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ANNUAL IMPACT REPORT 2025

IMPACT SNAPSHOT



HEALTH

Over **28,600** individuals across Ethiopia, Nepal, India and the Philippines benefitted from INA's health and Water Supply, Sanitation and Hygiene (WASH) programs.



LIVELIHOODS

20,650 participants were supported by INA's livelihood initiatives across nine countries.



EDUCATION

INA's education programs reached **20,220** individuals, including **9,434** girls and **8,801** boys.



GENDER EQUALITY

INA's projects impacted the lives of **21,630** women and **22,426** girls across nine countries through programs in health, livelihoods, education, and climate change.

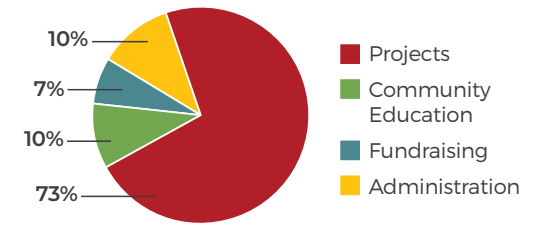


CLIMATE CHANGE

INA's locally-led initiatives have integrated climate action as a cross-cutting priority across its programs in education, health, livelihoods, and gender equality.

Thanks to the outstanding support of so many, INA received **\$2,065,120** in funding in FY24/25. **83%** 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.

HOW FUNDS ARE SPENT



“

Whoever is kind to the poor lends to the Lord, and He will reward them for what they have done. ”

Proverbs 19:17 (NIV)

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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



FROM THE CEO



Dear Friends,

Thank you for your ongoing faithful support of INA and our lifechanging mission to lift the world's most vulnerable women, children and communities out of extreme poverty. In 2025, your support was even more important than ever.

2025 has not been an easy year for the international aid and development sector, with the impact of the aid cuts by the United States and several others donors, significantly impacting what could be delivered around the world. These cuts threaten 42% of the global aid budget, the biggest decrease in funding since World War II. This has already begun affecting the 692 million people who still live in extreme poverty and who INA

serves. It also significantly sets back the progress INA and other agencies have been making towards achieving the Sustainable Development Goals (SDGs) by 2030. This particularly impacted INA's partners in Africa and Asia Pacific. However we were fortunate that the generous support of you our donors, ensured we could continue all our transformational projects this year as planned. Thank you.

In addition, 2025 was a year of unprecedented global conflict and displacement with an estimated 123 million people displaced globally. For INA we felt this most acutely in Myanmar where as a result, we transitioned our long-term development project to exclusively focus on Internally Displaced People (IDPs).

Despite these challenges, we had an exceptional year in terms of impact, reaching even more women, children and communities than before, through our wonderful Local Lead Partners (LLPs) across 9 countries. Some of the highlights included:

- Empowering over **69,348 individuals** in Southeast Asia, South Asia, and Eastern Africa, a 50% increase on 2024.

- Championing more than **40,782 children**.
- Enabling over **21,605 women, including 193 with disabilities**.
- Expanding the potential of more than **22,246 girls**.

Other highlights this year included:

Ensuring Access to Quality

Education – Expanding quality early childhood, primary and secondary education for children, with a particular focus on ensuring girls can access education and also ensuring disabled children and other marginalised groups have equal access to quality education.

Improving Maternal Child Health and

Nutrition Outcomes – Continuing our investment in local health services, and community awareness and outreach programs, to ensure mothers, children and whole communities can equally access effective maternal health and nutrition services. This included expanding our programs providing clean water, improved sanitation and effective hygiene awareness to schools, health centres and communities.

Enhanced Livelihoods

– Enabling families to become economically resilient through increased and sustained income. This included expanding savings and loan groups, farmer groups, and continuing to roll-out the use of improved agriculture and livestock technologies, particularly

those that aid the adaption to changing climatic conditions.

Improved Gender Equity – Expanding our gender equity approach to continue to level the playing field and ensure girls and women have more equal access to education, health and livelihood opportunities within their communities. In 2025 we completed a gender, diversity and social inclusion (GEDSI) analysis across all INA programs to ensure all INA programs are empowering women, girls, the disabled and other marginalised groups to have more equal access to opportunities.

Climate Change Adaption – Assisting communities understand the impact of climate change on their context and helping them adapt, particularly through their agriculture and livelihoods activities. In 2025 we also completed a climate change adaption analyses across all INA programs globally, to identify best practice climate change adaption responses and expand these promising practices.

Also this year we reviewed our existing INA strategy and developed our new strategy for 2026-2030 Strategy. We are confident our new strategy will guide us strongly through the coming 5 years with its focus on further developing and expanding our leading locally-led development approach so we can impact even more vulnerable women and children in the countries where we work. The strategy also includes

a focus on expanding our well regarded Australian school program to ensure more Australian youth in primary and secondary schools have the opportunity to better understand global poverty and its solutions, and find their own individual sense of purpose.

In particular this year, I have greatly appreciated meeting and getting to know many of you, our wonderful supporters through my travels. I have been constantly reminded through these many and varied interactions of what special people INA supporters are. Despite the often seemingly insurmountable challenges we face in our world, your faithful and steadfast support has enabled INA to achieve even more than we could have hoped for this past year. This has enabled us to firmly keep our focus on working towards a just world where the most marginalised women and children are treated equally to reach their God-given potential.

Thank you again for your support and we look forward to building on these achievements in 2026 through our wonderful LLPs to help more communities prosper and thrive.

Blessings,



Andrew Catford
Chief Executive Officer

FROM THE BOARD CHAIR



Dear Friends,

The past year has been a really important one for us at INA to focus on our core purposes and how we serve Christ in his World.

At last year's Annual General Meeting (AGM), INA updated its constitution to affirm that we are a Christian organisation, established in 1974 as an aid and development agency with a strong Christian identity derived from the Lausanne Movement Conference in that year.

Over the past year, the Board has developed and approved a Christian Identity Policy which aims to provide policy and guidelines for the INA Board and staff on how INA seeks to live out its Christian identity.

Our Christian faith infuses everything we do. It motivates our work amongst the poor, the disadvantaged, and the oppressed in the World because we believe that "The earth is the Lord's, and everything in it, the world, and all who live in it" (Psalm 24:1).

INA is known for its approach of Locally-led Development which seeks to strengthen local partners. This approach creates better and more sustainable development outcomes. It also reflects our belief that our local partners are also made in God's image (Genesis 1:27), have innate dignity, and that our partnership with our local Christian partners reflects a genuine fellowship in the Gospel (Philippians 1:5).

This year, INA has the privilege of presenting on Locally-led Development at the Australian Council for International Development (ACFID) Conference, the peak body gathering of Australian Non-governmental Organisations (NGOs) involved in international aid and development.

INA is also known for our work amongst High School students in Australia, teaching about global poverty issues and providing opportunities for students to experience our work overseas. We see this work as strategic

and critical for current and long-term support for our work.

Accordingly, we are always grateful for all of our supporters and their continued faithful and sacrificial giving to our work. We also recognise and are thankful for the support of the Australian Government through the Department of Foreign Affairs and Trade Australian NGO Co-operation Program [ANCP] this past year given the multiplying effect it has to each of your donations.

Finally, we wish to thank our staff, ably led by our CEO, Andrew. One of the great pleasures of this year has been the opportunity for our Board members to work more directly with our staff and to be encouraged by their commitment, faith and expertise.

Gratefully,



Alex Milner
Board Chair

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 strengthen partners with locally developed and led solutions, to empower the most marginalised.

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 education, 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.

“

Show me your faith without deeds, and I will show you my faith by my deeds.”

James 2:18 (NIV)

INA'S NEW STRATEGY

Over a 13-month period, the INA staff team and Board completed a detailed process to develop the new INA 2026-2030 Strategy. This included carefully analysing the development and fundraising landscape in Australia, reviewing INA's previous strategy and our performance, undertaking consultations with local partners to hear their perspectives, and completing various strategy development activities.

The resulting strategy provides INA a clear roadmap for the coming five years to build upon the strengths INA has built up over the past 50 years particularly in locally-led development

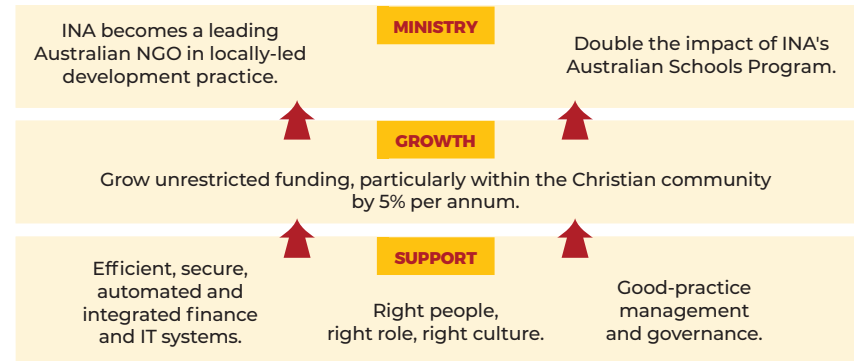
and the Australian schools program. The strategy will further position the organisation for greater impact through further developing our expertise and leadership role in locally-led development approaches and ensuring long-term organisational sustainability. The strategy includes a tangible five-year goal, as well as key Ministry, Growth and Support Objectives that provide a wholistic framework of key interventions. The strategy will form the basis for Annual Business planning and staff performance measurement over this period including being used as key metrics for both CEO and Board performance. The INA staff and Board

INA STRATEGY 2026 - 2030

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

MISSION: We strengthen partners with locally developed and led solutions, to empower the most marginalised.

5-YEAR GOAL (2026-2030): By 2030, INA becomes an enduring, respected leader in locally-led development, with increased impact.



are very excited with the shared clarity and focus the strategy brings and very much look forward to the journey

realising this together over the coming five years.

HOW WE WORK

PURPOSE

INA has 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, Gender Equity, and Livelihoods. This mission is strengthened by our cross-cutting commitment to supporting communities to adapt to the ever-changing impacts of Climate Change.

SUSTAINABILITY

Poverty and injustice, particularly for women and children, hinder the realisation of God-given potential. Over INA's 50 years of experience, we have seen these challenges overcome through inclusive programs that strengthen women, children, and other marginalised groups. By fostering self-sufficiency and ensuring fair and equal opportunities, the cycle of poverty

can be broken, creating long-term, sustainable outcomes that endure well beyond the life of any single project or funding cycle.

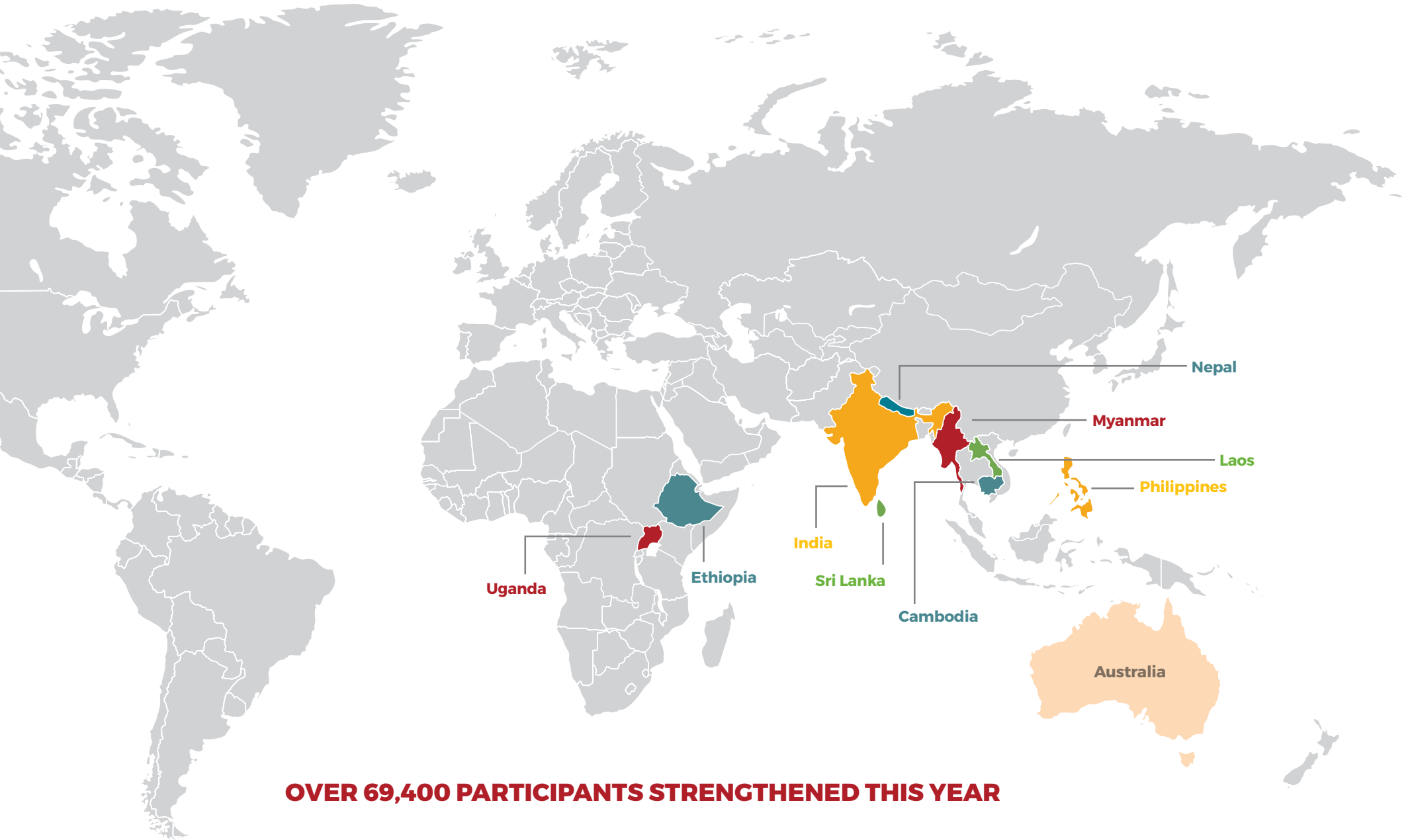
COLLABORATION

INA has walked alongside its LLPs 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.

This model fosters a cycle of continuous improvement, enabling local organisations to become mature, strong, effective, and sustainable – capable of delivering development outcomes to the highest standards. For full details on this model and our approach to Locally-led Development, please refer to page 16.

WHERE WE WORK



OVER 69,400 PARTICIPANTS STRENGTHENED THIS YEAR



LAO PDR

Partner: Gender Development Association (GDA)

Promoting Gender Equality in Climate Resilience
– ANCP funded



ETHIOPIA

Partner: Bole Bible Baptist Church (BBBC)

Lemo Ezha Integrated Development (LEID) – ANCP funded



CAMBODIA

Partner: Cambodian Organisation for Children and Development (COCD)

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



INDIA

Partner: ACTS Group of Institutes (ACTS)

Allahabad Empowering Women and Girls (EWG)

Partner: Development Association for Integrated Activity (DAIA)

Educate, Embrace and Empower



PHILIPPINES

Partner: Vineyard of His Grace Ministries

Vineyard Human Development, Education and Livelihoods (HEAL) – ANCP funded



NEPAL

Partner: Human Development & Community Services (HDCS)

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



MYANMAR

Partner: Karen Women Empowerment Group (KWEK)

Building Resilience: Supporting Children in Conflict-Affected Areas (BURE) – ANCP funded



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



SRI LANKA

Partner: International Needs Sri Lanka (IN Lanka)

PTK Emerge – Eradicating Poverty Through Livelihoods and Education

OUR WORK ACROSS SECTORS

INA firmly believes that the long-term eradication of poverty can only be achieved through sustainable, locally-led solutions. With this in mind, our work in 2024-25 focused on five key areas: Education, Health, Livelihoods, Gender Equity, and Climate Change.

In addition, INA is committed to ensuring the full and effective participation of individuals with disabilities. Through regular monitoring, evaluation visits, and timely reporting, individuals and communities in our partner countries are becoming more resilient in the face of poverty.

“
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)



Women farmers in Ethiopia with avocado seedlings after completing a successful training session

EDUCATION: EMPOWERING MINDS FOR THE FUTURE

Education lies at the heart of INA's vision for lasting transformation. Across all programs, INA and its Local Lead Partners work to ensure that every child, regardless of gender, location, religion, ethnicity or circumstance, has the opportunity to learn, grow, and thrive. Through early learning initiatives, school rehabilitation, teacher training, and community engagement, INA's approach supports both access and quality in education. Partners prioritise inclusive classrooms where children with disabilities, girls, and vulnerable learners feel safe and supported. By working alongside parents, teachers, and local education authorities, INA helps build environments where knowledge becomes a tool for empowerment, hope, and dignity, reflecting the belief that every child holds the potential to shape a brighter future for their community.

In 2024–25, education programs reached over **10,500 students and 2,200 parents** across Ethiopia, Nepal, Uganda, Sri Lanka, Myanmar, and the Philippines.

In *Ethiopia*, **Bole Bible Baptist Church (BBBC)** built and rehabilitated four classrooms and provided school materials for 700 children, while 60 teachers received professional training and 1,200 parents took part in awareness sessions promoting the importance of education for girls and boys alike.

In *Nepal*, **Human Development and Community Services (HDCS)** enhanced learning conditions in Rukum West through the construction of WASH facilities in schools and the provision of learning materials for more than 4,000 students, helping to reduce absenteeism and improve retention.



A group discussion at a learning space in Myanmar

In *Sri Lanka*, **International Needs Lanka (INLK)** supported children through after-school activities that helped them keep up with studies while providing safe spaces to learn and connect with peers.

In *Uganda*, **International Needs Uganda (INUG)** continued its support for rural schools, offering scholarships and mentoring that enabled hundreds of children from vulnerable households to complete their primary education.

In *Myanmar*, the **Karen Women Empowerment Group (KWEG)** created safe and inclusive learning spaces for children affected by conflict and



Children in Sri Lanka participating in after school activities

displacement, providing psychosocial support and alternative education opportunities for those unable to attend formal schools.

In the *Philippines*, **Vineyard of His Grace Ministries** strengthened after-school learning and psychosocial support for children in poor and disaster-affected communities, ensuring that over 500 learners had a safe space to study and play. Together, these efforts are building a generation of young people equipped with knowledge, confidence, and the opportunity to transform their own futures.

GENDER EQUALITY: CREATING OPPORTUNITIES, TRANSFORMING COMMUNITIES

Gender equality is central to INA's mission of restoring dignity and opportunity. Across all programs, INA and its Local Lead Partners work to challenge barriers that prevent women and girls from participating fully in education, leadership, and economic life. The approach goes beyond inclusion, focusing on transforming the systems, attitudes, and power dynamics that sustain inequality. Through awareness sessions, leadership training, vocational programs, and the promotion of safe spaces, INA supports women and girls to find their voice and shape decisions that affect their lives. At the same time, men and boys are engaged as allies in building respectful and equitable communities where every person can flourish.

In 2024–25, gender-focused activities reached more than **9,000 people** across Ethiopia, Nepal, Uganda, Sri Lanka, India, and the Philippines.

In **Ethiopia**, **Bole Bible Baptist Church (BBBC)** trained 200 women in self-help groups on leadership and entrepreneurship while promoting equal participation in family and community decision-making.

In **Nepal**, **Human Development and Community Services (HDCS)** strengthened 90 mothers' groups that became spaces for learning, psychosocial support, and women's leadership, improving confidence and health awareness among more than 1,000 participants.

In **Uganda**, **International Needs Uganda (INUG)** continued to promote women's economic empowerment, with 60 percent of farmer association members being women leading income-generating activities and governance roles.

In **Sri Lanka**, **International Needs Lanka (INLK)** worked with adolescent girls through mentoring and after-school activities that encouraged confidence and personal development.

In **India**, **ACTS** focused entirely on the empowerment of women and girls, with more than 200 girls gaining access to education opportunities otherwise out of reach and learning employable skills, while women accessed vital health information and training through awareness campaigns.

In the **Philippines**, **Vineyard of His Grace Ministries** provided livelihood and counselling support to women affected by poverty and violence, helping them rebuild security and

hope for their families. Together, these initiatives are advancing equality not as a standalone goal, but as a shared transformation that strengthens entire communities.



Young mothers in Nepal attending a health workshop

LIVELIHOOD: BUILDING PATHWAYS TO PROSPERITY

INA's livelihood programs aim to create lasting opportunities for families to move from survival to stability and self-reliance. Working through its Local Lead Partners, INA supports vulnerable communities to develop sustainable income streams, strengthen financial literacy, and build confidence to lead their own economic change. The approach focuses on practical skills, entrepreneurship, and collective action through farmer associations, self-help groups, and savings networks. Livelihood work is not only about earning an income; it is about restoring dignity, fostering equality, and enabling people to provide for their families with hope and pride.

In 2024–25, livelihood initiatives supported more than **19,000 people** across Uganda, Ethiopia, Nepal, Sri Lanka, Myanmar, and the Philippines.

In **Uganda**, **International Needs Uganda (INUG)** helped 1,506 smallholder farmers, 60 percent of them women, organise into farmer associations that improved productivity, diversified crops, and strengthened local marketing networks.

In **Ethiopia**, **Bole Bible Baptist Church (BBBC)** enhanced food security and income generation by training 200 women in vocational skills, providing improved seeds to 40 farming households, and supporting 100 families to boost agricultural productivity.

In **Nepal**, **Human Development and Community Services (HDCS)** trained 600 participants in agriculture, livestock, and small business management, while local savings groups achieved strong loan repayment and continued to expand their reach.

In **Sri Lanka**, **International Needs Lanka (INLK)** distributed agricultural inputs to more than 200 families and provided household farming training to increase access to nutritious food and enable families to sell surplus high-value produce in local markets.

In **Myanmar**, the **Karen Women Empowerment Group (KWEG)** supported women-led households to rebuild livelihoods disrupted by conflict, providing agricultural tools, start-up capital, and vocational training



CoMSCA (Community Managed Savings and Credit Associations) participants in the Philippines in their variety store

to strengthen food security and income generation.

In the **Philippines**, **Vineyard of His Grace Ministries** supported more than 1,200 members of Community-Managed Savings and Credit Associations (CoMSCA), helping families access small loans, start businesses, and weather out economic shocks.

Together, these programs are building the foundations of economic independence, empowering families to turn hard work and resilience into a future of opportunity and self-determination.

“
The generous will themselves be blessed, for they share their food with the poor.”

Proverbs 22:9 (NIV)

HEALTH: RESTORING WELLBEING AND DIGNITY

INA's approach to health is rooted in the belief that every person deserves the chance to live in safety and dignity, free from preventable illness. Through its Local Lead Partners, INA supports communities to strengthen local health systems, improve access to essential services, and promote long-term behavioural change. The focus is holistic, combining maternal and child health, hygiene, nutrition, and psychosocial wellbeing. By investing in local health centres, training health workers, and empowering families with knowledge, INA helps communities take ownership of their health. The approach integrates care, prevention, and inclusion, ensuring that women, children, and people with disabilities are at the centre of every intervention.

In 2024–25, health programs reached more than **12,000 people** across Ethiopia, Nepal, India, and the Philippines through improved health services, community training, and awareness initiatives.

In *Ethiopia*, with the financial support of the **Fullife Foundation, Bole Bible Baptist Church (BBBC)** trained 72

health workers on emergency obstetric and neonatal care and equipped 20 health centres with essential medicines and equipment, improving maternal and newborn outcomes in Lemo and Ezha districts.

In *Nepal*, **Human Development and Community Services (HDCS)** promoted maternal and child health awareness through 90 mothers' groups, while 4,000 students and 1,200 parents participated in hygiene and nutrition sessions that strengthened links

between school health and family wellbeing.

In *India*, **ACTS** conducted health camps for more than 600 women and girls, raising awareness on disease prevention, menstrual health, and nutrition while coordinating referrals to local clinics for those requiring further care.

In the *Philippines*, **Vineyard of His Grace Ministries** reached over 1,000 community members through

health education and psychosocial counselling, supporting both physical and mental recovery for families in hardship.

Across these health initiatives, access to clean water, sanitation, and hygiene (WASH) remained a vital cross-cutting focus. In partnership and with the financial support of **We can't wait (Operation Toilets Australia)**, INA and its partners made significant progress in Ethiopia and Nepal, ensuring that improved health outcomes are supported by safe environments.

In *Ethiopia*, the **EWASH project** enabled over 4,400 students to take part in handwashing campaigns, supported 48 families to build improved household latrines, and provided clean water to more than 4,400 people through new water points and pipelines.

In *Nepal*, the **Safe Water Access in Nepal (SWAN) project** reached 5,092 students with hygiene education, built or upgraded WASH facilities for 1,200 learners across 14 schools, and trained 20 school committees to manage and maintain sanitation infrastructure.

These initiatives are not only protecting health but also creating safer, more dignified learning environments where children can thrive and communities can flourish.



Women in India having a discussion at a health camp

CLIMATE CHANGE: STRENGTHENING RESILIENCE, PROTECTING THE FUTURE

Climate change has become one of the most urgent global challenges affecting economies, ecosystems, and communities. The world's most vulnerable regions and individuals are the ones most affected by the rapid changes in climate, facing greater risks to their food security, health, and livelihoods. Addressing this challenge is an integral part of INA's mission to ensure sustainable development and protect the wellbeing of those most at risk. By understanding how the effects of climate change intersect with all aspects of community life, INA integrates climate action as a cross-cutting priority across its programs in education, health, livelihoods, and gender equality.

In alignment with the **Australian Council for International Development (ACFID) Climate Action Framework**, INA works through its Local Lead Partners to put into practice locally motivated, climate-responsive programs focused on adaptation, mitigation, and environmental restoration. By embedding these strategies into every sector, INA's initiatives are becoming more inclusive, effective, and resilient, empowering communities to adapt and build a sustainable future for generations to come.

In 2024–25, INA's most active climate programs were implemented in **Laos** and **Cambodia**, where communities are already seeing tangible change.

In **Laos**, INA's partner **Gender and Development Association (GDA)** is leading a climate-focused project in Feuang District that integrates gender equality with sustainable agriculture. The program empowers women, especially those from ethnic minority groups, through training in climate-resilient farming, solar energy use, and greenhouse management. Over 400 participants have taken part in community action planning, peer learning, and resource distribution activities, which are improving food security and positioning women as leaders in local climate adaptation and disaster management.

In **Cambodia**, **Cambodian Organisation for Children and Development (COCD)** has incorporated climate action into its work in Veal Veng District by promoting chicken farming as a sustainable livelihood alternative to deforestation and fuelwood use. The initiative trains farmers in climate-

smart agriculture, microfinance, and feed production while constructing weather-resilient shelters and systems to protect livestock. These efforts have increased household food security and reduced pressure on local forests, demonstrating how locally-led, gender-inclusive livelihoods can contribute

directly to environmental protection. Together, the programs in Laos and Cambodia reflect INA's growing commitment to climate action, helping communities not only adapt to a changing environment but actively restore it, ensuring a more equitable and resilient future for all.



A woman lime farmer in Laos

LOCALLY-LED DEVELOPMENT: WHEN CHANGE STARTS FROM WITHIN

At INA, we believe that lasting change begins within communities themselves. Locally-led Development (LLD) is not just a principle we follow; it's at the heart of how we work. It means recognising that the people who live with challenges every day are also the best placed to create the solutions.

For INA, locally-led development is about trust, respect, and partnership. It's about listening to local voices, supporting their vision, and walking alongside them as they drive progress in their own communities. This ensures that the work we support is not only effective today but continues to grow and sustain itself long into the future.

This belief shapes every program INA supports across Africa and Asia, and aligns with the Australian Government's commitment to Locally-led Development under DFAT's ANCP program, reinforcing the shared vision that communities thrive when they lead their own development journeys.

WHAT LOCALLY-LED DEVELOPMENT LOOKS LIKE AT INA

Across all of INA's work, local partners are at the heart. Every program is implemented through our network of **Local Lead Partners (LLPs)**, independent, locally governed civil society organisations led and staffed by people from their own communities.



INA CEO (left) and INA International Program Manager Davide De Micheli (right) with Hilda John Ranjit Kumar, Director, DAIA, India

Each LLP leads its own **strategic direction** and defines the priorities and approaches that shape its projects. This means that INA's programs are not designed externally, they emerge from our partners' understanding of their local context, needs, and long-term goals. INA's role is to **accompany and strengthen** these visions: providing access to funding, technical advice, and accountability systems that help transform local strategies into sustainable community impact.

This same approach applies to **financial management and resource allocation**. While project funds are channelled through INA on behalf of the Australian public and government, **LLPs determine how those resources are used**, developing and managing budgets, leading financial planning, and allocating funds in line with community priorities. INA provides financial oversight, guidance, and support when needed, but **100% of project funds** are transferred to the partner, including a dedicated portion for **core organisational costs** not tied to specific projects.

Through this approach, partners are not just implementers, they are decision-makers, leaders, and co-owners of INA's collective mission.

INA'S PARTNERSHIP FRAMEWORK: A JOURNEY OF GROWTH

To put this approach into practice, INA has developed a **Partnership Framework**, a structured yet flexible model that supports each partner's growth as an independent, accountable, and sustainable organisation.

The framework follows a **Partnership and Engagement Model** with three stages of partnership. (Below right)

These stages are not about transferring control, *because local partners always lead*. Rather, they describe how INA progressively adjusts its support as partners become stronger, more connected, and more independent within their own ecosystem.

PARTNERSHIPS IN PRACTICE: GROWING TOGETHER

DAIA - FROM EMERGING PARTNER TO COMMUNITY LEADER (INDIA)

When INA first partnered with DAIA (Development Association for Integrated Activities), only a few years ago, it was a small, community-rooted organisation offering welfare support to vulnerable families in southern India. The local team had strong relationships and trust within their communities but limited organisational structure and donor access.

Through INA's partnership framework, DAIA received mentoring in governance, strategic planning, and project management, always within its own locally defined priorities. Over time, DAIA strengthened its leadership team, established formal governance systems, and developed a clear organisational strategy.



INA CEO (left) with Tanka Subedi, Lead-Community Development Program, HDCS Nepal

Together, INA and DAIA transitioned from short-term welfare activities to sustainable, community-led development programs that empower women and children through education and livelihoods. Today, DAIA is a growing, well-structured organisation recognised for its integrity and vision.



INA CEO Andrew Catford (in the middle) with HDCS Board and Management, Nepal

Its programs reflect the needs identified by the community, their context, their solutions, while INA continues to provide funding access, coaching, and shared learning.

HDCS - STRENGTHENING INDEPENDENCE AND INFLUENCE (NEPAL)

In contrast, INA's partnership with Human Development and Community Services (HDCS) in Nepal represents the other end of the journey. HDCS is a strong, well-established national organisation. Over the years, INA's role has been one of **strategic accompaniment**, providing co-funding, technical collaboration, and opportunities for shared reflection.

With INA's support, HDCS refined its community development approaches and deepened its integration of gender equality, inclusion, and sustainability across programs. The partnership also enabled HDCS to expand its engagement with government and other development actors, strengthening its leadership role in Nepal's civil society network.

In 2024, HDCS achieved a major milestone: it successfully secured **direct funding from the Australian Government through the DFAT Embassy in Kathmandu**, independently of INA. This reflects the true purpose of INA's partnership model, to walk alongside organisations as they grow in strength, credibility, and self-sufficiency.

Diagram of INA's Partnership and Engagement Model



SUPPORTER ENGAGEMENT, ADVOCACY AND REACHING THE NEXT GENERATION

INA is blessed to have more than 1,100 active supporters who play a vital role in our mission to serve the most marginalised communities – especially women and children – in our partner countries. Through our SHE program, supporters help women and girls in disadvantaged regions of Ethiopia, India, Nepal, Sri Lanka and Uganda to flourish and thrive. Our flagship child sponsorship program, ChildLink, supports not only individual children but strengthens entire communities by building pathways to sustainable, independent incomes. All of this is made possible through regular giving, which we are committed to honouring through transparent communication and ongoing engagement across our social media and other channels.

Beyond our committed individual supporters, we are also grateful for the schools that partner with us to inspire the next generation of young Australians. Through workshops, immersions, and collaborative events, students are engaging deeply with the realities of international development and making a tangible difference through their fundraising efforts.

INA's impact is further strengthened by the contributions of our dedicated interns from leading Australian universities, as well as our highly motivated volunteers who generously share their time and expertise.

Thank you to everyone who has journeyed with us throughout the year. Your involvement makes a real and lasting impact.

A CoMSCA participant in the Philippines working on her sewing machine





SHE is a movement to support women and girls and rid the world of the injustices and inequity they face around the world today. A girl, woman, or a single mother supported through this program can avail educational opportunities, community training about equal rights for women and girls, and child protection in their respective communities.

Through the last year, SHE supporters have helped women learn financial management skills, access credit, and be able to set up small businesses to help their families escape poverty.



Jane, a maize farmer in Uganda, is able to provide three nutritious meals a day for her family thanks to the farming training she received

Women and girls received essential healthcare services and supplies, especially in remote areas through steadfast support from regular givers.

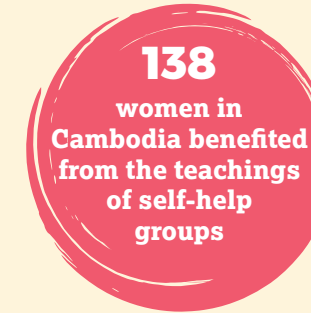
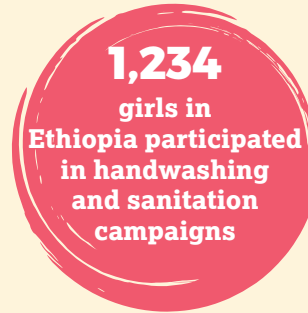
Key highlights from the SHE program in 2024/25:

• **Health**

- In **Ethiopia**, 60 girls were trained to prepare underwear sanitation pads using locally available material.
- In **India**, 118 girls and women have an improved knowledge of preventive measures against Dengue and viral fever and have accessed free medical advice in their village.
- In **Nepal**, 221 girls from 23 schools benefited from receiving training on menstrual hygiene and reproductive health.

• **Education**

- In the **Philippines**, 340 girls received education assistance including school supplies. In addition, 296 girls benefited from after school learning and tutoring sessions.
- In **Myanmar**, 8 women were trained in improving data accuracy, ensuring



standard reporting practices, and strengthening data privacy protocol in their fight against Gender Based Violence.

- In **Lao PDR**, 211 women participated in Ending Violence Against Women Day (EVAW) in conjunction with the District Lao Women’s Union to raise awareness of the significance of the day.
- **Livelihood**
- Across **Uganda**, 1,800 women, including 63 with disabilities, were part of farming projects to upskill

their farming techniques, many of whom have tripled the yield of their production and can now better support themselves and their families.

- In **Sri Lanka**, 103 families received support to start or strengthen income-generating activities through saving groups allowing them to support themselves and their families.



Pad making workshop in Nepal

“ She considers a field and buys it; out of her earnings she plants a vineyard. ”

Proverbs 31:16 (NIV)

CHILDLINK

ChildLink, INA's child sponsorship program, is a dynamic and long-standing initiative at the heart of our mission. For over five decades, ChildLink has provided a meaningful way for sponsors in Australia to make a profound difference in the lives of disadvantaged children across several countries — including **Ethiopia, India, the Philippines, Sri Lanka, and Uganda.**

In partnership with our wonderful LLPs, ChildLink continues to serve as a lifeline, a beacon of hope, and a testament to the transformative power of collective compassion. The program not only supports each Linked child but also uplifts their family and community — helping to shape brighter futures for thousands of children who deserve nothing less.

OUR LOCAL LEAD PARTNERS

Ethiopia: Bole Bible Baptist Church (BBBC)

Uganda: International Needs Uganda (INUG)

India: ACTS Ministries (ACTS Allahabad)

Sri Lanka: International Needs Sri Lanka (INLK)

Philippines: Vineyard of His Grace Ministries (Vineyard)

Young children at school in the Philippines



child
link

THE IMPACT OF CHILDLINK

Through the generosity of our sponsors, children are gaining access to **quality education**, helping to break the cycle of poverty and open doors to a brighter future. ChildLink equips young minds with the tools and confidence they need to overcome challenges and realise their full potential.

- **80%** of every donation goes directly towards supporting the Linked child's education and improving the lives of their family and community. This includes essential costs such as **school fees, uniforms, basic school supplies, health checks, and nutritious school lunches.**
- Additionally, contributions help empower parents and community members, ensuring a more **sustainable and holistic approach** to development.

- The remaining **20%** supports vital **project management and administrative costs**, ensuring sponsorships are well-managed and create lasting impact.

At INA, we believe sponsorship is more than a financial contribution — it's about **sharing in the joy of giving and witnessing the difference that generosity creates.**

Through ChildLink, sponsors can stay meaningfully connected with their Linked children by exchanging letters, cards, updates, photos, and small gifts. These heartfelt connections allow sponsors to share in their Linked children's journeys, milestones, and dreams, and to see firsthand the transformative impact of their support.

CHILDLINK SUCCESS STORIES

SHAJIA FROM INDIA

In India, despite progress in education, many girls still face significant barriers to continuing their studies. At INA's study centre in Allahabad, in rural north India, that gap is being addressed by providing both academic support and practical life skills – such as stitching – in a safe and empowering environment.



Shajia at the study centre

When Shajia first arrived at the study centre, she was shy and hesitant to speak. Her early life was difficult — her parents couldn't care for her, and she lived with extended family where she often felt isolated. But with consistent support, education, and a nurturing environment, she found her voice.

Today, Shajia is not only a confident learner but a leader, teaching younger girls and actively participating in community life. Her story is a powerful example of what a ChildLink Sponsorship can help achieve.

Children's names have been changed to protect privacy.

INA is deeply grateful to the continued support of the ChildLink supporters and the in-country local partners who have helped numerous children across communities to realise their dreams and turn their hopes into reality.

JULIETTE FROM UGANDA

Growing up in Uganda, Juliette was a girl who knew all about caring for people and taking responsibility. She was born into a family experiencing severe poverty, and a terminally ill father who sadly passed away.

By the time she was 12, Juliette took on the responsibility of raising her young siblings, running the household, looking after herself, keeping up all their education and studying for her exams.

For Juliette, the INA ChildLink Sponsorship was a source of strength she drew on. In her own words: "Through all of this, I was blessed with a devoted INA sponsor who remained by my side, providing the encouragement and support I needed to keep moving forward. I owe much of my success to International Needs Australia and International Needs Uganda. With their help, I was able to complete my studies."



Juliette and her mother during her graduation

Now 23, Juliette has secured a job at a hotel in Kampala. She's able to support her younger siblings and help ease the financial burden on her family.

These opportunities opened up for Juliette (and to children in similar situations) only because of the unwavering support from her ChildLink Sponsor.

AUSTRALIAN SCHOOLS: EDUCATION AND ADVOCACY PROGRAMS

INA's Australian school programs ignite students' passion for social justice through workshops and programs that develop skills to drive meaningful change, shaping the next generation of compassionate, informed global citizens. The programs enact 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. Programs combine advocacy, education, empathy, and conscientiousness, and promote a deep commitment to social engagement and action among Australian students.

PROGRAM IMPACT

In 2025, INA expanded its education outreach, offering 27 programs that cater to students from primary school to Year 12 through workshops. The programs have been designed to engage students on topics such as global poverty, gender inequity, social justice, sustainability, and international development, instilling deeper understanding and responsibility towards global issues.

This included:



- The **Act Your Purpose (AYP)** program for Year 9-10 effectively helped students identify their passions for social justice and act upon them through fundraising, advocacy, or social enterprise.
- The popular **Health and Human Development (HHD)** workshop effectively supported students in Year 12 for their last unit of HHD in VCE in an advanced and engaging understanding of health challenges in global poverty.



- The **Just Like Me (JLM)** program for Upper Primary Students gave students a realistic insight into global

poverty and the challenges children just like them face in developing countries. These interactive workshops enabled students to learn about privilege, compassion, and empathy for the everyday life of those living in poverty, fostering global awareness and action.

INA's facilitator team worked across **17 schools**, often engaging in multiple workshops within the same school, impacting over **2,000 students** in the past year.

SUSTAINABLE SCHOOL RELATIONSHIPS AND IMMERSIVE EXPERIENCES

TRINITY GRAMMAR SCHOOL

In 2024, Trinity Grammar School, Kew students fundraised an impressive \$35,728 AUD through their Harambee Sundee fundraiser, to build a library at Goldenville Elementary School in the Philippines following their 2023 Trinity Immersion Trip. During the trip, students witnessed firsthand the significant challenges the school faced and made a personal commitment



Year 12 Ruyton Girls' School students at an HHD workshop

to help make a difference. Thanks to their efforts, the new library funded by Trinity, officially opened in 2025 and now provides much-needed learning facilities to more than 3,000 students.

For more about Trinity's latest Harambee Sundee achievements, please turn to page 26.

SCOTCH COLLEGE 24-HOUR HIKE

INA partnered with Scotch College in a special fundraiser where students hiked to help raise funds for INA to support women in the Philippines and Uganda.

For more on this, head over to page 26.



INA Education Facilitator Sonniah Waiyo answering questions during a workshop

FACILITATOR TEAM

INA's **facilitator team of 6** has been instrumental in the delivery of these programs. Led by experienced, registered teacher, Kate Pincheira (INA's Education and Advocacy Officer), the team consists of incredibly passionate people with a vision to empower young people to change the world. Holding degrees in Geographical Science, International Relations and Human Rights Global Studies, Master of Development Studies or



Kate Pincheira, INA's Education and Advocacy Officer, at a workshop in Bayswater South Primary School

studying International Development and Criminology, this team is both equipped as well as dedicated to International Development. This makes for a great demonstration to school students of what it means to be a Global citizen. After initial training, ongoing training continued through close mentoring, and taking time to debrief, using reflective practice to innovate ways of continually improving the program to ensure impactful and engaging initiatives.

LOOKING AHEAD

INA plans to significantly expand its Australian schools' program in the coming years, recognising the importance of helping future generations understand the causes of poverty, explore sustainable solutions, and take meaningful personal action.

We believe in the power of young people responding compassionately to 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.

“
The heart of the discerning acquires knowledge, for the ears of the wise seek it out.”

Proverbs 18:15 (NIV)

INTERNS AND VOLUNTEERS: TIES TO THE NEW GENERATIONS

Over the past year, INA has been fortunate to be joined by a remarkable group of interns and volunteers whose enthusiasm, creativity, and commitment have made a lasting impact. As part of their work in the International Programs (IP) Team, the interns have helped shape our Partnership Model and develop tools to strengthen collaboration with our Local Lead Partners around the world. They have refreshed and expanded INA's Portfolio of Programs, creating updated country and project profiles that beautifully showcase the breadth of INA's global impact. Through research projects on gender equality and climate action, they have also laid the groundwork for future growth, helping INA and its partners better understand how to integrate climate resilience and gender inclusion across all programs.

The interns also made an invaluable contribution to the Fundraising team, assisting in the creation of a brand-new ChildLink brochure, a ChildLink Q&A and Do's and Don'ts guide, as well as preparing unsponsored children's profiles and giving a helping hand during our ChildLink mailout.

They also assisted in research and development of the fundraising landscape analysis as part of the INA 2026-2030 Strategy development process. Their support extended to the Communications team, where they played a key role in developing engaging social media content. In addition, they provided wonderful support to the Education Department by helping to update and develop new workshop resources and materials, including the training for the casual workshop facilitators.

Beyond these achievements, they have supported donor reporting, strategic planning, and the development of INA's 2025-2030 International Programs Strategy. Their energy, curiosity, and passion have enriched our work and our workplace, becoming part of the INA family and contributing to a stronger, more thoughtful organisation.

We extend our heartfelt thanks to all our interns for their outstanding contributions and dedication throughout the year, and to Monash, Deakin, and Adelaide universities for supporting these valuable partnerships. Their involvement has brought fresh perspectives and lasting impact to

INA's work, and we are deeply grateful for the time, talent, and enthusiasm they have shared with us.

"Having passionate and motivated people supporting my work throughout the year has been incredibly exciting. Everyone came to INA with fresh ideas and dedication, ready to contribute and learn as much as possible while supporting the organisation to make a difference."

— Davide De Micheli, International Programs Manager

"Every batch of interns and volunteers bring in new ideas and concepts that rejuvenate our ongoing work, this year was no exception. It's a pleasure to see these young minds shape a part of INA while getting hands-on experience in fundraising and International Development."

— INA Fundraising Team

Interns (some continued as volunteers afterwards): Hermie J Arcenal, Imma Czarina Apolarin, Nabilah Elmira, Jasmine Teal, Farshid Sheikh, Benjamin Starling, Beth Morison, Kate Stamp, Karen Prince, Nidula Geeganage and Erin Whyte. **Volunteers:** Meg O'Sullivan, Stephanie Galovic.



INA interns and staff at the Bayswater Office

THANK YOU TO OUR INCREDIBLE PARTNERS

INA is deeply grateful to our committed partner organisations whose support has helped bring our mission to life throughout the year. This includes government partners, local organisations, and educational institutions that have stood alongside us in serving communities in need.



Australian Government
Department of Foreign Affairs and Trade



Rotary Club of Box Hill Central | Operation Toilets



MONASH University



THE UNIVERSITY OF ADELAIDE AUSTRALIA



TRINITY GRAMMAR SCHOOL, KEW

We also extend our heartfelt thanks to Forest Hill Uniting Church Op Shop, the Gellert family from Kookaburra Heights, Mission Enterprises Blackburn Ltd, One Community Church, and the Wybalena Partnership for their generous and faithful support.

2024-25 SPOTLIGHT ON INA'S ACTIVITIES AND EVENTS

Throughout the year, INA engaged in a range of activities that strengthened our public presence as a Christian, mission-driven organisation committed to sustainable partnerships and ending extreme poverty.

HARAMBEE SUNDEE AT TRINITY GRAMMAR KEW

In March, **Trinity Grammar School, Kew** raised \$20,000 through their **Harambee Sundee** fundraising day to support small business owners in the Philippines. The funds were directed to INA's CoMSCA project in the Philippines (Community Managed Savings and Credit Association), a program managed by INA's Local Lead Partner in the Philippines, Vineyard of His Grace Ministries. Through CoMSCA, families are empowered to start and grow small businesses, access emergency funds when crises arise, cover their children's school expenses, and contribute to the wellbeing of other families in their community – creating a sustainable cycle of support and opportunity.

SCOTCH COLLEGE 24-HOUR HIKE

March also saw the annual **Scotch College 24-Hour Hike** take place, with INA honoured to be the chosen charity for the event this year. A dedicated team of 120 students trekked an impressive 7,884.9 km across Bunyip State Park, raising vital funds for INA to help lift marginalised women and children out of extreme poverty, particularly in Uganda and the Philippines. This year's hike raised an incredible **\$83,410** directly supporting **1,131 women and children**. INA was pleased to present medals to the **Top 10 fundraisers** at a special event held at the school, recognising



INA CEO thanking the top ten fundraisers from the Scotch College 24-Hour Hike at Maddocks Law Firm

their exceptional commitment and generosity. Following the hike, the **Top 10 fundraisers** and their parents were invited to a special event at Maddocks Law Firm, where they heard firsthand from Rev. Justus, Executive Director of our Uganda partner organisation, about the life-changing impact their support will have. Well done to the boys, teachers and families at Scotch College for their remarkable dedication and incredible impact.

BELGRAVE HEIGHTS EASTER CONVENTION

In April, the **Belgrave Heights Convention** held its annual Easter Convention, in which INA once

again participated. This event draws thousands of Christians from across Australia to the Dandenong Ranges during the holiest days of the year. INA has a long-standing relationship with the Convention, grounded in our shared mission and values. Throughout the event, INA staff hosted a display stand, sharing our work with attendees. It was a wonderful opportunity to reconnect with long-time supporters and to meet many new ones.



Hilda John Ranjit Kumar, Director of DAIA (right) and Michel Stevens (left) representing INA at the CMA conference

CMA CONFERENCE

In June, INA and DAIA participated in **Brisbane's CMA (Christian Ministry Advancement) Conference**. **DAIA - Development Association for Integrated Activity**, is based in Tuticorin, Tamil Nadu, India. The organisation is focused on educating children, embracing those who require everyday support, and empowering individuals from low socio-economic backgrounds.

The CMA Conference provided an excellent platform for both INA and

DAIA to showcase their work and highlight the importance of partnering with local organisations. It was also a valuable opportunity to reconnect with long-time supporters and introduce INA and DAIA to those interested in international development.

DEPUTATION VISITS

Last year, INA was fortunate to host **two deputation visits** from our wonderful LLPs. In September 2024, **Sherwin Mariano**, Director of INA's Philippines partner organisation, Vineyard of His Grace Ministries, and his team – Reynald A. Penuliar (Nad) and Perlita Y. Beato (Pearlie), visited Australia. They spent time in Melbourne, connecting with supporters, schools and churches, and sharing inspiring success stories from ChildLink and the HEAL Project in the Philippines.

The second deputation visit took place in June when **Rev. Justus Miwanda**,



Rev. Justus Miwanda, Executive Director of International Needs Uganda

Executive Director of International Needs Uganda, visited Australia after nearly a decade. Rev. Justus' visit spanned across Victoria and Tasmania and included church talks, school workshops, and a session at Deakin University's Warrnambool Campus. The visit provided INA's supporters with a firsthand look at the impact of locally-led development and the tangible outcomes of their support in Uganda. We look forward to welcoming more Local Lead Partner visits in 2026.

FUNDRAISING APPEALS AND ACTIVITIES

Throughout the year, INA and its staff organised appeals and fundraisers to support the programs delivered by our local lead partners. Our steadfast supporters engaged wholeheartedly in these campaigns, generously contributing to initiatives that are opening new opportunities for people in need.

In December 2024, INA CEO Andrew Catford and his son Felix Catford took part in the **Angkor Watt International Half Marathon** in Siem Reap, Cambodia and raised **over \$10,000** for INA's life changing work in Cambodia. Thank you, Andrew and Felix.

The annual **Tax Appeal** this year had the important theme of **Defending Dignity** and raised **over \$144,000** from supporters to help lift more impoverished communities in our partner countries out of extreme poverty. We thank all our donors for their incredible support this year.

INA CELEBRATES THE 50TH ANNIVERSARY OF ANCP


In November, INA was delighted to participate in the 50-year anniversary of the Australia Department of Foreign Affairs and Trade (DFAT)'s Australian NGO Cooperation Program (ANCP) at Parliament House, together with other international development organisations and hosted by Foreign Minister Penny Wong and Governor General Sam Mostyn. This was a wonderful opportunity to celebrate this innovative program and also for INA to share a video on its ANCP program achievements. ANCP is a special and unique funding mechanism which allows Australian DFAT accredited NGOs like INA to access funding in five-year windows that can be used for their priority projects. For INA, ANCP funding is not just about funding projects but it also acts as an important capacity tool for INA's LLPs. INA works with its partners to build up their systems and policies to effectively implement ANCP projects. Once partners have



Governor General Sam Mostyn & INA's CEO Andrew Catford at Government House

mastered this, they can use these improved skills and capacity to access other donor funding and to diversify their funding portfolio, a key aspect of becoming ultimately sustainable. In addition, INA often uses private donations to provide the 20% match required of ANCP. This leverages the benefit of both government and private support to provide more combined impact. INA is extremely grateful for the important role ANCP funding plays in development assistance and INA has been a proud implementor of ANCP funding for over 20 years.

TO LEARN MORE ABOUT OUR WORK, FOLLOW US ON SOCIAL MEDIA

-  Facebook: <https://www.facebook.com/INAORGAU>
-  Instagram: <https://www.instagram.com/internationalneedsau/>
-  LinkedIn: <https://www.linkedin.com/company/international-needs-australia/>
-  YouTube: <https://www.youtube.com/@IntNeedsAus>

STEWARDSHIP

Our ability to achieve our goals—and to uphold the highest standards of accountability to our 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 the Australian NGO Cooperation Program (ANCP)—is strengthened by robust governance, sound resource management, and strict compliance. We are committed to working effectively and efficiently so that the greatest possible support reaches the individuals and projects we serve.

“
**Now it is required
that those who have
been given a trust
must prove faithful.**”

1 Corinthians 4:2 (NIV)



Children from the Philippines

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, David Purnell and Kylie Wingjan were thanked for their significant contributions as they stepped down. Louise Currie was elected as a Board Director and also took on the role of Chair of the Development Committee. Ian Curtis was re-elected a Board Director for a full term.

The INA Constitution Clauses 2, 3.94 and 41.6 were amended.

There continues to be a healthy gender balance on the Board, and the organisation is grateful for the way our Board members and external experts 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 2024 Annual General Meeting of INA held on 27 November 2024

reappointed Saward Dawson auditors for the 2025-26 financial year. The 2025 Annual General Meeting is scheduled for 3 December 2025.

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



ALEX MILNER

*Chairperson
Ex Officio All Committees
Member of Finance,
Risk and Audit Committee,
appointed AGM,
29 November 2023
Bachelor of Arts
Bachelor of Laws*



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)
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*



IAN CURTIS AM HOSM BA PhD FGIA

*Director
Previous Board Chair
Member, People and
Governance Committee,
appointed 18 November
2015
Member IN Global Network
Governance Council,
appointed April 2024
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*



JONATHAN YAP

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



LOUISE CURRIE

*Director
Chair of Development
Committee, appointed
27 November 2024
Bachelor of Arts
Graduate Diploma in
International Social Work
Master in Strategic
Organisational Development*

MEMBERS OF OTHER COMMITTEES



LEO ORLAND

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



SHIRANTHA PERERA

*Member of Development
Committee, appointed
19 February 2025*



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 REPORT

The financial year ended 30 June 2025 resulted in a deficit of \$173,029. This result is an improvement over both previous financial years, with an increase in monetary revenue and decrease in expenditure compared to the prior year. Several controls have been put in place to ensure that the result is much improved in the next financial year.

Total revenue for the financial year ended 30 June 2025 is \$2,065,120, which is an increase of \$19,660 on monetary revenue in the prior year. Income from government grants and interest was lower than the prior year, but this was offset by increased regular giving, emergency relief income, school fundraising income and specific project giving.

The 2024/25 financial year was another strong year of distributions to the field with \$1,401,196 spent on programs. This is down \$24,685 on the prior year but still a significant contribution to the work of INA and its partners. Adjustments have been made to the allocation of costs to accountability and administration resulting in an increase in the 2024/25 financial year, however overall operating expenditure is lower than the prior year.

As of 30 June 2025, INA has retained earnings of \$188,841 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 2025 by contacting our office at 16 Corporate Boulevard, Bayswater or by going to our website www.ina.org.au

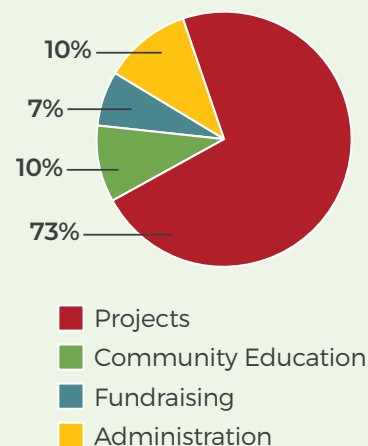
BOARD DECLARATION

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 2025 financial report.

In respect of the 30 June 2025 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

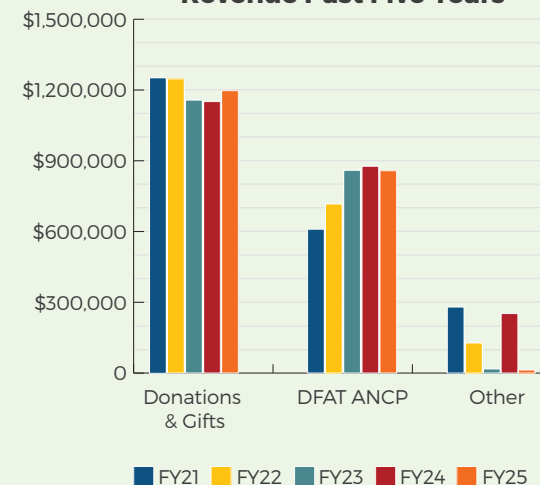
How Funds Are Spent



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 2025 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 12 January 2026.

Alex Milner
Board Chair

Tristan Heron
Chair of FRAC

FINANCE STATEMENTS

INCOME STATEMENT FOR THE YEAR ENDED 30 JUNE 2025

	2025 (\$)	2024 (\$)
REVENUE		
Donations and Gifts		
- Monetary	1,194,058	1,150,959
- Non-monetary	-	234,375
Grants		
- Dept. Foreign Affairs and Trade	859,953	876,673
Income	5,109	11,828
Revenue for International Political or Religious Adherence Promotion	6,000	6,000
TOTAL REVENUE	2,065,120	2,279,835
EXPENDITURE		
International Programs		
- Funds to International Programs	1,401,196	1,425,881
- Program Support Costs	224,989	199,525
Community Education	223,143	286,912
Fundraising		
- Public	146,843	158,820
Accountability & Administration	236,978	203,766
TOTAL INTERNATIONAL AID AND DEVELOPMENT PROGRAMS EXPENDITURE	2,233,149	2,274,904
Non-Monetary Expenditure	-	234,375
International Political or Religious Adherence Promotion Expenditure	5,000	3,000
TOTAL EXPENDITURE	2,238,149	2,512,279
EXCESS OF REVENUE OVER EXPENDITURE	(173,029)	(232,444)

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	2025 (\$)	2024 (\$)
CURRENT ASSETS		
Cash and cash equivalents	208,121	307,084
Trade and other receivables	29,444	11,606
Other financial assets	-	50,000
Other	7,608	4,501
TOTAL CURRENT ASSETS	245,173	373,191
NON-CURRENT ASSETS		
Trade and other receivables	1,925	1,925
Property, plant and equipment	23,060	34,536
Right-of use assets	55,045	75,687
TOTAL NON-CURRENT ASSETS	80,030	112,148
TOTAL ASSETS	325,203	485,339
LIABILITIES		
Trade and other payables	28,307	24,275
Lease Liability	19,782	18,590
Short-term provisions	20,414	14,017
Other	23,941	425
TOTAL CURRENT LIABILITIES	92,444	57,307
NON-CURRENT LIABILITIES		
Lease liabilities	40,929	62,467
Long-term provisions	2,989	3,695
TOTAL NON-CURRENT LIABILITIES	43,918	66,162
TOTAL LIABILITIES	136,362	123,469
NET ASSETS	188,841	361,870
EQUITY		
Reserves	-	33,728
Retained Surpluses/Deficits	188,841	328,142
TOTAL EQUITY	188,841	361,870

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2025**

2025	Reserves (\$)	Retained earnings (\$)	Total (\$)
BALANCE AT 1 JULY 2024	33,728	328,142	361,870
Surplus/(deficit) for the year	-	(173,029)	(173,029)
Transfers (to)/from reserves	(33,728)	33,728	-
BALANCE AT 30 JUNE 2025	-	188,841	188,841

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



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 2025, 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 2025 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 & 2 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 & 2 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.

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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.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Saward Dawson

Jeffrey Tulk
Partner
Blackburn VIC

Dated: 12 January 2026

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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



Davide De Micheli
International Programs
Manager



Silvia Theodoridis
Fundraising Manager



Janita Nelson
Board Secretary



Kate Pincheira
Education and Advocacy
Officer



Iris Farina
Digital Communication and
Supporter Relations Officer

LET'S CONNECT

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info@ina.org.au

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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 2024/25 and gave their time, energy, and talents to support marginalised women and children and end the cycle of poverty.

Thank You!

“

If you pour yourself out for the hungry and satisfy the desire of the afflicted, then shall your light rise in the darkness and your gloom be as the noonday. ”

Isaiah 58:10 (ESV)



PLEASE VISIT US AT
WWW.INA.ORG.AU