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ANNUAL IMPACT REPORT 2024

IMPACT SNAPSHOT

Thanks to the extraordinary support of so many, INA received \$2,045,460 in funding in FY23/24. 84% of these funds were used to directly fund local partner programs, producing remarkable impact in nine countries across Asia and Africa, and educating and involving the Australian community in global justice, development and humanitarian issues.



HEALTH

15,349 program participants in four countries were impacted by INA health and WASH programs



GENDER EQUALITY

27,448 women and girls, including **536** women with disability, were impacted by INA programs



LIVELIHOODS

20,849 program participants in nine countries were impacted by INA livelihood programs



CLIMATE CHANGE

6,690 men and women in Uganda receiving training on framing and animal husbandry practices and **66** farmers in Lao PDR received climate-related training and education



EDUCATION

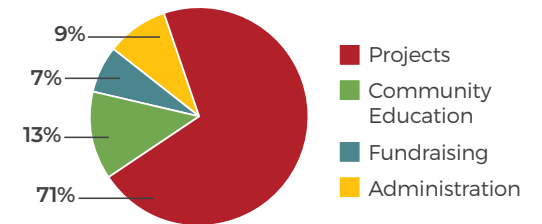
4,109 program participants in six countries were impacted by INA education programs



CHILD PROTECTION

2,638 program participants in Myanmar and Uganda were impacted by INA child protection programs

HOW FUNDS ARE SPENT



“
And the king will answer them, ‘Truly I tell you, just as you did it to one of the least of these brothers and sisters of mine, you did it to me.’”

Matthew 25:40

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Acknowledgement of Country

INA acknowledges the Wurundjeri people of the Kulin Nation, the traditional custodians of the land on which INA's office is located. We pay our respects to Elders, past, present, and future. We pray blessing on the traditional owners and all Aboriginal peoples, may God bless this Country.

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

ACCREDITATION AND CERTIFICATION



ACFID
MEMBER



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STORY: FROM THE CEO



Dear Friends,

Thank you for your faithful support this past year to help more women and children end the cycle of extreme poverty. Your partnership with International Needs Australia (INA) and our wonderful local lead partners is making a remarkable difference in the world.

It was an absolute pleasure to step into the role of CEO at INA in February this year. I am honoured to bring my 25 years of skills and experience in international development to join the amazing team and help guide the next stage of the INA journey. My thanks to David Ensor, who stepped down from the CEO role in December 2023, for all his hard work over the years and for his ongoing support.

Your support this year has meant an incredible impact throughout 12 locally led projects in Southeast Asia, South Asia, and Eastern Africa:

- Empowering over **42,900 men, women, and children.**
- Championing nearly **4,300 children.**
- Lifting-up over **24,800 women**, including 536 with disabilities.
- Expanding the potential of more than **2,600 girls.**

As INA celebrates 50 years of operation in 2024, I'm excited to share some highlights of INA's ways of working:

- **Effectively helping marginalised women and children.** I was incredibly privileged to visit four locally led INA programs earlier in the year, it was encouraging to witness the incredible work being achieved in areas where extreme poverty is very persistent and where few, if any, other aid and development agencies work.
- **Locally Led Development.** INA has established a sector-wide leadership role in locally led development that began 50 years ago when partnering with indigenous organisations was an idea very much ahead of its time. Today sees this approach

becoming even more prominent in international development practices and guidelines, and I am proud to see INA at the forefront of, and continuing to lead, this approach in the Australian sector.

- **Proven models to reduce extreme poverty.** INA employs proven and sustainable development models that work to reduce extreme poverty:
 - o **Investing in Children's Education.** Ensuring access to quality early childhood, primary and secondary education for all children, with focus on breaking through barriers to girls receiving education and ensuring equal access for disabled persons and other marginalised groups.
 - o **Strengthening Maternal and Child Health and Nutrition.** Building and supporting local health services to ensure mothers receive quality maternal health care and nutrition services. This includes the provision of clean water supply, improved sanitation and hygiene awareness activities with schools, health centres and in communities.
 - o **Improved Livelihoods.** Helping families out of poverty and providing access to increased and sustainable sources of income. This includes activities such as savings and loan groups, farmer support and education groups, and introducing improved agriculture and livestock technologies.

- o **Gender Equity.** Taking a gender equity approach within all programs to ensure girls and women have equal opportunity to education, health, and livelihood opportunities.
- o **Climate Change Mitigation.** Ensuring communities and farmers understand the impact of climate change and know how to respond to adverse conditions and sustain education, health, and livelihood achievements.
- o **Australian Education and Advocacy.** Helping young Australians better understand the issues and causes of global poverty and the broader international development sector, so they can become part of making an uplifting difference in the world.

I would like to express my gratitude to both former INA staff and the outstanding team we've built this year. I'm excited to serve our INA program participants and to work alongside them.

Thank you! You have created real and lasting change, and I look forward to growing our impact even more in 2025.

Blessings,

Andrew Catford
Chief Executive Officer

WHO WE ARE

International Needs Australia (INA) is a Christian, independent, not-for-profit, international aid and development agency that contributes to the elimination of extreme poverty through supporting marginalised women and children to reach their God-given potential regardless of religious, social, or political affiliation.

We are part of International Needs, a formal federation of autonomous partners who unite under a common purpose to show God's love and compassion and to see lives transformed and communities changed.

VISION

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

MISSION

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

VALUES

We are Christian.

We are motivated by the example of Jesus, reaching out to the most disadvantaged, marginalised, and oppressed of the world.

We support local communities.

We promote self-reliance, community ownership and authentic participation.

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

We advocate for just actions that bring positive change to the lives of the disadvantaged, marginalised and oppressed of the world.

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

We embrace all people and treat everyone equally and with dignity.

We demonstrate integrity and commitment.

We are ethical and passionate about meaningful and quality partnerships in Australia and overseas.

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

We are transparent and accountable, striving to maximise our impact and effectiveness.

WHAT WE DO

Education: INA supports education programs that equip children, families, and communities to overcome the grip of poverty and live out their God-given potential.

Health: INA supports increased access to a wide range of physical and mental health interventions including Water, Sanitation and Hygiene (WASH) training and projects.

Livelihoods: INA supports best practice agricultural crop and livestock management education and training, plus the development of Self-Help Groups (SHGs).

Gender Equity: INA supports the empowerment of women and girls in their communities, including access to education, economic and income producing opportunities and health care.

Climate Change: INA supports sustainable agriculture and climate change mitigation education and practices.

Disability inclusion: INA supports the rights of people with disabilities. This includes reducing barriers and promoting access to programs and activities.

Australian Education and Advocacy:

INA supports the transformative potential of young Australians by partnering with educational providers to increase students understanding of global poverty, its causes, and solutions.

Crisis and Emergency Response: INA extends assistance, resources, and hope to communities affected by natural and climate change related disasters.

“

**So faith by itself,
if it has no works,
is dead.”**

James 2:17 (NRSVUE)

HOW WE WORK

PURPOSE

INA is driven by a strong and unwavering sense of purpose – lifting the most marginalised out of extreme poverty through holistic, sustainable, and locally-led initiatives in **Education**, **Health**, and **Livelihoods**, with a cross-cutting emphasis on ensuring **Gender Equity** and enabling target communities to adapt to the ever-increasing effects of **Climate Change**.

SUSTAINABILITY

Poverty and injustice, particularly for women and children, hinder the realisation of God-given potential, but 50 years of INA experience, shows

that these challenges can be overcome through inclusive programs that focus on strengthening **women, children**, and other marginalised groups to achieve self-sustainability and fair and

equal opportunities... breaking the cycle of poverty and ensuring long-term, sustainable outcomes that last long after today's funding is complete.

COLLABORATION

INA has walked alongside its indigenous lead partners to enhance and strengthen local capacity in development program design and management for 50 years.

INA supports and collaborates with local partners on the journey to sustainability and independence using a three-step Graduation Model. The goal of this model is to support local partners in a cycle of continuous improvement that leads to mature, strong, effective, and sustainable organisations that deliver development program outcomes at the highest standards.



CELEBRATING 50 YEARS

International Needs Inc. was founded in New Zealand in 1974 by Ray Harrison. Ray worked passionately to develop a new form of ministry that brought together Christian partners from around the world. Eight months later, on 10 December 1974, International Needs Australia opened its doors and is celebrating 50 years of operation in 2024.

The original IN model, which was revolutionary at the time, relied on indigenous partners to lead the local mission and development work, with global partners playing a support role. The idea was based on the notion that those who live in a community are in the best position to pursue transformation within their culture and context.

This locally led approach is the basis of every INA program, setting INA apart in the Australian development community as an exclusively indigenous partner led and implemented, aid and development agency.



(Ray Harrison, founder of International Needs Inc. – centre)

WHAT MAKES US DIFFERENT



SUSTAINABILITY

50 years of INA and 20 years of partnership with the Australian Government's Australian NGO Cooperation Program (ANCP)



STEWARDSHIP

84% of funds to programs and community education



FUTURE FOCUSED

Increasing empathy for, and understanding of, global poverty and the 2030 Sustainable Development Goals (SDGs) through Australian education and advocacy



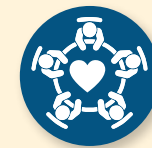
EQUALITY

Dismantles barriers that perpetuate cycles of gender disadvantage to foster healthier and more resilient communities



QUALITY

Utilises and promotes best-practice international development standards and reporting



COLLABORATIVE

Part of a 32-partner global congress, united in showing God's love and compassion, seeking peace and fellowship, to see lives transformed and communities changed across the world



EQUIPS

Promotes climate-change mitigation techniques that improve agricultural and livelihood outcomes



CHRISTIAN

Strives for a just world where all people are treated equally to reach their God-given potential



LOCALISED GLOBAL APPROACH

Exclusively locally led approach where indigenous organisations develop and implement programs for their communities in nine countries across the Global Majority



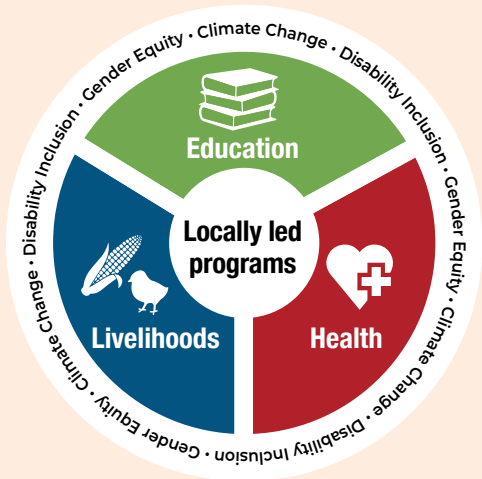
INCLUSIVE

Provides support regardless of religious, social, or political affiliation

“

**He has told you,
O mortal, what is
good, and what does
the Lord require of
you but to do justice
and to love kindness
and to walk humbly
with your God? ”**

Micah 6:8 (NRSVUE)



IMPACT: INA PROGRAMS

employment, innovation, and stability in marginalized areas. INA remains dedicated to making education accessible for all.

HEALTH

Interventions are vital for improving maternal and child health among marginalised women and children. By focusing on physical health, mental well-being, and WASH (clean water, sanitation, and hygiene), INA strengthens family and community foundations.

Quality maternal health services reduce complications and improve survival rates. WASH initiatives lower disease risks, improving children's health and development in safer environments.

Mental health support, including counselling and community resources, is also essential, helping individuals manage the stress of marginalisation and build resilience for healthier lives.

LIVELIHOOD

Development, including agricultural training and self-help groups, is essential for creating sustainable

income in marginalised communities. INA's programs in crop and livestock management equip individuals with skills to boost yields, manage resources, and build resilient food systems. Sustainable farming practices increase productivity, adapt to climate challenges, and improve income and food security.

Self-help groups, especially for women, promote community support and equal income opportunities. These groups foster savings, access to credit, and small enterprises, leading to financial independence and stronger local economies. INA's livelihood programs empower communities to break poverty cycles and build a brighter future.

These key areas are underpinned by centring INA's development approach around gender equity, climate change and disability inclusion:

Promoting **gender equity** is essential for INA in creating inclusive communities and driving sustainable development. By embedding gender considerations into its programs, INA addresses challenges faced by women and girls, like limited access

to education, economic opportunities, and poverty risks. INA's gender-sensitive initiatives empower women as leaders and participants in community development, enhancing program impact and sustainability. Collaboration with local partners ensures cultural responsiveness, enabling communities to tackle gender disparities from within for lasting change.

For INA, addressing **climate change** is essential for supporting sustainable, resilient communities. Vulnerable communities, that are often the most affected by climate change, face risks from extreme weather, food insecurity, and environmental degradation. Through climate-responsive strategies, INA helps communities adapt, protect livelihoods, and adopt sustainable practices to break cycles of poverty and vulnerability. This approach supports holistic development, linking social, economic, and environmental well-being to foster resilience for future generations.

INA is committed to ensuring **full and effective participation of people with disabilities** in all programs. Guided by the UN Convention on the Rights of Persons with Disabilities,

INA's approach emphasises respect for diversity, preventing discrimination, and addressing barriers that hinder equal participation. Throughout project design, monitoring and assessment, INA promotes access to education, infrastructure, and vocational opportunities, for people with disabilities, including consultation with local Disabled People's Organisations. Identification of specific risks and vulnerabilities plus promotion of access is included in each project.

“
Speak out for those who cannot speak, for the rights of the destitute. Speak out; judge righteously; defend the rights of the poor and needy.”

Proverbs 31:8-9 (NRSVUE)



CAMBODIA

Partner: Cambodian Organisation for Children and Development (COCD)

Improving the wellbeing and living standards of disadvantaged women (WALS) – ANCP funded



LAO PDR

Partner: Gender Development Association (GDA)

Promote Gender Equality in Climate Resilience – ANCP funded



PHILIPPINES

Partner: Vineyard of His Grace Ministries (Vineyard)

Vineyard Health, Education and Livelihoods (HEAL) – ANCP funded



ETHIOPIA

Partner: Bole Bible Baptist Church (BBBC)

Lemo Ezha Integrated Development (LEID) – ANCP funded



MYANMAR

Partner: Karen Women Empowerment Group (KWEg)

Enabling and Strengthening Child Protection in the Community (ESCP) – ANCP funded



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)

Rural Upliftment Programs and Awareness (RUPA)



NEPAL

Partner: Human Development & Community Services (HDCS)

3SR: Swastha, Surakshit ra Samriddha Rukum (Healthy, Safe and Prosperous Rukum) – ANCP funded



SRI LANKA

Partner: International Needs Sri Lanka (IN Lanka)

PTK Emerge – Eradicating Poverty Through Livelihoods and Education



UGANDA

Partner: International Needs Uganda (IN Uganda or INUG)

Improving the Wellbeing of Orphans & Vulnerable Children (OVC), their Households & Communities (INCAP)

Sustainable Livelihood for Farmers (SLF) – ANCP funded

EDUCATION

Education is a fundamental human right and a cornerstone of community development. INA funded educational programs focus on enhancing access to quality education, supporting children and youth, and providing training for teachers and volunteers. By ensuring that children, especially those in vulnerable situations, have access to education, INA helps shape future generations who can contribute positively to their communities.

Through local lead partner, Vineyard, In **The Philippines**, 83 children and youth were reached through training programs focused on leadership and organisational skills. This training equipped participants with the tools to lead their communities and engage in local governance. A further 342 students were provided with educational support, ensuring they could continue their studies even in the face of crises. Tutorial sessions were held for children affected by emergencies, and 60 volunteers were trained to assist with after-school programs. These initiatives not only helped students academically but also provided them with emotional and psychological support in difficult times.

In **Myanmar**, Child Groups played a central role in educational development. A total of 267 children regularly attended formal meetings, which focused on child psychology, mental health, and life skills training and 572 children participated in peer-to-peer learning sessions. By empowering children with life-skills and creating supportive environments for learning, these interventions are continuing to strengthen the education landscape in Myanmar.

In **Ethiopia**, a focus on early childhood education saw 30 teachers receive training on inclusive classroom management techniques. 750 children received stationery



materials and the renovation of primary and middle schools enhanced access to education. Life-skill manuals were developed to support teachers in delivering quality education, and students were actively involved in children's parliaments, promoting civic engagement and leadership.

In **Uganda**, education programs meant that 245 children received educational support such as essential materials and resources to ensure they can continue their education. Similar initiatives were carried out in **Sri Lanka** and **India**, where 81 children received educational materials, and 200 students were supported through Tuition Centres.

Over the 2023/24 financial year, education programs led by INA local lead partners empowered 4,100 children, youth, and teachers across these countries. By improving access to education, supporting vulnerable students, and enhancing teacher training, these interventions have laid the foundation for a brighter future for exponentially more individuals and communities. From leadership development in the Philippines to early childhood education in Ethiopia, INA's focus on education continues to foster positive change in communities.

SAFE EDUCATION IN SRI LANKA

"My passion for teaching English online to the children in my village grew from a deep concern for their lack of proficiency—some didn't even know the alphabet. My class started with just 10 students but gradually expanded to 45 as word spread. I followed a structured curriculum, and it was incredibly rewarding to see the students' progress. In their first exam, all of them scored over 40%, and in later exams, they reached 60% and then 90%. This filled me with joy. I am deeply grateful to IN Sri Lanka for initiating these classes in our village. When I requested support, they even provided nutritious meals for my students, ensuring they were healthy and energetic.

"It's heartwarming to see even preschoolers attending my classes. Though they can't write, yet their comprehension and vocabulary have grown through lessons and educational TV programs. Hearing parents share how their children now identify objects in English makes me proud, proving the profound impact of these lessons. My heartfelt thanks go to the organisation for their unwavering support in both education and nutrition. I look forward to their continued assistance in shaping the future of these children."

Wijayaraja – 30-year-old teacher in Sri Lanka

CHILD PROTECTION

Ensuring the safety and well-being of children is critical to building strong, healthy communities and INA is committed to safeguarding children within all programs and local lead partner organisations. Vulnerable children face numerous risks, including neglect, abuse, and exploitation, which can have lifelong consequences. Child protection requirements aim to create safe environments where children can grow, thrive, and reach their full potential. Through education, advocacy, and community engagement, INA, and all their local lead partners, work to protect children's rights and prevent harm, ensuring that they are shielded from risks and empowered to become leaders in their communities.

In **Myanmar**, these child protection initiatives have made remarkable progress in safeguarding children and raising community awareness. Throughout the reporting period, 739 participants engaged in various child protection activities, including life skills training, and celebrating the United Nations Convention on the Rights of the Child (UNCRC) event day. This focus on education and community involvement has strengthened the collective commitment to protecting children's rights. Collaboration with local Child Groups has been

particularly effective, with 267 children participating in formal meetings focused on child psychology, mental health, and peer support. These groups offer children a platform to express their concerns and learn critical life-skills, helping them navigate challenges and become active participants in shaping their future.

Local lead partners in Myanmar also facilitated quarterly meetings to address child protection issues, with 44 participants involved in discussions aimed at raising awareness and promoting best practices for safeguarding children. Another notable achievement was the implementation of 55 village action plans, designed to protect children within their communities. These action plans demonstrate the strong community commitment to child protection, as local leaders and families work together to prevent harm and create nurturing environments.

In **Uganda**, 204 participants received training in child protection, positive parenting, and parenting skills. By providing parents and caregivers with the tools to understand and respond to children's needs, family structures have been strengthened and overall child well-being has improved. Participants

were also educated on parenting practices that foster emotional and psychological safety, ensuring that children grow up in stable and supportive environments.

Child protection programs and interventions have been instrumental in creating safer, more supportive environments for 2,630 children in Myanmar and Uganda. By focusing on community engagement, life skills training, and positive parenting,

children and their caregivers have been empowered to actively contribute to child protection efforts. The implementation of village action plans and regular meetings has strengthened community networks, making child safety a priority at all levels. Through these initiatives, INA is not only addressing immediate child protection needs but fostering a culture of care and protection that will benefit many future generations.



HEALTH

Addressing the health needs of vulnerable populations, particularly women, children, and communities affected by poor healthcare access is a vital component of INA development programs. Through the provision of medical services, capacity building, and health education, INA, through local lead partners, contributes to improving the overall well-being of the communities it serves. These health programs aim to reduce mortality, improve maternal and child health, and provide access to essential healthcare.

In **Uganda**, 1,348 parents were supported with health services, providing critical care and assistance. One notable achievement was the distribution of sanitary pads to 91 girls, addressing a key barrier to school attendance for adolescent girls. INA local lead partners also worked to strengthen health centres by providing them with essential medicines and medical equipment, enhancing their capacity to deliver quality healthcare. Another highlight was the facilitation of community-based health insurance, which provided 300 individuals with access to affordable healthcare.

In **Ethiopia**, health centre workers received training in maternal and child health (MCH) services, including essential skills in neonatal care and managing child illnesses. Health Development Army members were trained to mobilise communities, encouraging them to seek medical care at health institutions. Additionally, pregnant, and lactating mothers received nutrition education, helping them prepare iron-rich foods to combat malnutrition.

A focus on MCH in **Nepal** resulted in 5,244 participants attending awareness sessions on reproductive health. Radio shows were used to disseminate MCH-related information to a broader audience, and schools hosted pad-making workshops to address menstrual hygiene for girls and women. Health posts were also strengthened with essential equipment, improving service delivery for remote populations.

In **India**, over 600 women accessed health and sanitation awareness sessions, gaining critical knowledge on hygiene practices and preventive healthcare. These sessions have contributed to overall improvements in community health and well-being.

Locally led health interventions have made significant contributions to improving healthcare access and outcomes in multiple countries. From enhancing MCH services in Ethiopia to providing health insurance in Uganda, these health programs have addressed both immediate and long-term needs. These efforts have contributed to reduced mortality rates, better nutrition, and improved access to essential health services for more than 12,300 vulnerable people.



HEALTH IN ETHIOPIA

“I gave birth to my two elder children at home with the support of an unskilled attendant. I couldn’t get enough support when compared with the support I got at the health centre.”

“After I was advised by health workers and knew the importance of visiting the health centre, I decided and gave birth to my [younger] child at the health centre without any problem.”

Ilsabet – Project LEID participant, Ethiopia

Ilsabet is a 36-year-old mother of three. She gave birth to her first two at her home and suffered from varying issues such as bleeding and the children being unable to get vaccinations.

After attending awareness training provided by Project LEID in Ethiopia and receiving additional advice from health extension workers, she began visiting health institutions for more assistance. She was able to give birth at the local health centre without any issues and is attending postnatal care follow-ups for herself and her child.

WASH

Water, Sanitation, and Hygiene (WASH) are essential components of community health and well-being. WASH programs led by local lead partners aim to provide clean water, improve sanitation facilities, and promote hygiene practices, particularly in schools and communities with limited access to these resources. By addressing WASH needs, these programs help reduce the spread of diseases and improve the overall quality of life for those living in underserved areas.

In **Ethiopia**, WASH interventions included the construction of 2 community water points and the extension of 2,500 meters of water pipes, providing access to clean water for hundreds of households. A total of 286 households received training on water source protection, ensuring the sustainability of these newly constructed facilities. Training was also provided to 13 water committee members, equipping them with the skills to manage rural water systems effectively.

In **Nepal**, WASH interventions focused on improving school infrastructure. Schools were provided with new water systems, hand-washing facilities, and toilet blocks, contributing to

better hygiene practices among students. Information, Education and Communication (IEC) materials on WASH and menstrual hygiene management (MHM) were also distributed, ensuring students were

informed and equipped to maintain hygiene.

In **Sri Lanka**, WASH sensitisation and training sessions were delivered to community members, improving their

understanding of water management and sanitation practices. This initiative played a critical role in improving the water supply, sanitation, and hygiene status of 2,955 people.



LIVELIHOODS

Livelihood programs are at the heart of INA's mission to empower vulnerable communities. By equipping individuals with the skills, resources, and opportunities they need to generate sustainable income, INA funded programs are helping break the cycle of poverty. Improving agricultural productivity, providing training on agricultural practices, providing access to microfinance, and fostering entrepreneurship are essential to long-term economic stability in the regions where local lead partners operate.

In **Lao PDR**, a focus on climate-smart agriculture has transformed local farming practices. 60 smallholder farmers have increased their technical knowledge on climate change and adopted solar energy in their agricultural practices. Of these, 56 farmers are already using solar energy to enhance their crop yields. In addition, three farmers have been identified as community role models, leading local efforts by supporting seed funds that will help expand climate-smart agriculture in the region.

In **The Philippines**, 10 new CoMSCA (Community Managed Savings and Credit Association) groups were established, providing vital financial support to local communities.

Additionally, 1,349 CoMSCA members participated in training sessions, with 20 members gaining access to alternative livelihood opportunities. By enabling access to savings and loans opportunities, these initiatives are driving economic resilience in the region. Another critical achievement was the formation of new Citizen Voice and Action (CVA) groups, with subsequent implementation of seven CVA plans. These efforts are fostering greater community involvement and local governance.

A locally led microfinance program in **Myanmar** provided low-interest loans to 39 families, helping them increase their income through small business ventures. Throughout the project, 88 beneficiaries received training in skills such as soap making, basket weaving, and pain relief oil production. Additionally, advanced business training was conducted for 10 participants, allowing them to expand their businesses and become more competitive in local markets.

Uganda saw extensive support for farmers, with 1,894 adopting improved farming practices. These farmers participated in 26 sessions on crop and animal husbandry techniques facilitated by agricultural officers.

Over 1,200 farmers also received supplementary extension education, helping them secure better crop yields and improve food security. Strategic business planning sessions were held for 85 farmer committee leaders, equipping them with the tools to lead agricultural initiatives in their communities.

In **Cambodia**, the local INA lead partner helped establish and support Self Help Groups (SHGs) where 127 members received training on financial management and business planning, enabling them to better manage their savings and investments. Model Farmers were also trained in new agricultural techniques, with 11 farmers receiving training materials to set up their farms. Local lead partners also worked with chick producers, providing them with technical reflection workshops and business coaching to start their own businesses.

In **Sri Lanka**, support for women through local SHGs was significant. Over 600 women participated in SHGs, receiving training in entrepreneurship and agricultural practices. Start-up materials were distributed to 100 households, empowering them to generate income and improve their livelihoods. Training on the prevention

of child labour was delivered to over 3,000 participants, raising awareness about the importance of education, and ensuring children attend school consistently.

In **India**, programs focused on vocational training for women and girls. Over 275 girls received vocational skills training, while 44 adults were able to improve their literacy and numeracy skills. Tailoring and driving lessons were also provided to selected participants, empowering them to secure employment and improve their economic standing.

The livelihood interventions implemented by local lead partners across multiple countries have had a transformative impact on each community served. By focusing on climate-smart agriculture, microfinance, and vocational training, they have empowered 20,800 individuals to generate sustainable income and improve economic resilience. From Laos to Sri Lanka, these programs have enhanced food security, supported small businesses, and provided women and girls with critical skills enabling them to thrive in local economies.

CHICKEN FARMING IN CAMBODIA

“At the beginning, I was very poor, earning just enough each day to buy food for that day, and sometimes not even that. Now, I can afford to eat better than before.”

Hem Sun – WALs Project participant

Hem Sun’s living conditions were dire, living an impoverished life in a small village. With only 50,000 riels (18AUD), she moved to a larger community in hopes of finding employment and any form of small income. Together with her husband, she decided to save up to raise four chickens to support herself. But she struggled to care for her poultry, with only half of them surviving.

After joining the locally led program run by COCD, she received training on proper feeding, vaccination, and care, which dramatically improved the survival rate of her chickens. Now instead of half, only 1 or 2 chickens out

of 10 may die. The project was also successful in providing her with the equipment to build proper enclosures, such as zinc nets, roofs for small cages, and supplies like water buckets and feed.

Hem Sun is saving money now and providing loans of up to 20 chicks to other group members. Looking ahead, Hem Sun is determined to expand production with a goal to raise more chickens to ensure she can cover her children’s school fees and provide a stable home for them.

Top: Hem Sun with her chickens
Bottom: Hem Sun with her children



CRISIS AND EMERGENCY RESPONSE

Following the devastating 6.4 magnitude earthquake that struck Nepal's Karnali province on 3 November 2023, INA's local lead partner Human Development & Community Services (HDCS) rapidly mobilised its resources to support affected communities, and played a key role in the emergency response.

Chaurjahari Hospital (CHR), located in West Rukum near the epicentre of the earthquake, treated over 90 people injured in the disaster with assistance from the Armed Police Force and Nepal Army medical emergency teams. HDCS maintained a 24/7 ambulance service to transport patients from surrounding villages to the hospital, while the Nepal Army utilised air transport to bring in those from more remote areas. In response to immediate shelter needs, HDCS promptly provided tarpaulins, blankets, and other essential supplies to local authorities and dispatched a truck of disaster materials to Rukum the following day.

HDCS successfully transitioned from immediate medical response to comprehensive humanitarian support in the days following the earthquake. They worked closely with local government authorities to provide

temporary shelter materials, blankets, and food packages to more than 250 households to help families stabilise in the immediate aftermath of the earthquake.

HDCS's established presence and good reputation in the region, helped facilitate rapid and coordinated efforts, ensuring that essential supplies reached the affected communities efficiently. In addition to delivering food and non-food supplies, HDCS also implemented water and sanitation (WASH) initiatives, restoring, and maintaining critical facilities in schools, healthcare centres, and communities. In addition, psychosocial support services, including counselling and assessments, were provided to vulnerable individuals, particularly those facing physical disabilities due to the disaster.

HDCS's response has been instrumental in laying a foundation for recovery, with continued efforts planned to support affected communities as they rebuild their lives.

HDCS prompt and coordinated response to this crisis provides further evidence of the importance of working and strengthening local organisations.

Indigenous knowledge, coordination, and logistical capacities as well as full ownership of interventions, are qualities that no external agency can achieve as successfully as by local partners such as HDCS. The extraordinary support and participation of the Australian community and the technical support of INA have been amplified by the strength and local knowledge of our relationship with HDCS.



AUSTRALIAN SCHOOLS AND ADVOCACY PROGRAMS

The INA Education Department continues to play a pivotal role in shaping the next generation of compassionate, informed global citizens. Educational programs align with INA's mission to **increase youth awareness and action** by providing students with the knowledge, skills, and opportunities to engage with global challenges and advocate for social justice. Through a combination of advocacy, education, and action, INA is proud to foster empathy, conscientiousness, and a deep commitment to social engagement among Australian students.

PROGRAM EXPANSION AND IMPACT

In 2024, INA expanded its education outreach, offering **21 programs** catering to students from **primary school to Year 12** through both online courses and in-person workshops. These programs are designed to engage students on topics such as **global poverty, gender inequity, social enterprise, and international development**, instilling in them a sense of responsibility towards global issues.



The **Act Your Purpose (AYP)** program aimed at students in years 9-10, continued to thrive, guiding participants to identify their passions for social justice and act on them through fundraising, advocacy, and social enterprise. INA's facilitator team worked across 36 schools, impacting over **4,000 students** in the past year.



The growing **Read for Purpose** readathon fundraiser has also become a cornerstone program in schools across Australia, raising over \$10,500 from student involvement.

Trinity Grammar school student, part of the immersion trip to the Philippines.

IMMERSIVE LEARNING AND STUDENT LEADERSHIP

During FY23/24, INA organised a **two-week immersion trip to the Philippines** in partnership with **Trinity Grammar School**. 17 students from years 9-11 engaged with local lead partner Vineyard Ministries, local students, and communities. Following this transformative experience, the students raised **\$32,000** to build a library for one of the schools they visited, showcasing the power of student leadership in driving tangible change.



DIGITAL INNOVATION

The education team also embraced innovation by digitising the **social enterprise course** in collaboration with **Haileybury College**, launching and integrating it within the college as an elective unit in 2024. This online initiative, along with the **AYP online course**, allows students from diverse regions to participate and take action in their local or global communities.

SUPPORTING FACILITATORS

INA's **facilitator team of seven** was instrumental in the delivery of all INA education programs. This year saw the development of comprehensive facilitator packs, brochures for every workshop, and **training materials** to ensure that all facilitators are well-equipped to provide impactful and engaging sessions.

LOOKING AHEAD

INA remains committed to its objective to inspire Australia's youth to effect positive change in the world. Our educational programs are vital in cultivating future leaders who understand the **interconnectedness of our world** and the importance of social responsibility. Together, through advocacy, education, and action, INA continues to empower students to **make a meaningful impact** both locally and globally, contributing to the eradication of global poverty and a more equitable world.

PROJECT COMPLETION AND EVALUATION

ENABLING AND STRENGTHENING CHILD PROTECTION IN THE COMMUNITY IN MYANMAR (ESCP)

The Enabling and Strengthening Child Protection (ESCP) project, implemented by INA local lead partner, the Karen Women Empowerment Group (KWEG), and funded by DFAT ANCP and INA supporters, was created to address critical child protection gaps in six villages in Northern Karen State, Myanmar. This four-year project, concluding in June 2024, aimed to empower children, parents, and local leaders to recognize, promote, and protect child rights. Despite challenges, including COVID-19 and political instability, the project established resilient community-based child protection systems, significantly improving child safety and community engagement.

STRENGTHENING COMMUNITY-BASED CHILD PROTECTION MECHANISMS

A core achievement of the ESCP project was establishing Community-Based Child Protection Committees in all six target villages. By the project's end, three villages had fully functional committees actively

engaging in child protection, while the remaining villages had semi-functional committees showing progress. These committees now play a vital role, organising regular meetings, assessing community risks, and offering platforms for children and parents to raise concerns about safety.

The impact of these committees is perfectly illustrated by the successful intervention of committee members in a child neglect case in Mar Day village. A discussion was held with the family, and the child was able to return to school. Previously, such interventions were rare due to limited awareness and support structures. **The success of these committees is demonstrating how local, community-driven initiatives can significantly improve child welfare.**

ENHANCED CHILD PARTICIPATION AND EMPOWERMENT

Child Clubs established in all six villages have given children safe spaces to learn about their rights and advocate for change. Initially, only 10% of children understood their rights. By the end of the project, this figure rose to 83%, with 75% of children actively participating in

club activities. The clubs encouraged children to contribute to community decisions, fostering a strong sense of empowerment and involvement.

In Kyaung Kone village, the local Child Club led a campaign against, previously accepted, corporal punishment. Through their advocacy, corporal punishment decreased by 40%, raising awareness among parents and teachers about alternative discipline methods. The initiative's success has inspired neighbouring communities to address similar issues, demonstrating that empowering children can drive impactful, lasting changes.

INCREASED AWARENESS AND UNDERSTANDING OF CHILD RIGHTS

When the ESCP project began, only 48% of adults in the target communities had any knowledge of child rights or positive discipline. Through a series of workshops, capacity-building sessions, and community dialogues, this awareness increased to 84% by the project's end. Parents now demonstrate a stronger commitment to child protection, and many report that they've shifted toward positive discipline approaches.

This shift is evident in stories like one shared by a parent in Ma Sa Alel, who said,

"I used to think beating was the only way to discipline my children. Now I know there are better ways, and our relationship has improved greatly."

This, and many other testimonies, highlight the project's effectiveness in reshaping attitudes and fostering positive family dynamics, contributing to a safer, more supportive environment for children.

Children's understanding of their rights also improved significantly, with many, like those in Kyay Min Lower, reporting that they feel safer and more empowered to speak out against harmful practices. The project's impact is also reflected in a reported 70% reduction in incidence of physical and emotional abuse, marking a substantial improvement in child safety and well-being.

ECONOMIC STABILITY AND LIVELIHOOD OPPORTUNITIES

To address the root causes of child neglect and its correlation with economic hardship, the ESCP project introduced the Child Group Fund,

providing low-interest loans for families to start income-generating activities. By the end of the project, 54 families were starting, or expanding small businesses like animal husbandry, weaving, and trading.

Among the 54 families, 39 reported monthly income increases ranging from 20,000 to 600,000 Kyats (approx. AUD 14-430). This financial stability allowed families to reduce child labour and prioritise education. In Ma Sa Ahtet, a single mother used the loan to start a weaving business, enabling her daughter to return to school after years of financial constraint. This economic support not only improved household incomes but fostered an environment where children can pursue education free from economic constrictions.

ADAPTING DURING ADVERSITY

Throughout the COVID-19 pandemic and Myanmar's political crises, the project adapted activities to maintain momentum and support. Many workshops shifted to online platforms, allowing community members to continue their involvement and training despite restrictions. Once in-person gatherings resumed, the project seamlessly transitioned and maintained strong community engagement. This flexibility helped reinforce trust in the child protection mechanisms and demonstrated the resilience of both KWEG and INA in supporting child welfare.

EFFICIENCY, VALUE AND SUSTAINABILITY

The ESCP project was able to maximise resources to achieve these meaningful outcomes. The Child Group Fund, for instance, yielded significant returns in household income and reduced child labour with a relatively low cost. By empowering local community members to become Child Champions and Child Rights Trainers, the project created a ripple effect that enhanced awareness and support for child rights without relying heavily on external support. This focus on local capacity-building ensures that the project's impact will be sustained over time, as trained community leaders continue advocating for child rights and protection.

The project has laid a strong foundation for sustainable child protection in Northern Karen State. Structures like Child Protection Committees and Child Clubs are now established and capable of operating independently. Ongoing technical support and capacity-building could further strengthen these efforts, but the local systems created are resilient and self-sufficient. The Child Group Fund model has proven sustainable, with most families repaying their loans and reinvesting profits. Expanding this model could further stabilise household incomes, reducing risks to children's well-being in the long term.

LASTING IMPACT AND FUTURE PROSPECTS

The ESCP project has transformed child protection practices across six vulnerable communities in Northern Karen State. Through strengthened community-based structures, increased economic stability, heightened awareness, and empowered children, the project has created safer, more supportive environments for children. The positive changes and success stories shared by community members are a testament to the project's far-reaching impact and its ability to foster resilience even in challenging conditions.

The ESCP project has demonstrated that locally led initiatives can produce meaningful, long-term improvements. As the ESCP concludes, it leaves behind not only empowered individuals and resilient systems but also a legacy of advocacy for child rights.

INA is committed to the continuing support of marginalised women and children in Myanmar. In July 2024, INA and KWEG commenced a new project: Building Resilience: Supporting Children in Conflicted Affected Areas of Kayin State and Bago Region.

Below: Children participating in an ESCP project activity in Myanmar



SUPPORT: AUSTRALIAN GOVERNMENT FUNDING

INA acknowledges the significant support of the Australian Government, through the Department of Foreign Affairs and Trade's (DFAT) Australian NGO Cooperation Program (ANCP). As DFAT celebrates the 50th Anniversary of the ANCP in 2024, INA continues to be extremely grateful for, and excited to continue, their 20-year long, and extremely fruitful, relationship with DFAT and the Australian Government.

As one of around 59 Australian non-government organisations (NGOs) receiving ANCP support, INA enthusiastically adheres with the program's requirements for the highest level of quality, compliance, and best practice development standards. INA also applies these standards to its agreements with local lead partners, leveraging ANCP funding, and the rigour it requires, to build local lead partner capacity. Over time, this equips local partners, to continue to implement projects and diversify funding for ongoing and sustainable local development.

Through receipt of ANCP funding, INA provides support for projects in seven countries. In addition to Government funding, INA utilises privately raised funds to expand the reach of these projects by "matching" these donations to the ANCP funds at a rate of \$1 for every \$5 received from the Government, up to the value of the ANCP grant. This is a wonderful way for donors to multiply the impact of their donations and improve the lives of more women and children, and their communities.

THROUGH THESE SEVEN ANCP AND DONOR-FUNDED PROJECTS:

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

Scan the QR code below view the impact of one of INA's ANCP funded projects in Nepal.



PARTNERSHIPS

INA has several long-term major partners, who come alongside us to provide long-term sustainable impact through INA and its local lead partners.

OPERATION TOILETS AUSTRALIA (ROTARY CLUB OF BOX HILL CENTRAL)

Operation Toilets Australia Inc. (OTA), led by the Rotary Club of Box Hill Central, has partnered with INA since 2016 on innovative WASH projects in **Ethiopia** and **Nepal**. Building on past success, INA and OTA, in collaboration with the Bole Bible Baptist Church (BBBC), launched a new 3-year WASH initiative in Ethiopia's Ezha District to transform hygiene practices by providing water and hygiene facilities to schools and households and running education programs. BBBC employs the Community Total Led Sanitation (CLTS) approach to make communities "Open Defecation Free."

The project encourages community members to contribute to costs, enabling broader access. Local artisans were trained to produce materials like concrete blocks for sustainable impact. Women and girls also receive training to make reusable pads, addressing period poverty—a barrier to school attendance. This project, impacting 3,000 people, draws on local knowledge and previous experience to improve

WASH practices in Ezha. INA and OTA look forward to expanding this proven partnership to benefit more communities in the years to come.

FULLIFE FOUNDATION

Since 2017, INA has partnered with Fullife Foundation to bring hope and change to women, children, and communities in **Ethiopia** to deliver several high impact education, health, and livelihood projects. This year, the Lemo-Ezha Integrated Development Project (LEID) saw:

- 180 pregnant and lactating mothers received training on how to prepare locally available iron-rich foods, vitamin A and C rich foods
- 300 people (of which 77 with disability) received support to access community-based health insurance
- 47 health centre workers participated in training on integrated management of neonatal and child illness
- 1 post-natal room constructed and 1 waiting room construction began
- 400 children, ages 5 to 6, were enrolled in pre-primary programs (120% of the target)

Fullife Foundation was established with a vision to bring about transformative change in the health of

women and children in Ethiopia, and INA is honoured to partner with Fullife to bring transformation and impact in Ethiopia each year. We look forward to continuing to work closely with Fullife to expand this impact in the future.

MISSION ENTERPRISES

Mission Enterprises has maintained a trusted relationship with INA since 1999, jointly funding development projects in **Sri Lanka, Ghana, The Philippines, Nepal, and Cambodia** to break the poverty cycle. These initiatives include health, WASH, education, and livelihood activities. This year, Mission Enterprises' support

provided DFAT match funding for the WALS Project in Cambodia, which helps lift marginalised Cambodian women and their families out of poverty through sustainable livelihoods.

Mission Enterprises is a Christian non-profit dedicated to alleviating poverty by mobilising Australian farmers and businesspeople to support Christian ministries and community development globally. Through its partnership with INA and the ANCP-funded WALS project, Mission Enterprises amplifies its impact on marginalised communities. INA is grateful for this vital, ongoing partnership.



PUBLIC AND SUPPORTER ENGAGEMENT

Thank You!

Your faithful and ongoing support is what makes such a palpable difference in so many lives. INA is extraordinarily blessed to receive support from more than 1,100 dedicated and faithful supporters. This support means that women and children receive ongoing support that empowers and breaks the cycle of poverty for themselves, their families, and their communities.

Because of your generous contributions and unwavering support, INA is able to share authentic stories of individuals and communities whose lives have been transformed. Utilising various platforms, such as social media, newsletters, and community events, we have the privilege of sharing personal stories that resonate deeply and not only raise awareness of each amazing project but makes you an active participant in the individual's journey.

Thanks to your support, we can illustrate how a woman empowered through vocational training can provide for her family or how children gain access to education that opens doors to future opportunities. These stories humanise the impact of your donations, demonstrating that each and every donation, no matter how large or small, directly supports women and children to overcome barriers and build resilience.

By illustrating and emphasising transparency, engagement, and storytelling, we can highlight that your involvement goes way beyond financial support; it fosters hope and creates lasting change within communities.

Together, we are making transformative change possible, enabling individuals and communities to break free from cycles of poverty and disadvantage, and leaving a lasting impact in the regions we serve.

Thank you for being an integral part of this vital work!



CHILDLINK

INA's flagship child sponsorship program, ChildLink, enters its 40th year of operation in 2025. ChildLink is unique in its approach and supports not just children attending school, but whole communities in their efforts to build sustainable and long-term income opportunities.

This year, ChildLink operated in Ethiopia, India, The Philippines, Sri Lanka and Uganda by supporting 896 children, their families, and their communities.

After the success of the ChildLink program in Sri Lanka, the project moved to the 3 new areas (Kanchooramaddai, Moongilaaru, and Unjalkaddy) and 73 new children were given the opportunity to attend school and receive education that will impact generations to come.

Over the five countries, 144 children successfully graduated from ChildLink.

Over the year, ChildLink Champions have received communications from their sponsored children and updates on their progress at school and on the communities that are part of the ChildLink programs. We also raised money during the annual Birthday appeal – giving much needed additional funds to ensure all ChildLink participants receive the care and support they deserve.

Sherwin, Nad and Pearlie from Vineyard of His Grace Ministries in The Philippines, INA's local lead partner, also visited Sydney and Melbourne, spending time visiting the INA offices in Bayswater, visiting supporters, and talking to them about the impact and success of the ChildLink program in The Philippines.



INA extends profound gratitude to every ChildLink Champion – children are seeing their God-given potential within reach... thanks to you!



SHE

The SHE program offers donors a meaningful opportunity to support and encourage some of the world's most disadvantaged women and girls. Through this regular giving, programs in Ethiopia, India, Nepal, Sri Lanka, and Uganda, women and girls are given opportunities to improve health and wellbeing knowledge and outcomes, attend ongoing education, and gain access to income generating self-help groups that empower them to take an active role in their futures. These activities combine to help entire communities move towards gender equity and giving girls and women the tools and support they need to flourish and thrive.

In 2023/24:

- 1,500+ women in Nepal were supported through a Maternal and Child Health project
- 580+ parents in Ethiopia participated in awareness raising session on the importance of child education
- 65% of women in India who attended vocational skills training, reported an increase in income
- 5 pad-making workshops were held in Nepal, where 135 women and girls received health and pad-making training
- 20 midwives in Ethiopia received training on safe delivery and emergency-obstetric-card

SHE donors received two updates over 2023/24 outlining the progress and impact of their generosity and faithful giving.

FUNDRAISING APPEALS

INA's passionate team reaches out to supporters throughout the year, and every generous gift from passionate supporters means that the incredible work and programs of local lead partners can continue for many years into the future.

You might have heard from us in many ways, over social media, via email or a letter in the post, or even through a phone call from one of the team, and at many different times over the year. For example, in May and June 2024, INA's end-of-financial-year raised funds to support mothers and their children in Nepal. Thanks to a wonderful amount of generosity of donors, the campaign was a great success and saw just over \$120,000 raised!

During 2024, INA has undertaken a major project to restructure its fundraising data and reporting capacity. This project commenced with the implementation of a new Customer Relationship Management (CRM) system that will allow more efficient and increasingly accurate reporting, allowing us to drive even greater outcomes for the people we serve all over the world.

The fundraising, marketing and communications team would like to extend their gratitude to every single person who gave so generously and responded so faithfully during 2023/24... what we do is only possible through you.

Thank You!

“

Learn to do good; seek justice, rescue the oppressed, defend the orphan, plead for the widow. ”

Isaiah 1:17 (NRSVUE)



STEWARDSHIP: FROM THE BOARD CHAIR



Dear friends,

This past year has been one of transition, as we marked a second full year free from the disruptions of COVID. Our Chief Executive Officer, David Ensor, left at the end of December 2023 to take on a senior role with a medical association. We understood David's decision to pursue this new opportunity, but his departure was a bittersweet moment for all of us. Over his three years with INA, David guided us with resilience and vision, especially through the challenges of COVID. He oversaw our move to the Bayswater offices, took steps to strengthen our foundation, and initiated several impactful projects. As we bid farewell to both David and his wife, Marina, who supported him so wonderfully, we extend our heartfelt thanks for their dedication to INA and

wish them God's richest blessings as they move forward.

In February 2024, we were pleased to welcome Dr. Andrew Catford as our new CEO. Andrew brings a wealth of experience from his previous role as Global CEO of Hagar International, a faith-based organisation addressing human trafficking. He also served many years with World Vision, including positions as National Director in the Solomon Islands and Senegal. Andrew's extensive experience and commitment to our mission have already been demonstrated by his visits to our programs in Nepal, Ethiopia, Uganda, and India, where he has strengthened connections with partners and seen firsthand the impact of INA's work. Andrew's wife, Louisa, is involved in the community legal sector, and together they share a commitment to serving others. We are thrilled that Andrew has joined us and look forward to the positive direction he will bring.

At our Annual General Meeting in November 2023, we re-elected Janelle Richards and Tristan Heron for another three-year term, and we welcomed Alex Milner and Jonathan Yap to the board. Janelle, who serves as chair of our People and Governance

Committee, and Tristan, chair of the Finance, Risk, and Audit Committee, have both been instrumental in steering INA's governance with excellence. Alex, a lawyer, and Jonathan, a risk management expert, will bring valuable skills to our Finance, Risk, and Audit Committee. Our other committees, the Fundraising Committee and the Development Committee, benefit from the support of external experts who generously offer their insights, which we deeply appreciate.

In November 2024, we will say goodbye to long-standing board members Kylie Wingjan and David Purnell. Their expertise and commitment over the years have been invaluable, and they will be greatly missed. At the same time, we are pleased to welcome Louise Currie, a seasoned development professional, who will add further depth to our Board team.

We are also grateful for the support of the Australian Government through the Department of Foreign Affairs and Trade's Australian NGO Cooperation Program (ANCP). This partnership amplifies the effect of every donation made by our supporters, allowing us to maximize our impact in some of the most vulnerable communities globally. To our generous supporters,

your ongoing dedication has enabled us to bring hope and assistance to thousands, changing lives in places where help is most needed.

This will be my final report as Chair of INA. After nine years on the Board, I have been honoured to take on a new role as Chair of the Governance Council for International Needs globally. We will be requesting an amendment to INA's constitution to allow me to remain on the INA Board for an extended term in this capacity. I am deeply grateful for the support I have received in this role and confident that INA is well-positioned for a smooth transition to a new Chair.

In closing, I wish to thank Andrew and the entire INA staff for their daily dedication and stewardship in serving our donors and partners. Their commitment continues to make a lasting difference for those in need, and I am privileged to have worked alongside them.

Gratefully,

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

**Dr. Ian Curtis AM HOSM BA
PhD FGIA**
Board Chair

GOVERNANCE AND ACCREDITATION

GOVERNANCE REPORT

Effective governance, management of resources and compliance underpin INA's ability to achieve its 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 as efficiently and effectively as possible 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 international development.

At last year's Annual General Meeting, Janelle Richards, Tristan Heron, Alex Milner, and Jonathan Yap were elected for full terms and Shelley Naylor

and Richard Lim were thanked for their terms as they stepped down. 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. 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 public- and supporter-facing fundraising, marketing, communications and Australian

education activities are 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, Whistleblowing, and Incident Management Systems; Business Continuity and Disaster Recovery; Human Resources Management; Information Technology; and Financial Management.

ANNUAL GENERAL MEETING

The 2023 Annual General Meeting of INA on 29 November 2023 re-appointed Seward Dawson auditors for the 2023-24 financial year. The 2024 Annual General Meeting is scheduled for 29 November 2024.

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 non-government 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.

BOARD & COMMITTEE MEMBERS



IAN CURTIS
AM HOSM BA PHD FGIA

Chairperson
Ex Officio All Committees
Doctor of Philosophy
Bachelor of Arts
Executive Program
(Graduate School of
Business, University
of Melbourne)
Fellow Governance
Institute of Australia
AM – Member of the
Order of Australia
HOSM – Humanitarian
Overseas Service Medal



JANELLE RICHARDS

Deputy Chairperson
*Chair of People and
Governance Committee,
appointed 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)



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



ALEX MILNER

Director
*Member of Finance,
Risk and Audit Committee,
appointed AGM,
29 November 2023*
Bachelor of Arts
Bachelor of Laws



JONATHAN YAP

Director
*Member of Finance,
Risk and Audit
Committee,
appointed AGM,
29 November 2023*
Bachelor of Commerce



KYLIE WINGJAN

Director
*Chair of Development
Committee, appointed
24 November 2021*
Bachelor of Arts
Graduate
Diploma in Education
Master of Social Science
(International Development)
Resigning at the AGM,
27 November 2024

MEMBERS OF OTHER COMMITTEES



DAVID PURNELL

Director
*Member of Development
Committee, appointed
24 August 2022*
Masters of Business
Administration in
International Development
Bachelor of Agricultural
Economics
Resigning at the AGM,
27 November 2024



LEO ORLAND

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



KHULEKANI MATHE

*Member of Development
Committee, appointed
27 April 2020*
Resigned, 30 October
2024



GEOFF WEINSTEIN

*Member of Fundraising
Committee, appointed
24 August 2023*



NATHAN FLANNERY

*Member of Fundraising
Committee, appointed
28 August 2024*



HEATH MCSOLVIN

*Member of Fundraising
Committee, appointed
25 October 2023*



**ASSOCIATE
PROFESSOR
MAX KELLY**

*Member of Development
Committee, appointed
26 August 2020*

FINANCIAL REPORTS

The financial year ended 30 June 2024 resulted in a deficit of \$232,444. Increased aid and development program costs had a significant impact on this result, despite an increase in overall revenue and some cost savings made in comparison to the 2023 financial year.

Raising funds for charitable purpose is the key focus of INA. A number of strategies have been put in place to increase revenue raised going forward and to carefully manage costs in the coming financial year.

Total revenue for the financial year ended 30 June 2024 excluding non-monetary donations was \$2,045,460, which is an increase of \$11,371 on the prior year. A reduction in one-off donations received was offset by an increase in government grant income, regular giving and appeals income.

INA has continued to provide a strong distribution of funds to programs for the year with \$1,428,087 distributed, which is an increase of \$19,934 over the prior year. Additional expenses were incurred for the implementation of a new customer relationship management system. Although more funds have been distributed to international programs, overall aid and development expenditure has decreased by \$86,685 due to cost-saving initiatives.

As of 30 June 2024, INA has retained earnings of \$328,142 which is within its 3-month operating costs reserve policy. INA's operations and financial management continue to be regularly monitored by the Board, sub-committees and management to ensure prudent financial management.

You can request a copy of our full Financial Reports for the year end 30 June 2024 by contacting our office at 16 Corporate Boulevard, Bayswater or by going to our website www.ina.org.au

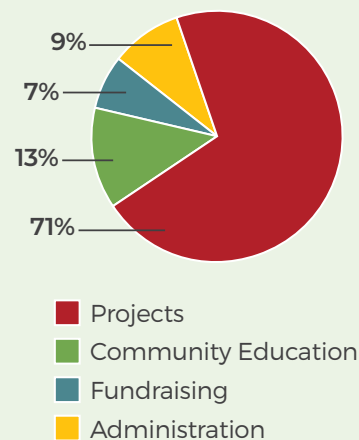
BOARD DECLARATION

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 30 June 2024 financial report.

In respect of the 30 June 2024 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

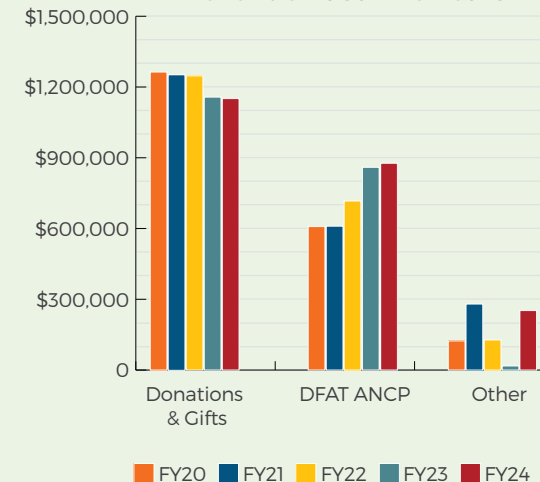
How Funds Are Spent



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

Revenue Past Five Years



4. The financial statements and notes give a true and fair view of the company's financial position at 30 June 2024 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 27 November 2024.

Ian Curtis
Board Chair

Tristan Heron
Chair of FRAC

FINANCE STATEMENTS

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2024

	2024 (\$)	2023 (\$)
REVENUE		
Donations and Gifts		
- Monetary	1,150,959	1,157,177
- Non-monetary	234,375	-
Grants		
- Dept. Foreign Affairs and Trade	876,673	859,505
Income	11,828	11,407
Revenue for International Political or Religious Adherence Promotion	6,000	6,000
TOTAL REVENUE	2,279,835	2,034,089
EXPENDITURE		
International Programs		
- Funds to International Programs	1,425,881	1,408,153
- Program Support Costs	199,525	214,603
Community Education	286,912	285,160
Fundraising		
- Public	158,820	251,548
Accountability & Administration	203,766	202,125
TOTAL INTERNATIONAL AID AND DEVELOPMENT PROGRAMS EXPENDITURE	2,274,904	2,361,589
Non-Monetary Expenditure	234,375	-
International Political or Religious Adherence Promotion Expenditure	3,000	3,600
TOTAL EXPENDITURE	2,512,279	2,365,189
EXCESS OF REVENUE OVER EXPENDITURE	(232,444)	(331,100)

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2024

	2024 (\$)	2023 (\$)
CURRENT ASSETS		
Cash and cash equivalents	307,084	553,979
Trade and other receivables	11,606	5,433
Other financial assets	50,000	150,000
Other	4,501	12,515
TOTAL CURRENT ASSETS	373,191	721,927
NON-CURRENT ASSETS		
Trade and other receivables	1,925	1,925
Property, plant and equipment	34,536	45,008
Right-of use assets	75,687	96,329
TOTAL NON-CURRENT ASSETS	112,148	143,262
TOTAL ASSETS	485,339	865,189
LIABILITIES		
Trade and other payables	24,275	59,616
Lease Liability	18,590	17,451
Short-term provisions	14,017	44,446
Other	425	46,577
TOTAL CURRENT LIABILITIES	57,307	168,090
NON-CURRENT LIABILITIES		
Lease liabilities	62,467	82,706
Long-term provisions	3,695	20,079
TOTAL NON-CURRENT LIABILITIES	66,162	102,785
TOTAL LIABILITIES	123,469	270,875
NET ASSETS	361,870	594,314
EQUITY		
Reserves	33,728	-
Retained Surpluses/Deficits	328,142	594,314
TOTAL EQUITY	361,870	594,314

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024**

2024	Reserves (\$)	Retained earnings (\$)	Total (\$)
BALANCE AT 1 JULY 2023	-	594,314	594,314
Surplus/(deficit) for the year	-	(232,444)	(232,444)
Transfers (to)/from reserves	33,728	(33,728)	-
BALANCE AT 30 JUNE 2024	33,728	328,142	361,870

2023	Reserves (\$)	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 2024, 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 material accounting policies, and the directors' declaration.

In our opinion the ACFID code compliant 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 2024 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.

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.



International Needs Australia

Independent Audit Report to the directors of International Needs Australia

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.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast material doubt on Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.


Saward Dawson



Jeffrey Tulk
Partner
Blackburn VIC

Dated: 21 November 2024

INA TEAM

INA has been thrilled to welcome new staff members.
Visit ina.org.au/about-us to learn more about each member of the team



Dr. Andrew Catford
CEO



Jyothi Chintapalli
Finance and
Operations Manager



Jacquie Scott
Fundraising Manager



Davide De Micheli
International Programs
Manager



Silvia Theodoridis
Donor and Community
Relations Officer



Kade Berman,
Education Officer



Joo Sing Chiu
Accounts Officer



Janita Nelson
Board Secretary

LET'S CHAT

CONTACT DETAILS

Mail

PO Box 484 Bayswater VIC 3153 AUSTRALIA

Physical Address

16 Corporate Boulevard Bayswater VIC 3153 AUSTRALIA

Phone

1300 731 550 (cost of a local call)
or (+61) 3 9877 7177

Web

www.ina.org.au

Email

info@ina.org.au

ABN

84 006 053 229

ACN

006 053 229

Please email your feedback and suggestions to info@ina.org.au

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

INA would like to acknowledge the incredible people – volunteers, interns, contractors, suppliers, and partners – who joined with us in 2023/24 and gave their time, energy, and talents to support marginalised women and children and end the cycle of poverty.

Thank You!

“

He has told you, O mortal, what is good, and what does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God? ”

Micah 6:8 (NRSVUE)



PLEASE VISIT US AT
WWW.INA.ORG.AU