



ANNUAL REPORT 2020-2021

WHO WE ARE

Women in Aid & Development (WiAD) is a membership organisation for women who work in, or aspire to work in, the international aid, development and humanitarian sectors. Our mission is to share the skills, knowledge and experience of women in these sectors to incite, inspire and support all women to pursue and succeed in leadership roles.

We do this by providing networking events for women committed to self-improvement where they exchange knowledge, insights and experiences at meetings in Canberra, Sydney and Melbourne.

We share information on careers and leadership, connect mentors with mentees and aim to help women embrace challenges and opportunities in their life. We assist women to overcome structural, cultural and societal barriers they face in striving to achieve leadership roles and gender parity in leadership of the sector.

MISSION - Our mission is to share the skills, knowledge and experience of women in the aid and development sector to incite, inspire and support all women to pursue and succeed in leadership roles.

VISION - Our vision is an aid and development sector in which women support women to be successful in their careers and to achieve gender parity across leadership roles.

VALUES – We are committed to support other women to succeed in their careers; we are perpetual learners committed to self-improvement; we embrace both challenges and opportunities, we will succeed alongside other women and have a greater positive impact on our world.

- Women helping women to succeed
- Embracing challenges and opportunities in our lives and careers
- Perpetual learning and self-improvement

We are welcoming for and respectful of all women, inclusive of trans women and non-binary people from all disciplines to share knowledge and experience and gain insight and inspiration from others.

REPORT FROM THE CHAIR 2020-2021

This has been an exciting and very busy year for Women in Aid and Development (WiAD) with great events and speakers and great frustrations after our face-to-face events returned to online due to lockdowns. We have provided an overview of our programs and activities that have received excellent feedback this year despite disruption of Covid.

Our Mentoring Program is up and running and currently providing some exciting opportunities for 19 mentees at all stages of their career journey.

We appointed our first Communications Interns this year. Sonia Kohlbacher first, who brought new ideas and stronger activity in our social media. She was followed in February 2020 by Michel'le Donnelly bringing experience and further new ideas despite being stuck in Johannesburg due to Covid lockdowns. These roles provide an opportunity to gain experience in a small sector with high demand for roles and it is therefore difficult to get a first role. Both our Interns have used the experience and enhanced skills to secure a new job.

To enable us to better communicate with our supporters, speakers and members we have a customer relationship management database (CRM) in development that will enable us to send event information, newsletters and membership information more efficiently. It is due to be operational by the end of 2021.

We are a volunteer organisation so want to thank many people who are the heart and soul of WiAD and deliver value to all our supporters by donating many hours along with expertise and passion that drives what we do – our Board, our City leaders and event leadership group who drive our events, programs, social media, website and facilitate and guide new group volunteers.

I want to thank our board especially two directors who stepped down this year due to pressure of work – Jessie Rudd and Rebecca MacFarling for their great contribution in setting up WiAD and welcome two new board members Vivian Chordi and Lisa Smyth who bring excellent skills to strengthen our team and ability to achieve our strategic objectives. We also sincerely thank Michelle Pearce who will step down as Treasurer at our AGM. Michelle has been a pivotal director in helping establish our accounts, policies and procedures and thereby ensuring WiAD has a robust and transparent financial system along with significant governance experience. Recruitment for Michelle's role is underway.

The board strongly supports accountability so we undertook a board and director evaluation this year to highlight areas we can improve on our performance and deliver better in coming years. The first strategic planning meeting for WiAD was held with our first plan in place driving us to better deliver on our mission. We have ambitious plans for new programs and workshops to benefit members.

Most importantly I want to thank you – our supporters and members for your support of our events and your financial contributions through membership. Your investment in the leadership ambitions and of women in this sector is much appreciated.

We finish this second year of our activity in an extremely positive financial position – detailed in the Treasurers report.

Thank you again.



Chris Franks
Chair

TREASURER'S REPORT

Financial Statements for the Year Ending 30 June 2021

Women in Aid and Development (WIAD) has had a positive year financially and has particularly managed to meet the changing needs of members during the COVID-19 restrictions that were in place across different parts of Australia during the year.

WIAD finished the year with a surplus of \$4,683. WIAD had strong results from membership receipts to fund operations (\$5,737), as well as \$1,045 from event income. Most events during the year were online again, with only the May events being held in person across all three locations. WIAD also benefited from our Chair forgiving her start up loan from the previous financial year (\$3,610) and we are very appreciative of her generous contribution to WIAD's operations. The forgiveness of this loan appears as donations revenue in this financial year. Without this donation, WIAD would have made a surplus of \$1,073.

FY2021 was the first year that WIAD operated for a full 12-month period (the previous year was only six and a half months), and therefore the first full year of expenditure for many items like insurance and accounting fees. The total Operating Expenses of \$5,709 are closer to what the Board expects to be the regular annual running costs of the organisation. The Board decided in FY2021 to pay small stipends to our interns to cover the cost of internet and phone calls, and these are disclosed in the Intern costs line.

The return to in person events in May saw the addition of catering and venue hire costs for WIAD. In person events are subsidised by membership fees as they are free for members to attend, and this allowance has been extended to online events. Our events continue to have a strong level of interest and attendance.

WIAD has finished the year with a sound Balance Sheet, showing a net assets position of \$4,115. This has reversed the small net liability position at the end of our start-up year. The Board approved a General Reserves policy during the year, designating an approved target range for the General Reserves (in this case: Retained Earnings) of between three and six months of annual budgeted expenditure. General Reserves were within this range at the end of the year, so the Board has been comfortable to set break even budget for FY2022 only, allowing more funds to be invested in member benefits like the launch of the mentoring program.

Michelle Pearce FCA
Treasurer

2019-2020 NETWORKING EVENTS OVERVIEW

- July 2020 – Delivery of Global Health Programs during a Pandemic
- October 2020 – Improving the Lives of People with Disabilities
- December 2020 – End of Year social discussion on COVID challenges of 2020
- March 2021 – International Women’s Day Event with ACFID – Stepping into Leadership Roles
- May 2021 – Working for Managing Contractors

OUR SPEAKERS

July 2020 - Delivery of global health programs during a pandemic

Anne Wuijts
Inga Olesky
Bridi Rice

October 2020 - Improving lives of people with disabilities

Alex Gartrell
Chris Kerr
Jessica Richardson

March 2021 - International Women's Day with ACFID

Bettina Baldeschi
Jenny Mori
Rosie Wheen

May 2021 - Working for Managing Contractors

Held Face to face in Canberra, Melbourne, Sydney
Eleanor Fenton
Georgina Naughton-Watt
Therese Faulkner
Bernadette Whitelum
Jacqui De Lacy
Joanne Choe
Sarah Clarke
Cristina Freitas-Benedek
Lucy Hovanec

MENTORING PROGRAM

We know the importance of mentors in achieving professional success and the value of securing career advice that is informed by experience and expertise. The Women in Aid & Development Mentoring Program is designed to match mentors with mentees and provide that support and encouragement to women working in the sector or planning to work in the sector.

Our aim is to help shape a career that shows promise by learning from experienced and knowledgeable people who have walked in the same shoes and who are willing to guide the next generation of leaders and innovators.

Women in Aid & Development offers three levels in our mentoring program designed to provide support for different stages of a career. The three levels were developed to match the most common requests of women in the sector.

Information Session

Our first Mentoring Workshop provided an overview of the program for both Mentors and Mentees. It provided information on matching process, expectations, confidentiality, and plans for development of the program. Feedback was universally positive.

Small Group Workshops

For those who are still studying or wanting to move from the NFP or the corporate sectors mentoring takes place in a small group environment with 3-4 people at a time. Two sessions have been held with excellent feedback and suggestions for enhancement. We plan to deliver workshops on Creating a Professional CV & Cover letter and one on Creating a Professional LinkedIn profile.

Mentoring Program Statistics

Mentors	44
First round Mentees	17
Small Group Session participants	8
Long-term mentoring underway	9
Single session mentoring completed	2

OUR SOCIAL MEDIA ACTIVITIES

We are delighted to share information across key social media channels and our website. Growth across channels remains consistent with our events and scholarship alerts and #WomeninAidWednesday (#WiAD) driving most interest.

- Facebook – Our followers have been steadily growing this year now reaching 1400 followers and over 1300 page likes.
- LinkedIn Page has 1340 followers, and our LinkedIn Group has nearly 500 members too. Majority of postings are blogs, articles, scholarship alerts and sector roles.
- Instagram is our newest channel and building followers – doubling in the past three months.
- #WiAD is very popular across all channels providing tips and inspiration from WiAD members, supporters, volunteers and the wider NGO community.
- Website - Established in 2013 and completely rebuilt in 2020 to make it more visually appealing and provide flexibility for future enhancements.

WiAD COMMUNICATIONS INTERNS

This is a role we offer to enable women to develop skills and engage with and network with women working in the sector as a first step to securing a sector role. We are very grateful for the valuable work and advice our interns have offered WiAD.



Sonia Kohlbacher July 2020-January 2021

Sonia Kohlbacher has shared the stories of people and communities over a decade as a journalist and communications professional in Australia and overseas. She is passionate about empowering women to find their confidence and pursue their ambitions.

After completing her internship, she became a member of WiAD Leadership group and has secured a new communications role.



Michel'le Donnelly - February to July 2021

A passionate storyteller, Michel'le believes that sharing stories has a key role to play in today's social justice movement. As a feminist, she makes it a priority to work to achieve gender equity in the world. She was a freelance digital communications specialist and has now been appointed as Project Leader: Advocacy & Awareness at the South African Federation for Mental Health.

Michel'le has joined as a Volunteer on the WiAD Communications Committee and Leadership Group.

SUMMARY OF MEMBERS - October 20, 2021

General Members	12
Voting Members	15
Organisational Members	10

SUMMARY OF VOLUNTEERS

Board Members	7
Leadership Group	15
Mentoring Committee	3
Communications Committee	5
Speakers	18

WiAD ORGANISATIONAL MEMBERS

We are very grateful for the generous support of our member organisations and welcome their staff as speakers, mentors, mentees and attendees at our events



WOMEN IN AID & DEVELOPMENT LEADERSHIP

WiAD Board



Chris Franks
Chair and Sydney
Leadership Group

Chris has been a volunteer in the international development sector for 35 years – she is currently a Director of Gateway Bank and a member of CUFA International Programs Committee.

She has been director and Chair of a number of not for profit, government, mutual and corporate organisations including Chair of RESULTS Australia, Habitat for Humanity, ACFID Code of Conduct Committee and the recipient of the inaugural ACFID Award for Outstanding Service to the Aid and Development Sector in 2006.

Chris believes our society is stronger, better managed and better governed with women in leadership roles. To that end her aim as the founder and Chair of the Women in Aid & Development network is to encourage, inspire and support women to advance their careers and in time secure leadership, CEO and director roles.



Lauren Bradley
Director and Canberra
Leadership Group

Lauren currently works in advocacy at a national peak body focused on harm reduction, public health and human rights. Previously she spent several years working at NGOs in Ecuador in not-for-profit management and also has experience in Community Development. She also interned at the International Labor Organization in Jakarta contributing to a review of Indonesia's largest capacity building employment programme.

Lauren has a Bachelor of International Development, a Master of Applied Project Management, and a Diploma of Languages (Spanish). She is also a Director of the Australia Federations of AIDS Organisations (AFAO) and Vice President of Hepatitis ACT, and a former board member of Hepatitis Australia.



Emma Bull
Director and Sydney
Leadership Group

Emma is a professional advocate, specialising in public policy, politics and strategic campaigning. Currently the Head of Political Engagement for Oxfam Australia, Emma tackles extreme poverty and inequality around the world by engaging and persuading decision-makers. She works to change minds, systems and lives.

She previously worked at Amnesty International and spent 8 years as political advisor in the federal parliament and during that time campaigned to protect our environment, price pollution, label our food, get women into our corporate boardrooms and get kids out of detention.

Emma is a Non-Executive Director of Good Environmental Choice Australia (GECA) and served 4 years as a Non-Executive Director at one of Australia's leading wellness and spa companies. She is a Graduate of the Australian Institute of Company Directors, admitted to practice as a solicitor in NSW and holds a Master of Public Policy & Politics.



Jacinta Harford
Director and Sydney
Leadership Group

Jacinta is an International Development professional with over 4 years of experience in the sector, and several years before that in project coordination with the Australian Government. Jacinta has been a participating member of Women in Aid and Development for many years and credits the organisation with helping her make the transition from Government into the sector - the strong women and great ideas showcased at the WiAD meetups, plus the networking opportunities it presents, are a fantastic career tool. Currently, Jacinta works as a Program Officer with the Australian Lutheran World Service, managing relationships with offices in East Africa.

Jacinta's international experience comes from a year as an AVID in Mongolia, working with their child protection department. "This was the most illuminating year of my life and I learned so much about development, Mongolia and myself." Jacinta is looking forward to going back overseas when borders allow it.



Rebecca MacFarling
Director and Melbourne
Leadership Group

RETIRED 26 JANUARY 2021

Rebecca is currently the CEO of Melbourne Writers Festival. She also serves on ACFID's Code of Conduct Committee as a fundraising and marketing specialist.

Rebecca has spent the last two decades working in marketing, fundraising, sponsorship, digital strategy and customer loyalty across media, financial services, the arts and international development. In 2015-2017 Rebecca was the Deputy CEO of international NGO, CUFA.



Michelle Pearce

Michelle is a senior finance professional who has worked for many years in the international development and broader charity sector. Michelle is the Principal of Social Business Consulting where she provides finance consulting to charities. Her experience has included senior finance roles at Oxfam Australia, Marie Stopes International and Australian Red Cross. Michelle is a member of the Chartered Accountants Australia and New Zealand's NFP Advisory Committee and was previously a member of the ACFID Code of Conduct Committee. Michelle is a Fellow Chartered Accountant, has a Masters of Business Administration and is a member of the Australian Institute of Company Directors.



Jessie Rudd
Director and Sydney
Leadership Group

RETIRED 21 JANUARY 2021

Jessie is the Communications & Development Manager at SurfAid, a humanitarian & community development organisation working to improve access to clean water & sanitation, basic healthcare, and nutrition in remote island communities. Jessie has degrees in Environmental Studies & Anthropology, and is fascinated by the interaction between people and the places they live – this fascination has taken Jessie to over 20 countries for work, study, and play.

Overseeing SurfAid's communications and development means Jessie spends her time telling powerful stories, and building strong relationships. Never intentionally delving into fundraising, Jessie energetically embraces this work as incredibly challenging and immensely rewarding.



Vivian Chordi

Vivian works in the higher education sector advising global citizenship education programs, specialising in human rights, cultural diplomacy, and stakeholder engagement. She is a passionate advocate for cross-sector collaboration, mentorship, and empowering the next generation of leaders to think critically about their role as global citizens, by creating a more peaceful, sustainable, and equitable society for all.

Vivian has worked in Bangladesh, integrating gender mainstreaming into food security programs; in Colombia securing grants to combat gender-based violence, and in Cambodia Consulting on child rights and protection. Vivian is also an experienced facilitator and has led the development and implementation of training workshops, cultural programs, and humanitarian design summits across Bangladesh, Malaysia, Nepal, Cambodia, and China.

Vivian holds a Bachelor of Arts majoring in Politics, International Relations & Cultural Studies and a Masters of Peace and Conflict Studies from The University of Sydney. Vivian is also a member of the WiAD Mentoring Committee.



Lisa Smyth

Lisa is an international communications specialist with 13 years of experience managing communications teams and projects for government agencies, the United Nations, NGOs, and private companies in Australia, Myanmar, Papua New Guinea and Germany.

She has worked across a varied portfolio, including Communications for Development (C4D) initiatives, behaviour change communications, media outreach, digital and social strategy, stakeholder engagement, and issues management. Lisa has a Masters in C4D from Malmo University, Sweden and is a ColabM mentor for international development students at Monash University in Melbourne. She is passionate about sharing her knowledge with women who aspire to work in the international aid, development and humanitarian sectors.

WiAD EVENTS LEADERSHIP GROUP

Canberra Group Leaders



Emily Moreton

Emily is currently studying a Master of Applied Anthropology and Participatory Development at ANU. She recently completed an internship at the Australian Council for International Development, where she is now working. In 2013, Emily lived in South Sulawesi, Indonesia as a volunteer teacher trainer as part of the Australian government volunteer program. She has nine years' experience as a primary school teacher in NSW and ACT.



Tess Horsley

Tess has recently returned to Canberra after two years in Phnom Penh, Cambodia working in the anti-trafficking sector. For most of her career, Tess has worked for Hagar, an international human rights organisation dedicated to the protection, recovery and empowerment of survivors of severe abuse including slavery and human trafficking.

Tess is a development and communications all-rounder with experience in monitoring and evaluation, fundraising, events management, program management and donor relations. Tess has a Bachelor of Commerce from ANU and a Graduate Diploma of Evaluation from Melbourne University.

Thanks to Judy Cyngler who stepped down during the year.

Melbourne Group Leader



Jill Scanlon

Jill is a Media and Communications consultant in the Development sector with a particular interest and strength in Sport for Development advocacy, facilitation and partnerships.

She is also a journalist, lecturer, returned Australian volunteer (Pacific) and strong advocate of social inclusion (gender and disability), especially through sport, and has worked with the NGO Sport Matters as Media Adviser since 2014.

Jill worked for the ABC in international broadcasting for 25 years and then turned her focus to blending her love of writing and sport with her passion for the work being done in the international and community development sector underlined by her BA in Media, Post Graduate Diploma in Journalism and Masters Degree in International and Community Development.

She has spent two of the past three years living and working as a volunteer in Vanuatu in Media and Communications roles which mainly involved capacity building, strategic planning and stakeholder/partnership development.

Melbourne Group Members



Catherine Green

Catherine spent 2012 in the Solomon Islands as a volunteer through the Australian government volunteer program. She has maintained a strong interest in Pacific affairs and cultural heritage, particularly in the Solomon Islands since that time. Catherine has worked for over 25 years in the archives and records management field, in government and in the private sector. She holds degrees in library and information management, Diploma studies in management and project management practice and a Masters in Cultural Heritage studies. Recent work experience has focused on project management, policy and process development and on liaising with stakeholders to make information accessible through digitisation and outreach programs.

Catherine is closely involved as a volunteer in organisations within her local community and has an interest in cultural heritage.



Heidi Lipson

Hailey has completed her Honours Specialisation in Criminology from Western University and her Masters of Human Rights with a specialisation in social policy at The University of Sydney. Originally from Canada, she is currently working in the NGO space in Sydney at The Bobby Goldsmith Foundation and St Vincent de Paul Society. She is hoping to expand her knowledge in gender and third world development, with a particular interest in policy, advocacy and family and domestic violence.



Heidi Lipson

Heidi has a background working for non-government organisations in Canberra in disability inclusion and gender equality. Most recently she has been living in Indonesia and the USA, where she volunteered with the Australia and New Zealand Association Social Welfare Committee in Jakarta, and HelpAge USA. Heidi founded community development organisation, Cooking Circles, to foster community building and reduce social isolation among women. Heidi brings skills in program management, policy development, governance and advocacy.

Sydney Group Leader



Dr Michelle Imison

Michelle is an international development consultant whose areas of special interest include public health, gender, research and advocacy.

She has previously worked on advocacy for tuberculosis both domestically for RESULTS International Australia and globally for the Stop TB Partnership in Geneva. Michelle has worked in public health academia, she has served on the Oxfam Australia Board, and as a grant-maker for a women's education organisation, Graduate Women International.

Sydney Group Members



Imogen Abandowitz

Imogen is a Digital Coordinator at a South American social enterprise that partners with local artisans to facilitate workshops in-person and online. Passionate about community development, human rights, and sustainability, Imogen holds a degree in international studies, environment, and Spanish.

Previously, Imogen lived in Mexico and Chile where she worked as a Research and Project Analyst for the United Nations Global Compact. In this role, she worked on implementing the United Nations 17 SDGs in the areas of human rights, environment, labour relations and anti-corruption



Madison James

Madison is studying a Bachelor of Social Work at the University of Sydney, completing her practical placement. Alongside her Bachelor degree, she is completing her Honours thesis on home visitation during the perinatal period for domestic violence screening and intervention.

Beyond her academics Madison has previously volunteered at the Asylum Seekers Centre and Warrior Woman Foundation to support their communities. With a particular interest in policy, Madison has worked for a policy advocacy company, and hopes to pursue a career in this area

Thanks to Jackie Lauff and Carolina Flores who stepped down during the year.

MENTORING COMMITTEE



Maria Reyes Puente

Maria is Managing Director of WhyDev, a NFP that provides collaborative and participatory services for individuals, communities, and organisations committed to global development. It works in areas that are often overlooked, by supporting and building the capacity of individuals and communities committed to getting development right.

Maria has a background in community development, volunteer management, and research. She coordinated gender and education projects in rural and indigenous communities in Mexico. Her Australian experience includes working in the not-for-profit as a program manager and in higher education, as a lecturer in the area of international development.

Maria completed a Bachelor of International Relations and a Master in International Community Development.

ADMINISTRATION SUPPORT



Jenny McPeak

Jenny is an Executive Assistant with more than 20 years' experience in a vast number of industries including manufacturing, finance, engineering, recruitment, real estate, hospitality, banking, IT, travel and medicine. Jenny has diplomas in Office Administration, IATA UFTAA Travel and Social Sciences (Management).

She is also a NSW Justice of the Peace.

ACKNOWLEDGEMENTS

Women in Aid & Development is very grateful for the significant support and advice received from volunteers, supporters, speakers and experts to bring us to this exciting position in 2021.

Website Development & Support

- Tess Horsley
- Sam Addison

Legal Advice

- Baker McKenzie - We are very grateful for the Pro Bono advice provided by Baker McKenzie in assisting us to become an Incorporated Association in NSW. Thank you to Andrea Kennedy Partner; Kate Gillingham, Pro Bono Counsel; Posy McGrane Senior Associate; David Walter, Partner.

BECOME A MEMBER OF WiAD

Our strength comes from our members and Women in Aid & Development delivers in return access to programs, workshops and events at discounted rates that help accelerate a career in the sector as well as providing access to tailored information and resources available on the website and in social media..

If you support the Objects of the Association (check the website and our constitution) then simply complete the member form online and pay the applicable fee. Membership is open to all individuals aged 18 and over and to all Organisations active in the Aid, Development, Humanitarian and NFP Sectors and Universities educating students in these areas.

<https://www.womeninaiddevelopment.com/membership>

General Membership

Benefits:

- Two free events per year
- Access to the mentoring program
- An invitation to attend annual member meetings and a copy of the annual report.

Voting Membership

Benefits:

- Access to all benefits of a general membership
- Access to the mentoring program
- Gain the opportunity to participate in governance and vote on any resolution or matter at the general meeting.

Organisational Members

Benefits:

- Four free event tickets per year
- Access for two staff members to participate as mentees in the mentoring program.
- Access for two staff members to participate as mentors in the mentoring program
- Speaking opportunities at Women in Aid & Development networking events.
- Promotion of organisation logo on the Women in Aid & Development website and annual report.
- An invitation to attend annual member meetings and a copy of the annual report.
- Eligibility to vote on any resolution or matter at a general meeting and in board elections.

CONTACT US

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