just world where the most marginalised women and children are treated equally to reach their God-given potential.

INA'S MISSION

We build community partnerships to empower the most marginalised women and children.

HOW FUNDS ARE SPENT



INA'S CORE VALUES

We are a child-safe organisation committed to protecting children and promoting child wellbeing through our work.

We are a Christian organisation for social justice, equity, and poverty reduction.

We support local communities.

We amplify the voices of the poor, the disadvantaged, and the oppressed.

We value and respect people of all ages, genders, races, and creeds.

We demonstrate integrity and commitment.

We are stewards of natural, human, and financial resources.

GOALS & DIFFERENCE



STRATEGIC GOAL 1

Scalable Programs

Scalable models embracing technology and *Each One Teach One* approach



STRATEGIC GOAL 2

Effective International Programs

Strengthen and protect women and children



STRATEGIC GOAL 3

Increase Youth Awareness and Action

Improve youth awareness and action in Australia to support SDGs



STRATEGIC GOAL 4

Mobilise Resources

Grow revenue with supporters and social finance

INA develops innovative and **scalable models** that embrace relevant **technology** and **Each One Teach One** approach for community development, and focuses on **women and children** through two key program areas:

Strengthening Women's Livelihoods

Investing in Education, Health, and Opportunities for Children

WHAT SETS INA APART?

International Needs Australia (INA) is a Department of Foreign Affairs (DFAT) and donor-funded international development organisation, working with the poorest and most marginalised communities – with a focus on women and children – to eliminate poverty and its causes, regardless of affiliation. INA is unique in its approach to international development and engagement with Australian supporters because INA:

- Directs over **86% of funds to overseas projects or community education** programs,
- Focuses on three key areas: **Education, Health and Livelihoods**, which also support **Gender Equity** and **Climate Change** outcomes,
- Works in **Southeast Asia, South Asia & Eastern Africa** (Ethiopia, Uganda, India, Nepal, Sri Lanka, Myanmar, Cambodia, Laos, Philippines),
- Commits to in-country project **localisation** with innovative partners and works through local staff and volunteers. We believe this is respectful and supports the development of more substantial and sustainable partner organisations and community outcomes,
- Believes in poverty alleviation through a **cross-sectoral and holistic approach** to community development. This approach allows us to partner with donors and other agencies committed to holistic poverty alleviation, focusing on community-prioritised needs,
- Conducts **national education programs with Australian students** that align with the Australian curriculum and increase empathy, understanding of global poverty and the Sustainable Development Goals,
- Is grounded in **Christian values** and strives for a just world where all people are treated equally to reach their God-given potential,
- **Brings our supporters and in-country partners closer together** and easily co-design projects with all stakeholders to support innovation and alignment of programs.
- **INA is part of the International Needs global partnership**, we are 32 country partners, united in our commitment to making a positive impact on the world. This supports advancing best-practice development approaches and donor engagement for large-scale higher-impact programs.

FROM THE CEO



Dear Friends,

Thank you for your care and support as we join with our in-country partners to give a hand-up to those most in need.

I have learned through visiting our partner projects this year that we really do support women and children in the MOST marginalised communities... the communities at the edges.

Building on 50 years of international development work, we have invested from new and accrued funds in a strategy to:

- Help **women and children** where few other NGOs, if any, work.
- Co-develop and implement projects through **authentic partnerships** with

in-country community partners.

- Implement models of **social finance for livelihoods** through impact investing, grants, and loans.
- Grow key programs that make the most and quickest impact.
 - **Empowering Women’s Livelihoods** – Giving a hand-up rather than a hand-out, helping women earn an income through training, equipment, community loans and value-adding partnerships.
 - **Investing in Education, Health, and Opportunities for Children** – Supporting children’s education and health to particularly ensure that girls are kept at school through improved WASH facilities, teacher support, school nutrition and learning resources.
- Develop **scalable models** that embrace relevant technology, and Each One Teach One approaches.
- Focus on three regions with the greatest poverty - **Eastern Africa, South Asia and Southeast Asia** (Uganda, Ethiopia, Nepal and Cambodia, Myanmar, India, the Philippines, Sri Lanka and Lao PDR).
- Believe in the **power of young**

Australians to make a difference in the world. We partner with youth in schools and universities to inspire personal purpose, compassion and awareness of global poverty.

- Sharpen our focus, strategy and partnerships with passionate, **smart and values-driven staff** who want to improve the world. We’re an **agile “start-up”** within a 50-year-old fully DFAT-accredited international development agency.

During Sri Lanka’s economic and humanitarian crises, your compassion and actions protected children and families. You showed your commitment to those we serve. In rural communities of Nepal, you helped break the cycle of childhood marriage and pregnancy, supporting women’s and girls’ health and education. Your generosity has touched the lives of over 37,500 individuals you embraced across 14 projects and 9 countries during times of need.

Our commitment to women and child-focused development programs is based on the belief that they yield the most significant returns, both now and for future generations. Witnessing the strengthened resolve of women, children, and communities during my

visits to our projects reinforces the impact we make together.

In the fiscal year, our shared efforts spanned 14 impactful projects, resulting in a remarkable impact:

- Strengthening over **37,500 individuals** in Southeast Asia, South Asia, and Eastern Africa.
- Championing more than **18,500 children**.
- Empowering over **9,800 women, including 200 with disabilities**.
- Nurturing the potential of more than **9,000 girls, including 120 with disabilities**.

We are hands and feet in this work. Your continued support creates positive change, and, along with our partners overseas and those they support, thank you for opening your heart and joining hands to make the world a better place. Thank you.

Sincerely,

David Ensor
Chief Executive Officer

FROM THE BOARD CHAIR



Dear friends,

This last year was the first full year we were able to enjoy after the closures and interruptions of COVID-19. However, it has still been impacted in many ways by the lingering effects of this troublesome time. Our thanks to David and the staff for all the extra work they have put in to try and get us back to normal as an organisation. The new offices at Bayswater are certainly assisting with this effort. Covid has also had its impact on staff as well, and we have been sorry to see a couple of our much-loved staff members move on. We welcome the new staff who have joined us this year and hope they will find their service fulfilling as they strive to serve the poor of the world in partnership with all our donors. We celebrate the innovation,

passion, energy and values they bring to support our efforts to help the most marginalised.

As always, we are incredibly grateful to all our supporters for their faithfulness. Covid had its impact here as well, with private giving not quite where we would like it to be. But we were again able to visit projects so our remittances to the projects were able to rise slightly. We continue to be grateful to the Australian Government for their funding of our projects through the Australian NGO Co-operation Program (ANCP). The ability that these funds give us to match your sacrificial giving yields a wonderful multiplier effect in what we can achieve together in the lives of the very poor and marginalised with whom we work.

Our four Board Committees continue to be the Finance, Risk and Audit Committee, the Fundraising Committee, the Development Committee, and the People and Governance Committee. These four Committees, along with the usual meetings of the Board, contribute to a high standard of governance. At our last Annual General Meeting, we renewed the board term of Shirley Reeder for another three years, and elected David Purnell to the Board

for a three-year term. Our CEO, David Ensor, was also elected to the Board as an Executive Director. I am grateful to each Board Member for the time and interest they show in the organisation, and the skills and rigorous thinking they bring to their responsibilities, as well as those folk who serve on the various committees but are not members of the Board. We are grateful for their time, commitment and expertise.

At the November 2023 AGM we will be saying goodbye to a very faithful Board Member, Richard Lim, on the completion of his nine years of board service with INA. Richard's attendance, deep interest and commitment to INA has been exemplary, and his financial expertise has stood us in good stead over these years with his membership of the Finance, Risk and Audit Committee. We are very grateful to God for his time with us and wish him every blessing as he concludes his time with us. Another Board Member, Shelley Naylor, unfortunately, had to resign during this year. Her legal skills have been extremely valuable to us during the years she served on the board and the Finance, Risk and Audit Committee. We are grateful to her for the years of service she was able to give us. We will therefore be

replacing these two Board Members as well as asking members to re-elect Janelle Richards whose three-year term will expire this year. We are thrilled that Janelle, the chair of the People and Governance Committee, has agreed to stand again for another three-year term.

Despite COVID-19 impacting our income, the board agreed to higher project funding and additional investment in new programs and staff that will position us well for the future. This resulted in a deficit for the year, but we have budgeted this year for a small deficit of just \$16,000. We remain in a strong financial position.

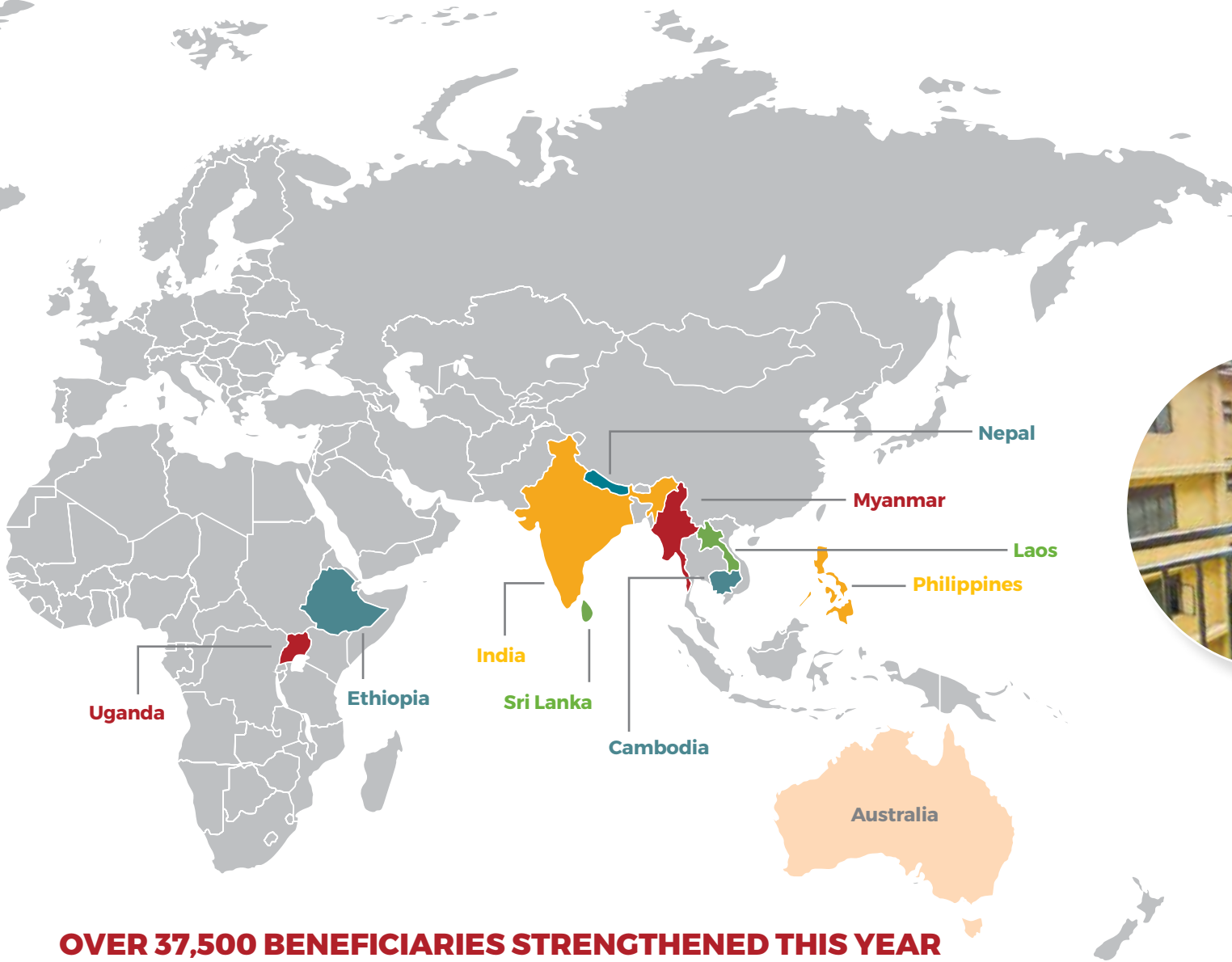
Finally, on behalf of the Board and all our supporters who give so faithfully and sacrificially throughout the year, our thanks to David and all the staff for their service and professionalism, and to all our partners around the world who labour in difficult situations to serve the poor of their communities.

With a grateful heart,

A handwritten signature in blue ink, appearing to read 'Ian Curtis', written in a cursive style.

Ian Curtis AM OHSM FGIA
Board Chair

WHERE WE WORK



OVER 37,500 BENEFICIARIES STRENGTHENED THIS YEAR

“

A family is not only by blood but also people who stood by you and support your dreams.

Thank you very much for not giving up on me.”



Rehema from Uganda, now 22 years old, has been supported in her education through ChildLink since 2009. This year, Rehema is graduating with her Diploma in Clinical and Community Health.



LAOS

Partner: Gender Development Association (GDA)
Promote Gender Equality in Climate Resilience



ETHIOPIA

Partner: Bole Bible Baptist Church (BBBC)
Community-Led Total Sanitation and Hygiene (CLTSH)
Shurmo Maternal and Child Health
Shurmo Education and Livelihood Development (SELD)



CAMBODIA

Partner: Cambodian Organisation for Children and Development (COCD)
Supporting Girl's Education through Self-Sustainability



INDIA

Partner: ACTS Group of Institutes (ACTS)
Allahabad Empowering Women and Girls (EWG))
Partner: Krupa Inc.
Empowering Prison Inmates & their Families (EPIF)
Partner: Development Association for Integrated Activity (DAIA)
Empowering Vulnerable Communities (EVC)
Rural Upliftment Programs and Awareness (RUPA)



PHILIPPINES

Partner: Vineyard of His Grace Ministries (Vineyard)
Education and Economic Empowerment (EDEE)



NEPAL

Partner: Human Development & Community Services (HDCS)
Strengthening Sustainable Maternal & Child Health Systems in Rukum District
Improving WASH and Livelihoods in West Rukum (WALI)



MYANMAR

Partner: Karen Women Empowerment Group (KWEG)
Enabling and Strengthening Child Protection in the Community (ESCP)



UGANDA

Partner: International Needs Uganda (IN Uganda or INUG)
Agri-Business for Community Development (ABCD)
Improving the Wellbeing of OVCs, their Households & Communities (INCAP)
Empowering Mothers, Alleviating Poverty Project (EMAP)



SRI LANKA

Partner: International Needs Sri Lanka (IN Lanka)
Ensuring the Rights of Children through Empowering Women & Strengthening Communities (ERCEW)

OUR STRATEGY

At International Needs Australia, we are driven by a profound sense of purpose – creating pathways out of poverty through holistic and sustainable initiatives in **Education, Health, and Livelihoods**. Poverty and injustice, particularly for women and children, hinder the realisation of their fullest lives. These principles form the bedrock of our mission, underpinning INA’s inclusive programs that **strengthen women and children** to achieve self-sustainability and fair opportunities, breaking the cycle of poverty.

For five decades, INA has enhanced the local capacity of **community-owned organisations**, facilitating the identification and execution of transformative projects. Our focus extends to established community-based organisations, providing essential support where needed. Working on local capacities enables positive systemic change, addressing the holistic needs of the community.

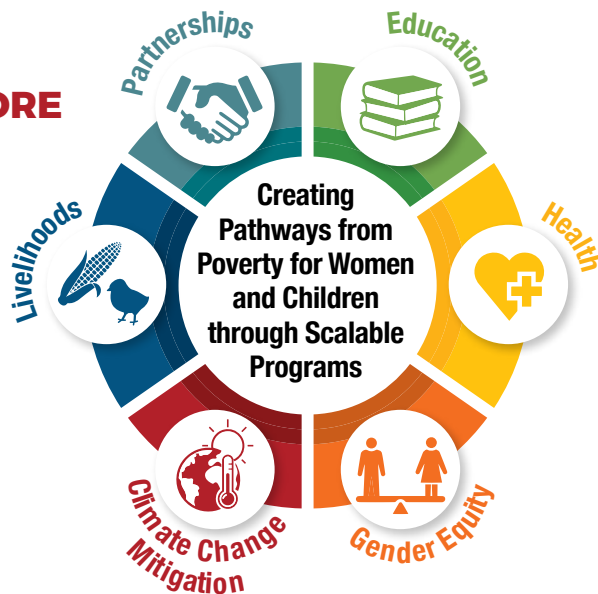
Our unique approach engages with communities on the fringes of the world’s poorest regions, offering hand-

ups, not handouts. INA serves **Eastern Africa, South Asia, Southeast Asia**, aiming to remove barriers to women and children realising their fullest potential. Key program areas include **Education, Health, Livelihoods, Gender Equity, and Climate Change**.

INA responds dynamically to contemporary challenges like the COVID-19 pandemic, climate events, and political upheavals. A commitment to this strategy has seen the recruitment of capable, passionate, and values-driven staff, reinforcing INA’s dedication to helping women and children thrive.

Grounded in localisation, partnerships, and a commitment to being a next-generation global social impact organisation, INA is devoted to building on a solid foundation. We believe in the transformative **potential of young Australians**, partnering with schools and universities to instil personal purpose and awareness of global poverty, collectively forging a brighter future for the most vulnerable. This commitment extends to national social entrepreneurship and social justice programs, exemplifying our dedication to creating positive change on a global scale.

INA’S CORE VALUES



THE STATE OF GLOBAL POVERTY

- There are **710 million people** living in extreme poverty in 2020, surviving on less than US\$1.90 daily. ^[1]
- AUD \$13,389 in total net assets places you among the **wealthiest half of world citizens** at the end of 2022. AUD \$212,471 gets you a spot in the **top 10% of global wealth holders**. ^[2]
- Women aged 25-34 are **25% more likely** than men to live in extreme poverty. ^[3]

1 <https://worldpoverty.io>

2 <https://www.credit-suisse.com/about-us/en/reports-research/global-wealth-report.html>

3 <https://www.unwomen.org/en/news/stories/2020/7/compilation-womens-issues-explained-with-emojis>

CRISIS AND EMERGENCY RESPONSES

In the fiscal year 2022-2023, INA, fuelled by the **unwavering support of generous supporters and in-country partners**, faced two formidable crises head-on. These challenges, the war in **Ukraine** and the **economic and humanitarian crisis in Sri Lanka** became platforms for us to demonstrate our resolute commitment to providing immediate relief and support in times of acute need. In response, INA mobilised resources and witnessed an inspiring surge of support from the wider community, **raising an astounding \$20,000 to aid those profoundly affected.**

In **Sri Lanka**, thanks to you, our response was swift and impactful. Addressing the dire food and medicine shortages that left numerous families in distress, we became a lifeline for those in need. Essential sustenance was provided to a significant number of families, accompanied by the distribution of crucial medicines, ensuring access to healthcare amidst the crisis.



“**We express our deep gratitude and happiness to the supporters who are helping abroad,**”

writes Aravindan only 13 years old, during the harsh reality of the Sri Lanka crisis.

In the face of the ongoing war in Ukraine, INA identified the urgent need for shelter and support for those displaced by the conflict. Collaborating with the International Needs Network, INA's contribution, augmented by other funding sources, fortified efforts to provide shelter, resources, and assistance to those profoundly affected by the Ukrainian crisis.



Scan to hear the incredible story of Ukraine refugees, Paster Sergei and his wife Natasha. Thanks to your support their family is safe!

The collective response to these crises stands as a testament to our unwavering commitment to stand by communities during their most trying times. The outpouring of support from the broader community, combined with INA and our in-field partners' dedicated efforts, has not only made a meaningful difference but also illuminated the profound impact that collective compassion can have on those facing challenging circumstances.

“As an organisation, we remain committed to our mission to extend assistance, resources, and hope to communities at the edges undeterred by the challenges they may encounter,” says David Ensor, CEO of International Needs Australia

CHILD RIGHTS AND EDUCATION

Education has always been at the heart of INA's mission in the countries where we serve. Its transformative power holds the key to changing the trajectories of generations to come. Across the diverse regions where INA is active, we have extended our support to more than **18,446 boys and girls**, spanning the spectrum from early childhood to secondary education.

Ethiopia: In Ethiopia, we took a proactive step by establishing **three early childhood centres**. These centres provide children with well-run, fully equipped schools that foster a conducive learning environment. The project impacted a remarkable **20,100+ children**.

Students, parents, and teachers in Myanmar participating in a gender equality and child rights awareness session.

Myanmar: In Myanmar, we embarked on an educational journey with **over 300 students**, educating them about the significance of children's rights as enshrined in UN conventions. Together, we empowered these students to design and implement projects aimed at enhancing their own education.

The Philippines: Our collaboration with various schools in the Philippines enabled us to work closely with teachers and school authorities to provide vital support to over 300 children, ensuring their educational needs were met.

India: In India, we sponsored and supported **more than 400 girls** whose access to education was hindered by harmful cultural practices and barriers within their community. Our intervention has been instrumental in breaking down these barriers and opening the doors to education for these girls.

Sri Lanka: In Sri Lanka, we extended our reach to support **over 60 children**, providing them with English and ICT courses, and equipping them with valuable skills for the future. Additionally, we established **seven tuition centres** in India, training **more than 190 students** to ensure a strong educational foundation.

Furthermore, we have been committed to enhancing the quality of education by providing training to more than **60 teachers**, equipping them with valuable teaching and learning materials. We also empowered more than **100 parents** with knowledge about positive discipline, emphasising the paramount importance of education. The results have been nothing short of remarkable, with a discernible positive shift in the behaviour of these parents.

In FY22-23, we celebrated the remarkable achievements of **more than 30 students** in the Philippines, India, Uganda, and Ethiopia. These students not only **graduated** from high school but also embarked on university journeys to pursue courses close to their hearts, reflecting the transformative power of education in their lives.

Through our unwavering commitment to education, INA continues to be a catalyst for positive change in the lives of children and communities we serve. Our efforts are not merely statistics in a report but tangible manifestations of **hope, empowerment, and a brighter future for all**.



Female student in India participating in class.



REHEMA'S STORY... THE MOMENT HER LIFE CHANGED FOREVER

When we first met Rehema, **she was only 9 years old**. At that time, her world was shattered by the recent passing of her father, and her mother, grappling with grief, was tirelessly striving to sustain the family amid pre-existing financial struggles.

In the wake of her father's unimaginable death, Rehema found herself without hope for a future and the realisation of her dreams to become a medical professional one day. It seemed as though she would be forgotten.

However, a glimmer of light pierced through the darkness when, one day, her mother delivered news that every child in our ChildLink program prays for – the assurance that someone was stepping forward to help support her.

Thanks to the combined support of INA's initiatives, generous supporters, and International Needs Uganda,

Rehema has not only accessed primary and secondary education but has also **progressed to tertiary education**.

This year, **Rehema is graduating** with her Diploma in Clinical and Community Health.

Rehema's life had the potential to take a drastically different turn. She could have been compelled into child marriage and her narrative might have been confined to yet another cycle of poverty.



“
INUG (International Needs Uganda, INA field partner,) has nurtured me as their own. I am a daughter to the organisation and INUG became my father, my provider, no words can describe my attitude because a child can never appreciate enough her parents nor pay them back, I can only pray for you a prayer of grace, joy and uplifting in your lives. Thank you very much for not giving up on me, I cannot wait to deliver my services to the community.”

– Rehema, Uganda

HEALTH

In the heart of our work across Africa and Asia, where health struggles have long cast shadows over lives, INA has been working with our partners in **Ethiopia and Nepal** to support the communities in the area of **maternal and child health**. These projects have not only transformed lives but have also ignited hope in communities where it was needed the most.

In Nepal, our Maternal and Child Health (MCH) Project supported **more than 11,965 women and children**. Additionally, through our radio program, we reached an astounding **97,000 listeners**, disseminating vital health awareness messages far and wide across the Western Rukhum.

Recognising the remoteness of the villages we serve, our project team **conducted 5 mobile MCH check-up camps**, ensuring access to healthcare for mothers and children in underserved areas.

More than **9,000 women participated in mother's group training** on nutrition, equipping them with knowledge to promote healthy practices. We conducted **32 training sessions** using the Citizen Voice Action (CVA) methodology, involving

more than **190 community members** who implemented health projects designed to meet their specific needs and challenges. The project provided health insurance to **247 disadvantaged mothers**, offering financial security during medical emergencies. In collaboration with local health posts, **15 health posts** received essential emergency obstetric equipment to enhance maternal health services.

In Ethiopia, our MCH Project similarly contributed to improving the health and wellbeing of mothers and children. The project remarkably supported **more than 6,306 women and children**, delivering essential healthcare services.

We constructed and renovated **5 health posts and health centres**, enhancing the accessibility of healthcare facilities for communities. **Over 30 different essential medicines** were supplied to 4 health centres, ensuring that vital medications were readily available. **30 training sessions** were conducted on MCH and nutritious food, benefiting **over 1,000 pregnant women**. Additionally, **190 pregnant women** participated in personal hygiene courses.

INA's commitment to maternal and child health in Nepal and Ethiopia has yielded significant positive outcomes for the communities we serve. Through these projects, we have empowered mothers and communities with knowledge, improved access to healthcare, and contributed to overall health and wellbeing.



Mrs. Konjit*, pictured here, is one of the women who has been impacted by the Shurmo Health Centre.

*Name changes for privacy

“

This is my first time to give birth at the health centre. I birthed my elder children at home and suffered with long labour, bleeding and without the supports of the skilled person. They did not get vaccinations. But now I gave birth here by the supports of the skilled professionals. I will advise my neighbour women to give birth here. God bless the project,”

– Mrs. Konjit*, Ethiopia

THE STORY OF KALIKA BASIC SCHOOL

The story of the Kalika Basic School Chaurjahari 8 Layata fills our hearts with inspiration. It is a testament to the incredible power of providing essential infrastructure to support health and education needs, which can ignite a true transformation in the lives of students and their entire community.

Before the intervention of Human Development and Community Service (HDCS) in partnership with International Need for Australia (INA), the school faced daunting challenges in terms of sanitation. The dire conditions posed serious health hazards, jeopardising the wellbeing of students and staff alike.

Thankfully, the timely implementation of the 7 FATS (Facilities, Awareness, Training, and Support) program by HDCS and INA changed the course of destiny. The installation of modern, sanitary toilets and the Aqua guard for

safe drinking water not only met the basic hygienic needs of the students and their families but also instilled a sense of awareness about Total Sanitation.

IMPACT THAT WENT FAR BEYOND THE SCHOOL WALLS.

The 7 FATS program extended its wings to the surrounding communities, educating them on proper waste and water management, hygiene practices, and healthier living. This holistic approach transformed lives, increasing longevity, and significantly reducing the risk of diseases.



“ We cannot commend enough the dedication and service offered by HDCS and INA to the school. Their unwavering commitment has paved the way for this incredible transformation, which would not have been possible without their support. ”

– Kalika Basic School, Nepal

SUSTAINABLE LIVELIHOODS

At the core of INA's mission is the profound understanding that livelihoods are pivotal for sustainable development. In FY 2022-2023, INA's commitment to livelihood support reached **over 14,000 participants**, each a testament to the impact of empowerment.

Ethiopia: In Ethiopia, food insecurity remains a paramount concern thus INA has launched concentrated efforts to address this issue. These efforts focus on increasing crop and livestock production as well as boosting income levels including providing seed support to impoverished farmers with land, and distributing improved cereal seeds and fertilisers to **52 farmers**, particularly widowed mothers and destitute families. Furthermore, we supplied **50 destitute families** with improved fruit seedlings and **85 destitute farmers** with improved potato tubers. To enhance technology adoption, we conducted training on integrated farming and technology adoption for **50 selected farming households**. Additionally, we supported **240 Self-Help-Group farmers**, with more than half of them reporting an increase in their income. We also extended support to **40 widows** through petty trade initiatives and assisted **60 unemployed youth** by imparting skills to help them secure jobs.

Uganda: In Uganda, our project continued its steadfast support of Farmers' Associations, equipping **over 2,000 farmers** with training and assistance in modern farming techniques. They received resilient seeds to combat unpredictable weather patterns, along with the construction of three storage facilities, ensuring their maize could be preserved and sold at higher prices during off-seasons. Furthermore, we provided **five trucks** to these Farmer Associations, facilitating the transportation of crops to markets.

Laos: In Laos, we trained farmers and small agri-business holders in modern farming practices. Our support extended to educating them about **climate change** and its potential



Ms. Phimphone tending to her lime farm that supports her family in Laos.

impact on crops, enabling farmers to make informed decisions on seed selection and disaster preparedness.

Cambodia: Our project in Cambodia focused on supporting women in chicken raising, ensuring the health of their poultry, and enabling them to command premium prices. This initiative impacted **over 20 women**, offering them the means to set up sustainable chicken-raising systems.

Myanmar: In Myanmar, the impact of improved livelihoods was felt at the family level. A total of **24 families** witnessed increased incomes, a transformation that allowed them to afford nutritious food and enjoy three meals a day.

Philippines: In the Philippines, we continued to support more than **60 members of COMSCA (Community Savings and Credit Associations)**.

This initiative provided a platform for individuals to save, borrow from the COMSCA fund, and establish their own small businesses. The success stories that have emerged from this effort have been a beacon of hope for the community.

Nepal: A remarkable **410 women** have received valuable training in agriculture. The trainings were conducted in collaboration with the local agriculture office, ensuring that participants gained practical knowledge and skills to enhance their farming practices. **34 Village Savings & Loans Associations (VSLAs)** were established to promote financial inclusion and economic empowerment at the community level. These VSLAs have been provided with seed money, allowing them to initiate savings and lending activities that benefit their members and contribute to local economic development.

Sylvester, a father of five children in primary school, underwent training in enhanced farming techniques through Project SLF. This has significantly boosted his farm productivity, allowing him to expand his acreage and dramatically improve his family's livelihood.



India: Over 3,500 women participated in short-term course training on tailoring. Among them, **57 participants** took a bold step forward by starting their own businesses. This initiative not only improved livelihoods but also empowered women to become self-reliant entrepreneurs.

These stories of transformation and empowerment are a testament to the power of INA's livelihood-focused initiatives. By addressing the immediate needs of communities and equipping them with the tools to improve their own lives, INA contributes to a brighter, more promising future for all. Our commitment to livelihoods is a catalyst for holistic development, paving the way for improved education, better health, and lasting prosperity.



EMPOWERING FARMERS FOR SUSTAINABLE LIVELIHOODS IN UGANDA

THE STORY OF JACOB

Since January 2013, Project SLF has transformed **4,000 Ugandan farmers**, emphasising Farmers Associations (FAs) for sustainable agriculture and empowering small-scale farmers. More than 80% of participating farmers credit Project SLF for substantial increases in agricultural production and productivity. The initiative's primary goal is to empower FAs to operate independently post-project, ensuring sustainability, and simultaneously supporting individual farmers in creating viable incomes to enhance their families' overall quality of life.

In Uganda, 43% of individuals rely on subsistence agriculture due to lacking formal education.

Meet Jacob, a 53-year-old residing in the Kayunga District. Despite facing a disability, Jacob, the secretary of a Farmers Group and Vice Chairperson of Namusaala Happy Farmers Association under Project SLF, has emerged as a **community leader**.

Jacob, who had to leave school in year seven due to his family's financial struggles, has defied the odds through active engagement in community development initiatives. Embracing traditional farming practices, he cultivates maize, coffee, and bananas, and operates a pig farm. Jacob's leadership role in forming Namusaala FA showcases his commitment to mobilising fellow farmers for SLF partnership.

Through engaging with SLF, Jacob has honed his leadership, communication, and farming skills. His newfound knowledge of improved farming practices and financial literacy equips him to uplift his community.

"I'm thankful for the gift FA has provided me."

Jacob plans to triple his savings and further enlighten fellow farmers on the benefits of transitioning to



improved farming and financial practices.

Jacob's journey exemplifies the tangible impact of the project, showcasing how empowerment through education, skills development, and community collaboration can uplift individuals. The project not only addresses immediate agricultural needs but also fosters sustainable practices for a brighter future.

PROJECT EVALUATION AND COMPLETION

In FY22-23, INA partnered with **Bole Bible Baptist Church and Community Development (BBBC)** on two impactful projects in Ethiopia, **Project MCH** and **Project SELD**. Both projects commenced in FY20 and reached completion in FY23.

PROJECT MCH - ETHIOPIA

Project MCH in Ethiopia has achieved remarkable milestones in enhancing maternal and child health outcomes. Notable accomplishments encompass two key outcomes:

Outcome 1: Enhanced Quality of Health Services

- An impressive **60% of health centre staff** now report feeling more confident in handling maternal and newborn emergencies, marking a substantial increase from the initial 55%.
- A remarkable **75% of health extension workers** have acquired proficiency in delivering antenatal care effectively, a significant improvement from the baseline of 50%.

- Approximately **66.7% of health extension workers** are now effectively delivering postnatal care for newborns, compared to the baseline value of 60%.
- Encouragingly, **81.6% of women** have opted to deliver their babies at health centres, a substantial rise from the baseline figure of 74.5%.
- An impressive **27.4%** of staff are now delivering a high level of care, a substantial increase from the baseline figure of 20%.

Outcome 2: Enhanced Community Awareness and Demand for Quality MCH Care Services

- A commendable **48.1% of community members** in project coverage areas can now demonstrate at least three important factors for attending MCH care services at health institutions, up from the baseline of 42.3%.
- A significant **58.3% of Health Development Army members** now report increased confidence in performing their jobs more effectively, compared to the baseline of 50%.



- **45.8% of influential leaders** have taken action to eradicate some harmful traditional practices, marking a notable improvement from the baseline of 40%.

Furthermore, this project has conducted extensive training, contributing to the capacity-building of healthcare workers and community leaders. A total of **90 Health Development Army Leaders** received training on **antenatal care (ANC), postnatal care (PNC), safe and clean delivery practices, and the recognition of danger and complication signs**. Additionally, **87 influential traditional leaders** have been trained to prevent harmful traditional practices that could adversely affect the health of mothers and children.

Beyond the successful FY19-23 project, enduring community challenges have emerged. However, these challenges provide valuable insights for project improvement. Targeted awareness campaigns aim to educate communities, particularly women, about the importance of **ANC, delivery, and PNC services**. Facility-related issues will be addressed through consistent medication availability and staff training. Economic challenges will be mitigated through initiatives like subsidised healthcare or community-based savings schemes.

The project is committed to breaking down barriers and fostering better maternal and child health outcomes for a brighter, healthier future by enhancing awareness, facilities, economic inclusivity, and holistic education.

PROJECT SELD - ETHIOPIA

Project SELD in Ethiopia has achieved significant milestones, fostering education and sustainability. Noteworthy accomplishments achieved this year include:

Outcome 1: Enhanced Educational Status of Children

- An impressive **76.30% of female children aged 7-14** have successfully completed primary and lower secondary schooling, signifying a substantial increase from the baseline of **70.0%**.
- **76.4% of male children** in the same age group have completed primary and middle schooling, surpassing the baseline of **65%**.



Girl attending class at the Shurmo Early Childhood Care and Education Centre (ECCE) in Ethiopia.

- While challenges persist, the project has made progress in reducing school dropout rates. The rate of school dropout among female children is now **9.4%**, compared to the baseline of **13.1%**, and among male children, it stands at **7%**, compared to the baseline of **14.1%**.

Outcome 2: Enhanced Food Security

- A commendable **73.8%** of households that were previously facing food shortages now enjoy improved food security, compared to the baseline of **67.9%**.

Outcome 3: Increased Incomes

- Widowed mothers have experienced a notable increase in their average income, which has risen to **16,470 Birr (\$464.34 AUD)**, up from the baseline of **12,893 Birr (\$363.49 AUD)**.
- An encouraging **79.2%** of households have actively participated in income-generating activities, exceeding the baseline of **78.3%**.

The project supported **10 staff members**, all of whom reported increased knowledge and skills in project management, enabling them to effectively contribute to project success. A total of **35 Child Protection Committee members** reported improvements in planning, implementation, and monitoring, reinforcing the project's commitment to

ensuring the wellbeing of children.

Furthermore, Project SELD places a strong emphasis on strengthening various community groups including, Farmer's Associations, Self-help Groups, and School Management committees. Capacity-building support amplifies their collective ability to address sustainability issues, fostering organised efforts towards sustainable practices and community development.

Government engagement has also been pivotal, evidenced by teacher allocation to education centres and supervision ensuring effective project implementation, and mobilising communities towards sustainability.

Despite multifaceted challenges like the rising cost of living and educational quality concerns, the project responds with flexible training, inclusive financial solutions, and initiatives promoting modern farming technologies.

Project SELD is a testament to the transformative power of education and sustainability initiatives. It continues to adapt and innovate to address challenges, ultimately contributing to the holistic development and wellbeing of communities in the region.



AUSTRALIAN GOVERNMENT FUNDING

INA acknowledges the significant support from the Australian Government through the Department of Foreign Affairs and Trade's (DFAT) Australian NGO Cooperation Program (ANCP). Being one of 59 charities* receiving this support, we recognise the responsibility to ensure the highest levels of compliance and quality provision.

INA has been fully **accredited with DFAT since 2004** and recently underwent the reaccreditation process again successfully.

Being accredited means that ANCP provides annual grants for some of INA's key projects. These funds rely on INA supporters and friends to contribute as well. When INA fundraises for a project that is ANCP-funded, there is an opportunity for donors to have their contributions combined with this funding to maximise impact on the ground. INA and supporters will contribute \$1 for every \$5 received from the Government, up to the value of the ANCP grant.

This is a wonderful way for donors to see their donations reach more people and do more! And we acknowledge the wonderful work that DFAT and ANCP are enabling as well.

ANCP-FUNDED PROJECTS:

Ethiopia

Scale Up Maternal and Child Health Outcomes in Lemo District

Shurmo Education and Livelihood Development (SELD)

Myanmar

Enabling and Strengthening Child Protection in the Community (ESCP)

Nepal

Strengthening Sustainable Maternal & Child Health Systems in Rukum District

Improving WASH and Livelihoods in West Rukum (WALI)

Uganda

Agri-Business for Community Development (ABCD)

Laos

Promoting Gender Equality in Climate Resilience in Central-West Lao's Feuang District

Cambodia

Supporting Girl's Education through Self-Sustainability in Rural Western Cambodia

THROUGH THESE ANCP AND DONOR-FUNDED PROJECTS:

- Over 37,500 beneficiaries were reached,
- More than 18,500 children were championed,
- 120 children living with a disability were supported,
- Over 9,800 women were strengthened.



A young mother in Nepal who is currently being supported by our Maternal and Child Health Project.

PARTNERSHIPS FOR GOOD

OPERATION TOILETS (ROTARY INTERNATIONAL)

Operation Toilets Australia Inc. (OTA), a transformative initiative led by the Rotary Club of Box Hill Central, is on a mission to bring positive change through water, sanitation, and health (WASH) projects in India and Ethiopia.

In collaboration with INA, the Bole Bible Baptist Church (BBBC), and the Rotary Club of Addis Ababa in Ethiopia, OTA championed the Community Led Total Sanitation and Hygiene (CLTSH) approach. This powerful partnership didn't just build toilets; it inspired, engaged, and empowered communities to create their own Ventilated Improved Pit Latrine (VIPL) toilets, adopt safe in-home hygiene practices, eradicate open defecation, and much more. The project spanned its transformative touch to four schools, where toilet blocks and handwashing facilities were constructed, with leaders trained to implement the Schools Led Total Sanitation and Hygiene (SLTSH) program. The ripple effect of this initiative reached over **70,000 residents**

THIS REMARKABLE PROJECT, COMPLETED IN JUNE 2023, SIGNIFICANTLY ADVANCED THE CLTSH APPROACH THROUGH MULTIPLE INITIATIVES:

- Trained **140 volunteer health promoters, 156 school club members, 24 health extension workers, and 60 traditional and religious leaders** in CLTSH methodologies.
- Imparted ToT training on CLTSH planning and M&E to **30 sector office personnel**.
- Educated **108 teachers and PTA members** on WASH and CLTSH.
- Equipped **6 CLTSH task forces** with training, further facilitating the CLTSH implementation process.
- Engaged **90 students and teachers** in ignition events, with ignition/walk of shame events spanning **four kebeles and five primary schools**.
- Elevated awareness of CLTSH among **70,000 community members** through various conference sessions.
- Constructed toilets for **60 underprivileged households**, promoting sanitation and health.

in the Ethiopian Shurmo community.

INA's impactful partnership with Operation Toilets Australia and the Rotary Club of Box Hill Central has been strong for 3 years and we are incredibly proud to have partnered with them on this project.

As we look ahead, we are excited about the potential to expand our collaborative efforts to new countries, bringing hope and transforming lives through the simple yet profound act of ensuring access to clean water and proper sanitation. Together, we are not just building facilities; we are building a brighter and healthier future for communities in need.

FULLIFE FOUNDATION

Founded with a vision to bring about transformative change in the health of women and children in Ethiopia, the Fullife Foundation stands hand in hand with INA in the dynamic Lemo District collaboration. Beyond the construction of a crucial water reservoir and support for education and livelihood endeavours, our partnership reaches new heights through the Maternal and Child Health initiative. This impactful project enhances Health Centres, provides sanctuaries for pregnant women, offers training to healthcare champions, and imparts

vital community health education.

In the past year, our partnership has touched the lives of approximately 6,306 individuals.

INA expresses profound gratitude to Fullife for actively engaging in our projects and leveraging their influential network within the pharmacy industry to join hands in our shared mission. Together, we march forward, crafting an inspiring narrative of positive change and empowerment for those we serve.



"I gave birth to my elder child at home. I suffered from different problems and bleeding. My child did not get vaccinations regularly. But after I was advised by health workers and knew the importance of visiting the health center, I followed and gave birth to this child at Shurmo Health Centre without any complications." says, Mekdes, a 24-year-old mother.

MISSION ENTERPRISES

Mission Enterprises, a Christian non-profit dedicated to the spread of the Christian Gospel, supports a number of avenues as described to do this. By partnering with organisations like INA, Mission Enterprises amplifies initiatives for economic empowerment, educational access, improved health, and anti-human trafficking efforts.

In the current year, Mission Enterprises played a vital role in supporting INA's projects to ensure the education of girls in remote Nepal, fostering a commitment to education completion. INA expresses deep gratitude for the impactful partnership with Mission Enterprises, reflecting their shared dedication to emulating Christ's compassion for the world's most marginalised and vulnerable.

INA extends heartfelt thanks to Mission Enterprises for their sustained commitment through the years, especially in supporting projects across Sri Lanka, India, the Philippines, and Nepal.

SUPPORTER ENGAGEMENT

To all those who partner with INA in facilitating the impactful work we can achieve together, you are bestowing invaluable gifts upon the communities we serve. Your support enables women, children, and families to embark on the crucial journey towards liberation from poverty.

INA's Marketing and Communications team serves as the link between our projects, overseas programs, and our generous supporters. Through campaigns, reports, newsletters, and more, we have the honour of unveiling individual stories, showcasing positive outcomes, and celebrating remarkable achievements. Here, we present a selection of the campaigns our team has shared during this fiscal year.

CHILDLINK

Throughout the year, INA remains committed to keeping our valued ChildLink sponsors well-informed. Despite the ongoing challenges posed by COVID that remain in many communities as well as increased political conflicts and extreme weather events, we consistently work with our partners to provide updates to our supporters.

These updates include not only the positive impacts witnessed in the country of the Linked child but also heartfelt stories directly from children within the program. These stories shed light on their personal situations and the profound influence ChildLink has on their lives including just how significant their sponsors are to them.

For a more in-depth exploration of the remarkable impact achieved by ChildLink this year, we invite you to turn to page 24.

SHE

Throughout the year, our dedicated SHE supporters received updates of uplifting stories and remarkable achievements involving girls and women, as well as the impactful projects in which they were engaged. INA's partners exhibited unwavering dedication in finding innovative ways to strengthen girls and women, recognising their heightened vulnerability to adverse effects and specific needs. We extend our heartfelt gratitude to SHE's generous supporters. For a deeper dive into the world of SHE, please turn to page 24.

BIRTHDAY APPEALS

The Birthday Appeals this year placed a special emphasis on sponsors shining as beacons of Light and Love for Linked children. The funds raised have played a pivotal role in enabling ChildLink partners to continue meeting the ongoing needs of these children and celebrating them in the way they deserve.

GIFT CATALOGUE AND ONLINE STORE

The Gift Catalogue items continued to be offered in the Online Store on INA's website. Items were available all year long, not just at Christmas. This meant that supporters could help further their impact in every season through a wide range of high impact gifts.

END OF FINANCIAL YEAR APPEAL

Once again this year, our supporters have displayed remarkable generosity to support our annual tax appeal by rallying behind Nepal and Uganda's Maternal and Child Health projects. This appeal highlighted how these initiatives play vital roles in eradicating and preventing harmful practices such as child marriage and early pregnancies. The contributions were not only combined by the Australian Government's ANCP funding but also doubled through the generous matching of donations by a dedicated group of INA supporters. Every single gift has made a profound impact!

CHRISTMAS APPEAL

Christmas 2022 concentrated on Project HEAL in the Philippines, which again invited donors to have their donations matched and combined with ANCP funds. Thanks to the Givers Fund, donors could see their gift doubled while helping Philippines Children and their families be supported.

URGENT OR EMERGENCY APPEALS

This year, our supporters united to address the urgent economic and humanitarian crisis in Sri Lanka. We extend our heartfelt gratitude to these compassionate individuals for their generosity during times of crisis. Their contributions facilitated support to families in remote villages who were grappling with the dire lack of access to basic necessities. Our dedicated partners worked tirelessly to offer support and continue their efforts on the ground.

If you contributed in any way to any of the above, all we can say is... thank you!



EQUIPPING THE NEXT GENERATION

THROUGH INTERNSHIPS

This financial year, INA has further solidified its nationwide partnerships with universities. We aspired to become the preferred choice for university interns, dedicated to offering them an exceptional experience. This initiative was integral to INA's commitment to showcasing careers in international development and the NFP sector, supporting universities, and facilitating students in acquiring valuable skills.

This collaboration has yielded significant benefits for both INA staff and the students who spend a semester with us. Post-graduation, our interns have embarked on remarkable journeys, including providing aid in Chad and Senegal, contributing to refugee camps in Greece, working with the United Nations in Europe, and, notably, transitioning into roles as valuable employees at INA.

Blake Willis, a postgraduate student in Victoria, who is now currently serving as INA's valuable Fundraising Coordinator, reflects on his internship and career journey:

"During my internship with INA, I had an overwhelmingly positive experience where I was welcomed as a valued contributor whose ideas and interests were not only respected but actively embraced.



Part of my role was working with the education sector, helping digitalise the AYP program so that it could be delivered to rural and remote schools that otherwise wouldn't get to experience the social justice-focused program.

Additionally, I had the opportunity to conceive, design, and present a readathon fundraising initiative to the INA team. This initiative was taken onboard and at the completion of my internship, and I continued to work at INA, delivering a successful pilot of 'Read 4 Purpose' in August of 2023.

An internship with INA is a unique experience that offers the chance to gain hands-on experience in a dynamic and purpose-driven environment, where you can align your passions with your work, empowering you to make a tangible impact."



Shantiq Rivai, who recently graduated with her Master of Strategic Communications Management from Monash University, reflects on her internship:

"My internship at INA was a transformative experience that deepened my understanding of the nonprofit sector and international development. In my 4.5 weeks with the Communications and Marketing team, I witnessed the significant impact that strategic partnerships, effective communication, and holistic development approaches can have on communities.

What stood out for me during my internship were the valuable lessons I picked up through the various projects I worked on. I realised how essential it is to build strong partnerships that

align with an organisation's mission and values, especially when I was doing partner research and identifying potential ambassadors. It made me understand the power of teamwork and collaboration in driving positive change in the nonprofit world.

Another big highlight for me during my internship was diving into the world of nonprofit communication and marketing where I got to create engaging social media content, plan a PR strategy, and develop various marketing collaterals. It was eye-opening to see how effective communication plays a vital role in advancing INA's mission. This experience deepened my love for nonprofit marketing and its ability to garner support and engagement.

As I graduate and embark on my future journey, I am dedicated to pursuing a career focused on nonprofit communications. My internship has not only provided me with valuable skills but has also inspired me to be a force for positive change. I want to extend my heartfelt thanks to everyone at INA for this incredible opportunity! Now, I'm eagerly looking forward to making a difference in the nonprofit world and working towards bettering communities based on the lessons and insights gained during my internship at INA."

OUR COMMITMENT TO WOMEN AND CHILDREN

At INA, we wholeheartedly believe in the transformative power and boundless potential of women and children. Our steadfast commitment to their wellbeing has touched the lives of over **9,800 women and 18,500 children**. Across our projects, we've strived to uplift and empower those who need it most.



CHILDLINK - THE NEW WAY OF CHILD SPONSORSHIP

INA's child sponsorship program, ChildLink is a dynamic and long-standing child sponsorship initiative that has been at the heart of INA's mission since its establishment in 1985. With decades of invaluable experience, ChildLink has consistently provided a meaningful avenue for sponsors in Australia to make a

profound difference in the lives of disadvantaged children across several countries, including Uganda, Ethiopia, the Philippines, India, and Sri Lanka where we've extended our support to **over 900 children**.

Our ChildLink projects have become the stepping stones to brighter futures, with **45 children successfully graduating** from the program this financial year. Even more heartening is the fact that **30** of these graduates have moved on to pursue higher education at universities, demonstrating the enduring impact of our work.

We thank our **ChildLink Champion** for these achievements, the driving force behind our efforts, enabling our partners to realise our vision of a fair world where everyone is treated equitably, fulfilling their God-given potential.

SARAH'S STORY

Meet Sarah, a resilient girl whose life changed dramatically through the compassion of her ChildLink Champion. Sarah was abandoned by her father as a deaf baby, left

with a grieving mother who passed away shortly after and was left to be raised by a struggling grandmother. For years, life was a struggle without necessities, proper treatment for her disability, and constant worries about the future.

Then came a day when, through sponsorship, Sarah's life changed forever. Suddenly, her perspective shifted. She was able to join a special needs school, where fees, meals, and essentials were covered through ChildLink. Learning sign language gave her a voice, dramatically improving her quality of life and education. The gift of sponsorship not only provided her with new skills like sewing but also provided her the opportunities for counselling and spiritual guidance, fostering healing and confidence in herself and her future. Sarah's story is one of resilience, growth, and the promise of a brighter tomorrow.

Students at the Tuition Centre in India that is helping to provide quality education to disadvantaged children across four villages.



Sarah practising her new sewing skills with confidence.

“

Thank you to my sponsor, for all the love and support and for being there for me.

I am now positive and look forward to having a brighter future.”

– Sarah, Uganda





OVER 9,800 WOMEN STRENGTHENED.

In the spirit of empowerment, INA's **SHE program** offers donors a meaningful opportunity to uplift the lives of some of the world's most disadvantaged individuals – women and girls in developing countries. Over the past year, mothers, sisters, and daughters have found pathways to sustainable work, quality education,


and improved sanitation standards, all thanks to the generosity and support of our **SHE Champions**.

One remarkable example of SHE's impact is evident in India where our focus has been on empowering more than **3,000 Dalit girls and women**, who often confront discrimination due to their lower caste status. Through targeted initiatives, we've equipped them with valuable tailoring skills, distributed sanitary pads, and provided

health hygiene courses. In doing so, we are dismantling barriers and enabling these resilient women and girls to emerge as self-reliant contributors to their communities.

Our belief in the power and potential of women and children drives us to continue our efforts, knowing that every life we touch represents a world of opportunities and possibilities.

INA remains dedicated to fostering empowerment, education, and resilience, ensuring that women and children have the tools and support they need to flourish and thrive.

- 
- **199 girls** provided with school uniforms with **98.1% of girls** completing an additional year of schooling.
 - **92%** of beneficiaries reached in Nepal were women, learning about good health practices.
 - **136 girls** in Myanmar were educated on life lessons, communication and their rights through peer-to-peer workshops.

AUSTRALIAN SCHOOLS EDUCATION AND ADVOCACY PROGRAMS

Throughout the last year, the educational team at INA has undergone remarkable and inspiring progress, marking a journey of growth and new meaningful opportunities to connect with Australian youth.



Kade Berman, INA Education Officer and Program Coordinator of Act Your Purpose

AUSTRALIAN SCHOOLS EDUCATION

At the heart of INA's mission is the imperative to inspire and shape the next generation of globally conscious changemakers, with a special focus on **Australia's emerging leaders**. By instilling values of social justice and awareness of international poverty in Australian youth, we actively foster empathy, conscientiousness, and a deep commitment to social engagement.

INA Education introduces Australian youth to global challenges, aligning with **Sustainable Development Goals (SDGs)**. We provide opportunities to engage with topics like **aid effectiveness and global interdependence**.

INA empowers Australian youth to become effective global citizens

through student agency, student voice, and youth action in support of international development programs and projects.

The following programs help achieve this goal:

- **Act Your Purpose (AYP)**, a year-long program for **Year 9 and 10** students to help them identify their passion for social justice, and then brainstorm actions through themes of fundraising, activism, advocacy, or social enterprise.
- **Act Your Purpose — Online**, a 13-hour online course that helps students in **Year 7-10** identify their passion for social justice, and then facilitates students to start their own social enterprise to make a meaningful difference in their local or global community.

- **Act Your Purpose – 1 off, Year 7-10** social justice workshops: poverty, gender inequity, women in climate change, international literacy, cultural sensitivity. Workshops for creating positive change: social enterprise, fundraising, and advocacy.
- **Just Like Me (JLM)**, a workshop that focuses on global poverty for primary school **Prep to Year 7 students**. Through this, students are challenged to reflect, introspect, and understand the experience of similar-aged people living in poverty.
- **Health and Human Development - Unit 4 (HHD)**, interactive sessions for **VCE students**, where the content of the subject is brought to life through the provision of INA case studies on health projects abroad.

INA Education has innovatively digitised the social enterprise course in collaboration with **Haileybury**

College, seamlessly integrating it as an elective unit for **2024**. Additionally, a transformative **two-week immersion trip** to the Philippines has been organised in partnership with **Trinity Grammar**, involving 17 students from Years 9-11, scheduled for **September 2023**.

In the last year, **14 new workshops** have been developed and INA Education has facilitated workshops in **27 schools for over 3100 students** in the last year, and has received brilliant reception from the students and teachers. These workshops have been facilitated by the phenomenal 13-person facilitator team.

INA's Education team eagerly anticipates the ongoing journey of inspiring Australian youth to discover and pursue their purpose, effect positive change, and play a crucial role in eradicating global poverty.

INA'S AMBASSADOR PROGRAM

MAKES WAVES FOR GOOD

At INA, we take pride in our collaboration with local influencers and change-makers in Australia who are dedicated to bringing about positive change in the world. Our ambassador program exemplifies this partnership.

We express deep gratitude to our newest Ambassador, Reef Heazlewood, a professional surfer driven by a profound passion not only for his sport but also for making a meaningful impact in the world by sharing his love for Jesus.

In the fiscal year 2022-2023, Reef, riding the waves of generosity, embarked on a self-funded journey to the Philippines to delve deeper into Project HEAL and our collaborative efforts with our in-country partner, Vineyard. Reef witnessed firsthand the transformative impact of our work with Vineyard, igniting in him a mission to support the education, health, and livelihoods of children in need. His contributions have already made a substantial impact, supporting **180 children in the Philippines**.

"I'm so thankful that INA is giving me the opportunity to get on the ground and help in any way I can," says Reef.

Explore more about Reef's impactful journey at ReefMakesWaves.com.



OUR TEAM

At INA, we take pride in our vibrant, diverse, and passionately dedicated team.

Each day, we unite in our commitment to serve and uplift women and children from poverty, strengthening them to realise their full potential.

MEET INA STAFF



David Ensor,
CEO



Sanva Saephan,
International Programs
Manager



Madelyn Hammock,
Marketing and
Communications Lead



Jyothi Chintapalli,
Accounts Officer



Pam Winstanley,
Finance and
Administration Manager



Amanda Southwell,
Community
Engagement Manager



Tim Mason,
Donor Relations
Officer



Kade Berman,
Education Officer -
Act Your Purpose
Coordinator



Ryan Maher,
Digital Strategist



Corlien Heijnen,
Education Officer



Emmanuel Geschier,
Digital Strategist



Sean Carroll-Taafe,
Programs and
Compliance Officer

We are thrilled to have welcomed new staff members who have recently joined INA, you can learn more about them on our website at ina.org.au/about-us

GOVERNANCE

GOVERNANCE REPORT

Effective governance, management of resources and compliance underpin our ability to achieve our mission and ensure the highest levels of accountability to supporters and regulatory bodies such as the Australian Charities and Not-for-profits Commission (ACNC), Australian Securities and Investments Commission (ASIC), Australian Council for International Development (ACFID), Department of Foreign Affairs and Trade (DFAT) and Australian NGO Cooperation Program (ANCP). We aim to work efficiently and effectively to maximise support for the people and projects we serve.

OUR GOVERNANCE AND COMPLIANCE APPROACH

INA is governed by its Constitution and an elected and voluntary Board of Directors. A Board skills matrix is maintained, and new members are recruited based on essential skills or knowledge gaps, including expertise in governance, finance, law, human resources, and development.

At last year's Annual General Meeting, Shirley Reeder, Shelley Naylor, and David Purnell were elected for three-year terms. There continues to be a healthy gender balance on the Board, and the organisation is grateful for the way our Board members give their time and utilise their expertise in the service of INA. The AGM approved a constitutional amendment to appoint the CEO as an executive director in line with contemporary governance practice.

INA currently has four governance sub-committees, comprising both Board Members and external professionals to support the Board through monitoring and reviewing key strategic initiatives and organisational policies as well as by making recommendations.

The Finance Risk and Audit Committee supports corporate governance responsibilities in relation to financial reporting, the application of accounting policies, financial management, internal control, risk management and compliance systems and occupational health and safety.

The Development Committee ensures the quality and integrity of our development programs and that our programming strategy is consistent with the organisation's strategic plan as well as best practices in the sector.

The Fundraising Committee ensures that our fundraising and communications activities are being conducted ethically and in line with strategy and budget requirements.

The People and Governance Committee monitors the Constitution and any necessary amendments to maintain a high level of governance, acts as a Nomination Committee, and evaluates CEO performance.

Current policies reflect commitment to: Gender Equality and Diversity; Strategic Direction and Monitoring Performance; Risk Management; Safeguarding Policies and Practices (PSEAH); Complaints, Whistle-blowing, and Incident Management Systems; Business Continuity and Disaster Recovery; Human Resources Management; Information Technology; Financial Management.

ANNUAL GENERAL MEETING

The 2022 Annual General Meeting of INA on 30th November 2022 reappointed Saward Dawson auditors for the 2022-23 financial year. The 2023 Annual General Meeting is scheduled for 29th November 2023.

BOARD OF DIRECTORS



IAN CURTIS AM FGIA

Chairperson
 Ex Officio All Committees
 Bachelor of Arts
 Executive Program
 (Graduate School of
 Business, University
 of Melbourne)
 Fellow Governance
 Institute of Australia
 AM – Member of the
 Order of Australia



JANELLE RICHARDS

Deputy Chairperson
 Chair of People and
 Governance Committee,
 appointment 24 August
 2022
 Bachelor of Arts
 (Social Sciences)
 Graduate Diploma
 in Innovation and
 Service Management



TRISTAN HERON

Director
 Chair of Finance Risk
 and Audit Committee,
 appointed 25 November 2020
 Bachelor of Commerce
 (Accounting and Finance,
 Deakin University)
 Majoring Accounting,
 Finance, Bus Comm,
 Bus Info Systems
 Chartered Accountant
 (Institute of Chartered
 Accountants Australia, 2010)



RICHARD LIM B BUS, FCPA

Member of Finance,
 Risk and Audit Committee
 Bachelor of Business
 (Accounting)
 CPA (Fellow CPA Australia)



SHELLEY NAYLOR

Director
 Member of Finance,
 Risk and Audit Committee
 Bachelor of Laws
 Bachelor of Economics
 Admitted to practice in the
 Supreme Court of Victoria
 and the High Court of
 Australia



SHIRLEY REEDER

Director
 Chair of Fundraising
 Committee, appointed
 24 August 2022
 Post Grad Certificate
 – Applied Science –
 Innovation and Service
 Management
 Certificate IV –
 Professional Coaching
 International Coach
 Federation – Accredited ACC
 Member – Australian
 Human Resources
 Institute CAHRI



KYLIE WINGJAN

Director
 Appointed Chair of
 Development Committee
 24 November 2021

MEMBERS OF OTHER COMMITTEES



DAVID PURNELL

Director
 Member of Development
 Committee, appointed
 24 August 2022



TERESA THOMSON

Member of Development
 Committee, appointed
 26 February 2020,
 Resigned 12 December
 2022



ASSOCIATE PROFESSOR MAX KELLY

Member of Development
 Committee, appointed
 26 August 2020



KHULEKANI MATHE

Member of Development
 Committee, appointed
 27 April 2020



JONATHAN YAP

Member of Finance,
 Risk and Audit Committee,
 appointed 28 April 2021



LEO ORLAND

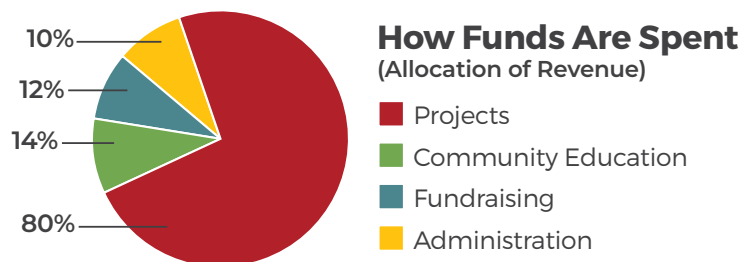
Member of Fundraising
 Committee, appointed
 24 August 2023
 FFIA (Emeritus)
 CFRE (Retired)



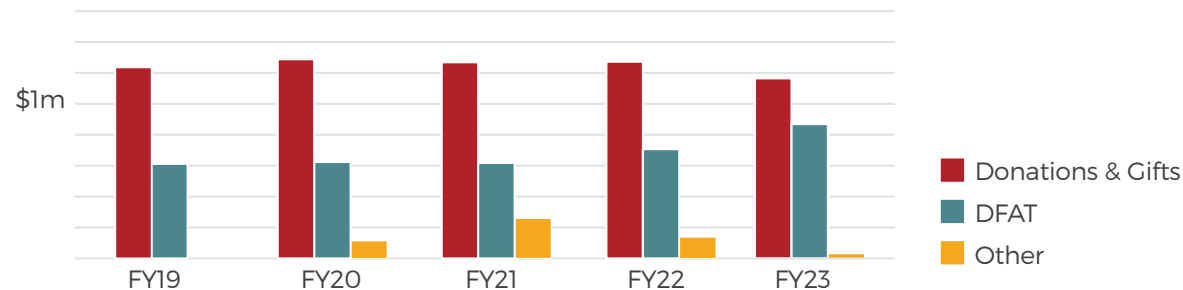
GEOFF WEINSTEIN

Member of Fundraising
 Committee, appointed
 24 August 2023

FINANCIAL REPORTS



Revenue Past Five Years



The financial year ended 30 June 2023 was a difficult year for INA resulting in a deficit of \$331,100. This was largely a result of increased aid and development program costs. A number of significant changes have been made in order to increase revenue and reduce expenditure in the coming years.

Raising funds for charitable purpose is still a key focus of INA. Several new initiatives are now in place to explore new revenue streams, and additional work has been put into refreshing existing initiatives. Total revenue for the financial year ended 30 June 2023 was \$2,034,089, which is an increase of \$63,280 when excluding one-off income received in the prior year related to the office relocation, insurance refund and bequests. Reductions in Childlink, communities and designated projects income were offset by increased government grant distribution income, appeals income and school programs income.

INA has continued to provide a strong distribution of funds to programs for the year with \$1,362,554, which is an increase of \$94,630 over the prior year. Additional expenses were incurred for additional staffing costs, consultancy services, and costs related to community education and digital communication. INA's operations and financial management continue to be regularly monitored by the Board, sub-committees and management.

You can request a copy of our full Financial Reports for the year end 30th June 2023 by contacting our office at 16 Corporate Boulevard, Bayswater or by going to our website www.ina.org.au

BOARD DECLARATION

The Board of International Needs Australia declares that the accompanying concise financial report is presented fairly and in accordance with applicable accounting standards and is consistent with the company's 30th June 2023 financial report.

In respect of the 30th of June 2023 financial report of International Needs Australia the board declares that:

1. The company is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, special purpose financial statements have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 requirements to prepare and distribute financial statements to the members of International Needs Australia.
2. The financial statements and associated notes comply with the Australian Charities and Not-for-profits Commission Act 2012, the Accounting Standards, Australian Charities and Not-for-profits Commission Regulations 2013 and other mandatory professional reporting requirements

3. The summary reports have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code of Conduct please refer to the ACFID Code of Conduct Implementation Guidance available at www.acfid.asn.au
4. The financial statements and notes give a true and fair view of the company's financial position at 30 June 2023 and of its performance for the financial year ended on that date.
5. There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This statement has been made in accordance with a resolution of the Board made on 25th October 2023.

Ian Curtis
Board Chair

Tristan Heron
Chair of FRAC

FINANCE STATEMENTS

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2023

	2023 (\$)	2022 (\$)
REVENUE		
Donations and Gifts	1,157,177	1,247,351
Bequests and Legacies	-	16,773
Grants		
- Dept. Foreign Affairs and Trade	859,505	716,828
Investment Income	11,407	3,630
Other Income	-	104,270
Revenue for International Political or Religious Adherence Promotion	6,000	3,000
TOTAL REVENUE	2,034,089	2,091,853
EXPENDITURE		
International Programs		
- Funds to International Programs	1,408,153	1,318,185
- Program Support Costs	214,603	201,964
Community Education	285,160	202,090
Fundraising		
- Public	251,548	168,150
Accountability & Administration	202,125	166,419
TOTAL INTERNATIONAL AID AND DEVELOPMENT PROGRAMS EXPENDITURE	2,361,589	2,056,807
Loss on Sale of Asset on Relocation	-	1,364
Relocation Expenses	-	38,605
International Political or Religious Adherence Promotion Expenditure	3,600	1,800
TOTAL EXPENDITURE	2,365,189	2,098,576
TOTAL COMPREHENSIVE INCOME	(331,100)	(6,723)

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2023

	2023 (\$)	2022 (\$)
CURRENT ASSETS		
Cash and cash equivalents	553,979	906,714
Trade and other receivables	5,433	5,974
Held-to-maturity investments	150,000	150,000
Other	12,515	9,320
TOTAL CURRENT ASSETS	721,927	1,072,007
NON-CURRENT ASSETS		
Property, plant and equipment	45,008	56,238
Deposits refundable	1,925	1,925
Right-of use assets	96,329	116,970
TOTAL NON-CURRENT ASSETS	143,262	175,133
TOTAL ASSETS	865,189	1,247,140
LIABILITIES		
Current Liabilities		
Trade and other payables	59,616	33,022
Provisions	44,446	34,693
Lease Liability 1 yr	17,451	16,363
Other	46,577	119,893
TOTAL CURRENT LIABILITIES	168,090	203,971
NON-CURRENT LIABILITIES		
Provisions	20,079	16,050
Lease Liabilities 1 yr plus	82,706	101,705
TOTAL NON-CURRENT LIABILITIES	102,785	117,755
TOTAL LIABILITIES	270,875	321,726
NET ASSETS	594,314	925,414
EQUITY		
Reserves	-	5,499
Retained Surpluses/Deficits	594,314	919,915
TOTAL EQUITY	594,314	925,414

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2023**

2022	Capital reserve (\$)	Retained earnings (\$)	Total (\$)
BALANCE AT 1 JULY 2021	4,899	927,238	932,137
Surplus/(deficit) for the year	-	(6,723)	(6,723)
Transfers (to)/from reserves	600	(600)	-
BALANCE AT 30 JUNE 2022	5,499	919,915	925,414

2023	Capital reserve (\$)	Retained earnings (\$)	Total (\$)
BALANCE AT 1 JULY 2022	5,499	919,915	925,414
Surplus/(deficit) for the year	-	(331,100)	(331,100)
Transfers (to)/from reserves	(5,499)	5,499	-
BALANCE AT 30 JUNE 2023	-	594,314	594,314



AUDITOR'S LETTER



INTERNATIONAL NEEDS AUSTRALIA

Independent Audit Report to the directors of International Needs Australia Report on the Audit of the Financial Report

Opinion

We have audited the financial report of International Needs Australia, which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion the financial report of International Needs Australia has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2023 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with the auditor independence requirements of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Company's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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Directors' Responsibility for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act. The directors' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible persons are responsible for assessing the Company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the Company's or to cease operations, or have no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

Saward Dawson

Jeffrey Tulk, Partner

Blackburn VIC
Date: 25 October 2023

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LET'S CHAT

ACCREDITATION

INA is fully accredited with the Australian Government Department of Foreign Affairs and Trade (DFAT).

INA is a member of the Australian Council for International Development (ACFID). As a member and signatory to ACFID's Code of Conduct, INA is required to meet high standards of corporate governance, public accountability and financial management for nongovernment development organisations.

Adherence to the Code is monitored by an independent Code of Conduct Committee elected from the NGO community. Our voluntary adherence to the Code of Conduct demonstrates our commitment to ethical practice and public accountability. For more information on the ACFID Code of Conduct, visit the ACFID website on www.acfid.asn.au or email code@acfid.asn.au

If you believe INA has breached the ACFID Code of Conduct, you may lodge a complaint here: www.acfid.asn.au/content/complaints

INA is also a member of Australian Charities and Not-for-profits Commission (ACNC), which, is the national regulator of charities, and in part helps to support Australian charities and maintain public trust in not-for-profits.

ACCREDITATION AND CERTIFICATION



ACFID
MEMBER



THIS ANNUAL REPORT IS ENVIRONMENTALLY FRIENDLY



We welcome feedback and suggestions. Please email yours to info@ina.org.au

For INA's Complaints Policy or to make a complaint, please visit www.ina.org.au/complaints

INA would like to acknowledge the incredible people – volunteers, interns, contractors, suppliers and partners – who have given of their time, energy and talents throughout 2021/22.

INA appreciates all of your efforts and values the relationships we hold that help us do what we do. Thank you!

CONTACT DETAILS

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