



Annual Report



ANNUAL REPORT 2022-2023

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 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 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.

A MESSAGE FROM THE CHAIR

Women in Aid & Development has again delivered networking events, programs, and volunteer opportunities to our 2000 Members and supporters in the sector and are currently reaching out to new organisations to join and provide their staff to access WiAD programs workshops and opportunities.

Our networking events remain very popular, and we sincerely thank our speakers and facilitators who enable us to deliver information, experience and ideas - thank you for your time and knowledge so freely given in person, online and recorded for later enjoyment on our website and YouTube site. I also thank those who have attended our events, meet, chat, network, forge new relationships with sector colleagues and ask such interesting questions that we stay well over our advertised time!

Our mentoring program goes from strength to strength with mentors and mentees gaining valuable support and guidance and, again, generously given by mentors who deliver immense value and through the experience gain valuable professional skill in leadership and communication.

Our Volunteers are of course our secret strength - we are a volunteer organisation so can offer diverse and interesting opportunities to build and gain skills to enter the sector or build career skills. Sadly, like WiAD, many organisations have experienced exhaustion following COVID, lockdowns, increased travel and overseas postings, and greater workplace demands mean people have less time available to volunteer. For those who want a start in the sector or who want to share skills and knowledge and extend professional skills we encourage you to consider a six-to-12-month stint doing a hands-on project or joining a committee.

Our Board consists of key volunteers who give time and expertise to govern our organisation to the highest standards to ensure we remain accountable to our members through this report and the associated financial report. Our Board members are passionate about supporting the careers of women in the aid, development and humanitarian sector and so bring their time and expertise to our planning and implementation. Special thanks go to Jacinta Harford who has stepped down from the Board after four years' service.

Our long-term volunteers lead our city events and facilitate our networking sessions with our event volunteers, and we are very appreciative of their support - Emily Moreton in Canberra; Jill Scanlon in Melbourne and Michelle Imison in Sydney. Their knowledge and experience bring out the best in our speakers.

We also sincerely thank Jenny for our admin and accounting support, Michelle our Communications Coordinator and Sam our IT guru - solver of all IT challenges. Thank you also to Maryanne who provides executive support to me and has led the implementation of Hubspot, our new Customer Relationship Management system, with amazing support from Sue Fell at g2m Solutions.

We are so grateful to our generous venue providers, our commercial sponsors Canva and Brewski Bar in Brisbane, and two of our members, Oxfam and ACFID because without an affordable and interesting place to meet, we would be unable to bring women together so regularly.

We have benefitted from the input and support of interns in the Communication and Mentoring programs this year – thanks to Yunrui Deng and Tabitha Higgins and Teghan Tribe who also managed our MeetUp groups. Thanks to you all.

I look forward to meeting you at an event soon.

Thank you again.

A handwritten signature in black ink, appearing to read 'CF', with a small dot at the end.

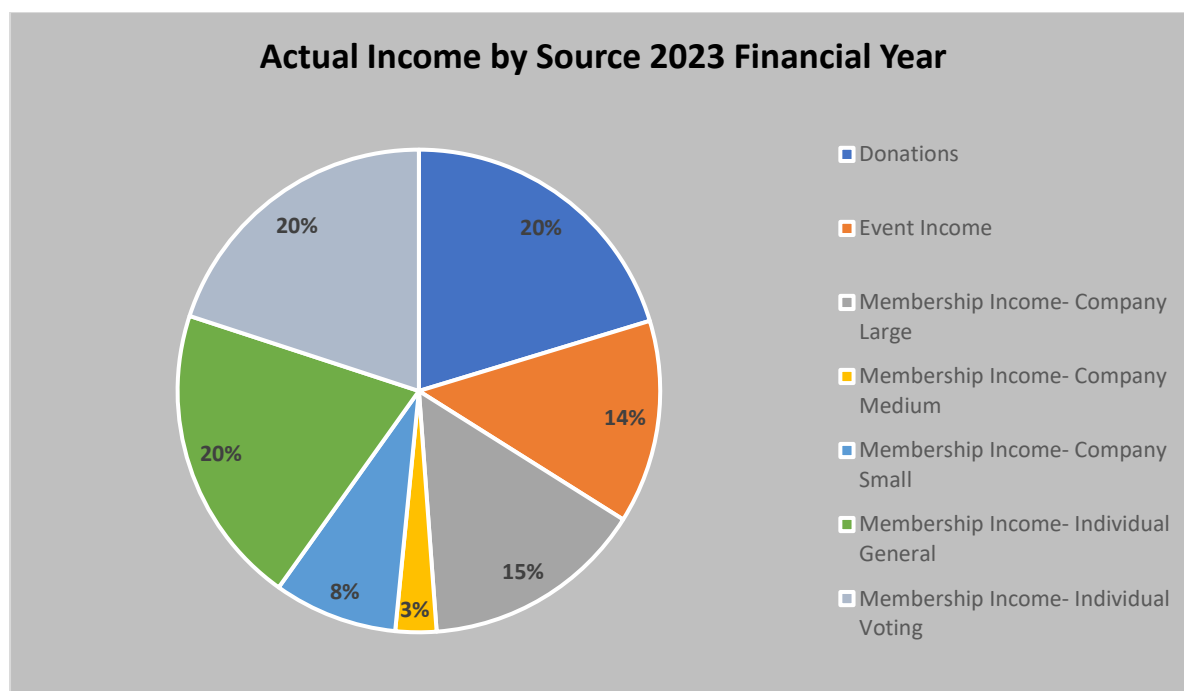
Chris Franks
Chair

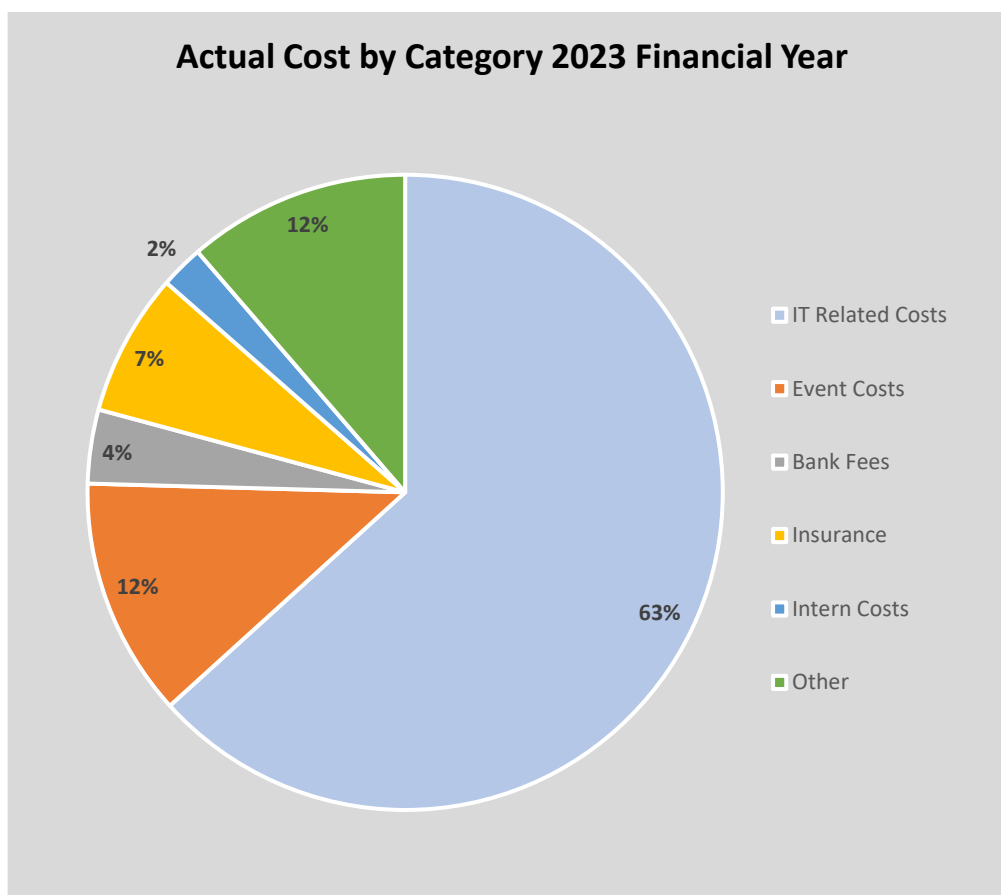
Financial Statements for the Year Ending 30 June 2023

TREASURER'S REPORT

Women in Aid and Development (WiAD) commenced operation as an Incorporated Association in December 2019 and has grown consistently since that time despite the effects of the COVID-19 pandemic, with cancellation of many face-to-face events and a change to a hybrid business model. Face-to-face events have resumed state by state but the option of online attendance has continued.

The result for the 2023 financial year was a surplus of \$2,194, which consisted of \$18,551 in revenue against expenditure of \$16,357. The membership base has continued to grow which is reflected in the income and to support this growth into the future WiAD has continued to invest significantly in the development of its CRM system. In fact, the largest expense items were related to IT representing 63% of total costs: CRM costs (\$7,547), IT support (\$1,732) and web hosting (\$1,071). WiAD has managed to significantly reduce venue costs due to pairing with providers offering sites at minimal to no cost which was a deliberate strategy employed in 2023 due to high venue costs in 2022. Other costs were consistent with the previous year.





The association had a positive equity position at the end of the year of \$9,768 with a cash balance of \$8,897 with prepayments of \$1,222 and total liabilities of 1,821 which represents income in advance for prepaid membership fees of \$1,821.

In signing off the annual accounts, WiAD's Directors have certified that they believe that the accounts have been prepared accurately and present a fair view of the association's financial position and performance. The Directors are also certifying that the organisation can pay its liabilities when they are due.

According to the requirements of NSW Fair Trading (the regulator for WiAD), WiAD is small enough so as not to require an audit, so no audit report has been provided with the financial statements.

The financial statements for the year ended 30 June 2023 are submitted for approval by the members at the AGM. If approved, the Chair will then lodge the annual return with the Australian Charities and Not-for-profits Commission (ACNC) that will note that the accounts have been tabled.

Andrea Banic
Treasurer

2022-2023 NETWORKING EVENTS OVERVIEW

July 2022 - Climate Change in the Aid, Development and Humanitarian Context - Climate change is the biggest challenge facing current and future generations. The world's poorest people and communities will feel its impacts the hardest, as they have lower capacity to deal with damage from more volatile weather, rising sea levels, more frequent natural disasters, food insecurity and habitat loss.

October 2022 - New Technologies in the Aid, Development & Humanitarian Sector - New and emerging technologies have enabled significant development progress over the decades – from vaccines to mobile phones to the internet. The UN recently called for improvement in this area, arguing that it is 'critical to assess how technology can be mobilized to provide solutions to our greatest challenges' in achieving the Global Goals.

December 2022 – Reflecting on 2022 - Plans in 2022 were interrupted --- we all experienced this, but everyone found a different path – a Masters was finished at a desk instead of in the field, a new role found when one was lost, a return to Australia offered new roles.

February/March 2023 – Cracking the Code for a Gender Neutral Future - This years theme highlights the role that innovative, transformative ideas, inclusive technologies and accessible education in the digital age can play in combatting discrimination and marginalisation and so achieve gender equality and empower all women and girls, combatting discrimination and the marginalisation of women globally.

This years International Women's Day Theme **"#EmbraceEquity"** highlighted the need to get the world talking about why equal opportunities are not enough. True inclusion and belonging requires equitable action.

May 2023 – Peacebuilding and Peacekeeping - Peacebuilding is the guiding principle of international intervention with the objective of conflict prevention and/or resolution activities performed by either the UN, other international organisations, or groups and individuals at a community level. It aims to establish a self-sustaining peace that encompasses more than just an absence of violence or a return to armed conflict. It is a multifaceted project that involves implementing a range of reconstruction and reform efforts in countries with some of the most fragile, fluid, and unpredictable political environments.

OUR SPEAKERS

July:	Melbourne:	Susanne Legena – <i>Acting CEO, Plan Australia</i> Heidi Michael – <i>Dept of Environment, Land, Water and Planning</i> Mary Pickard – <i>Director, Humanitarian and Development Consulting</i>
	Sydney:	Michelle Higelin – <i>Executive Director, ActionAid Australia</i> Gabrielle McGill – <i>Social Engineer, ARUP</i>
	Canberra:	Stephanie Hamel – <i>Engineers Without Borders Australia</i> Melissa Buncaras – <i>Strategic Development Group</i> Kira Osborne – <i>eSafety Commissioner – Pacific Lead</i> Amy Reggers – <i>Gender, Development and Research Specialist, UN Women</i>
	Brisbane:	Eliza Smith – <i>Kyeema Foundation</i> Laura Grubb – <i>Palladium Group</i> Anya Phelan – <i>UQ Business School</i>
October:	Sydney:	Fifi Rashando – <i>Good Return Impact Investment Fund</i> Tracy Shields – <i>Plan International</i>
	Canberra:	Dr Amanda Watson – <i>Research Fellow, Dept Pacific Affairs ANU</i>
	Brisbane:	Dr Anh Tran – <i>Humanitarian Engineer, UQ Int Development Team</i> (no Melbourne event)
Feb/March:	Melbourne:	Lyn Morgain – <i>CEO Oxfam</i>
	Sydney:	Kirsty Robertson – <i>CEO Caritas</i>
	Brisbane:	Rebecca McDonald – <i>Library for All/Save the Children Fund</i> (no Canberra event)

May: Melbourne: Dr Tania Miletic - *Assistant Director, Peacebuilding Initiative, UMelbourne*
Sydney: Jennifer Scott - *Mediator/Arbitrator Scott ADR*
Canberra: Jules Frost - *ACFID Civil Society Engagement Advisor to APMC*
Susan Hutchinson - *Civil Military Professional*
Barbara O'Dwyer - *Consultant focused on gender dimensions of crisis situations*
(no Brisbane event)

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 – We have reached 1,700 followers and over 1,500 page likes
- LinkedIn Page has 4200 followers. Majority of postings are blogs, articles, scholarship alerts and sector roles.
- Our website has on average 10,000 visitors each month
- Instagram has 144 followers
- Twitter – we have just opened a Twitter account and we have 28 followers
- #WiAW is very popular across all channels providing tips and inspiration from WiAD members, supporters, volunteers and the wider NGO community.

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:	27
Full Program Mentees:	21
Small Group Session participants:	1

WiAD 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.

Communication Intern



Yunrui Deng

Currently, Yunrui is completing a Master of Communication (Social Change) in her final semester at the University of Queensland. Yunrui's educational back involves Communication for Development/Social Change. Her passion and interest deal deals with SDGs, development communication, and strategic communication. Apart from that, supporting female leadership is an important element on her agenda. She is enthusiastic about the increased participation of women on corporate boards at the Global Summit of Women and Women in Aid & Development Australia.

Mentoring Intern



Teghan Tribe

Teghan is currently completing a Bachelor of Development Studies at Newcastle University. She has completed a placement at CIFAL, part of United Nations Institute for Training & Research (UNITAR) working on community engagement with the Sustainable Development Goals. She has strong interests in global development, poverty reduction and sustainability. Teghan is currently the MeetUp Volunteer at WiAD responsible for maintaining our city pages and increasing interaction with community members interested in the aid & development sector. Teghan was WiAD's MeetUp coordinator in 2022-23.

COMMUNICATIONS

WiAD Communications Coordinator



Michel'le Donnelly

Michel'le has been WiAD's Communications Coordinator since 2021. A passionate storyteller, she believes that sharing stories has a key role to play in today's social justice movement. As a feminist, she has made it a priority to work to achieve gender equity in the world. When not freelancing as a digital communications specialist, you can find her writing, laughing or arguing in favour of pineapple on pizza. She also runs an online newsletter that serves as a platform for women of colour creatives to share their work.

SUMMARY OF MEMBERS - October 20, 2023

General Members	130
Voting Members	64
Organisational Members	26

SUMMARY OF VOLUNTEERS

Board Members	7
Board Observer	1
Leadership Group	12
Mentoring Committee	4
Communications Committee	4
Volunteer Coordinator	1
Speakers	20

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:



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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.



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.



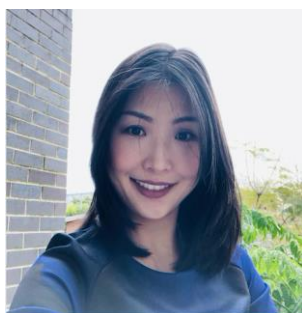
Vivian Chordi
*Director and
Mentoring
Committee*

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 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



Andrea Banic
Director and Treasurer

Andrea has been Director and Treasurer of Women in Aid and Development from 2021 and brings to the Board over 20 years of professional experience in financial, strategic business planning and change management gained in the private, government and not-for-profit sectors. Andrea currently works as Chief Financial Officer (CFO) for a community-based organisation where she has day-to-day responsibility for the overall finance function and other corporate services. In her Executive roles Andrea has fostered strong relationships and created meaningful change within the organisations with which she has been engaged. With a passion for human rights, equality and supporting the community, Andrea is also on the Board of My Foundation Youth Housing. Andrea has a Business degree, is CPA qualified, MAICD and a Fellow of the Institute of Managers and Leaders.



Michelle Jouve
Director

Michelle has over 15 years of professional experience within the corporate sector across various areas including corporate strategy, business development, corporate finance and investment banking. Michelle has overseen the corporate development functions at various ASX listed companies and is currently the Head of Corporate Development at one of these companies. In her spare time she can be seen volunteering for various organisation promoting children's wellbeing and sustainable environment. Michelle is multi-lingual and holds a Bachelor of Commerce (Actuarial Studies) from the University of Melbourne.



Jill Scanlon
Director and Melbourne Leader

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 has a** 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 development.



Terina Stibbard
Director

Terina has spent over 25 years as a community development and inclusion leader both internationally and in Australia. She has spent over 17 years working in Timor-Leste, PNG and southern Africa to establish and support programs across issues such as food security, inclusion, health, education, water and sanitation, and mitigating the impact of HIV and AIDS. Terina has also held senior management roles in Australia delivering disability, community development and inclusion programs in addition to establishing development programs to build resilient and inclusive communities. Terina has a Masters in International and Community Development, a Masters of Professional Education and Workplace Training and is a Graduate of the Australian Institute of Company Directors. She is a director on the board of Results International.

OBSERVER PROGRAM



Dr Alyce Wilson has been Board Observer in 2022-23. The WiAD Observer Program is designed to provide important skills to prepare senior Managers for a future boardroom career by working alongside the Women in Aid & Development (WiAD) Board over a 12-month period. The Observer attends all board and/or committee meetings by video conference, as a non-voting member, and learns the fundamental business and focus of a NFP board, the roles of board members, principles that drive decisions, financial reporting and other governance priorities.

Dr Alyce Wilson
Board Observer

“I participated in the WiAD Observership program from July 2022 to 2023. The program provided first-hand experience of board decision-making processes and operations. The program enabled me to learn and engage with key aspects of a board directorship including governance, legal, risk, strategy and finance, and how to bring these different aspects together to build an effective board. The chair, Chris Franks, was very generous and supportive in ensuring that I was able to make the most of the experience. Thank you to the WiAD organisation and board for this amazing opportunity.” **Dr Alyce Wilson**

MENTORING COMMITTEE

Vivian Chordi
Emma Bull
Katie Luton
Teghan Tribe (Mentoring Intern)
Chris Franks

COMMUNICATIONS COMMITTEE

Jill Scanlon
Teghan Tribe (Meetup Coordinator)
Yunrui Deng (Communications Intern)
Michel’le Donnelly (Communications Coordinator)
Chris Franks

WIAD EVENTS LEADERSHIP GROUP

Canberra Group Leader



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.

Canberra Committee:

Sophie Young (Co-leader)
Gowri Pincombe
Zamara Rodriguez
Thabisa Whittington

Melbourne Group Leader



Jill Scanlon – Jill is a communications and media consultant in the Development sector with a particular interest and strength in Sport for Development, advocacy, policy, facilitation and partnerships. Currently lecturing at ACU in Bachelor of International Development Studies, she has been involved with WiAD for several years, starting as a volunteer, then on the Events Leadership Committee, becoming the facilitator of the Melbourne events and now serving as a Director on the WiAD Board. She is also a journalist, returned Australian volunteer (Pacific) and strong advocate of social inclusion (gender and disability), especially through sport. She spent two year living and working in Vanuatu in Media/Communications

roles, which involved a key focus on capacity building, strategic planning and stakeholder/partnership development and advocacy and continues that strong association in a support role with her Vanuatu organisation. She worked for the ABC in international broadcasting for 25 years and then turned her focus to her passion for the work being done in the international and community development sector, underlined by her BA in Media, Post Grad in Journalism and Masters Degree in International and Community Development.

Melbourne Committee:

Kathryn Beasley
Divyashree Sharma
Lua Rikis
Catherine Green (retired in 2023)

Brisbane Committee:

Yunri Deng
Ruhi Ali
Joel Bird
Chris Franks

Sydney Group Leader



Michelle Imison – Michelle is an international development consultant whose areas of special interest include public health, gender, research and advocacy. She has previously worked in tuberculosis advocacy both domestically (for Results Australia) and globally (for the Stop TB Partnership in Geneva), in academia (public health) and government (for the Specialist Health Service, which provides strategic input on health to the Department of Foreign Affairs and Trade). Michelle is a co-Convenor for the Bangladesh Working Group of the Cross-Sector Development Partnerships Initiative (XSPI), Sydney City Leader for Women in Aid and Development (WiAD) and co-leads a professional networking group for

development consultants based in Sydney. She has previously served on the Board of Oxfam Australia and as a grant-maker for a women's education organisation (Graduate Women International).

Sydney Committee:

Madison James
Journey Bowden
Honoka Takanashi
Chris Franks

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.



Maryanne Lang - Maryanne was born in Sydney and has also spent time living in Brisbane and Canberra. Her career spanned the Media and IT industries before embarking on a complete sea change in 2006, buying a café, which she owned and ran for 13 years. After the café closure and pre-COVID, she worked as Bookkeeper in the Events Industry and more recently in the area of Foundation and Community Engagement at a private girls' school. Maryanne has a Bachelor of Arts, Communications (UTS) and a Cert IV in Bookkeeping.





M



Sam Addison - Sam is a software developer based in Scotland. He has been writing software and tinkering with computers since the 1990s, but has been doing so professionally for the last 14 years. This is somehow the field in which he ended up earning a living after starting his adult working life in academic philosophy. He is based in Scotland, where he lives with his wife and four children. He has provided tech support to Women In Aid Development since 2018.

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 2022.

-  **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.
-  **G2m Solutions** – Hubspot CRM services with Sue Fell (General Manager) and Kira Stuart (Hubspot Manager) providing generous pro-bono support .
-  **Canva Space** – sponsoring Sydney events by providing venue space at 110 Kippax Street, Surry Hills
-  **Brewski Bar** – sponsoring Brisbane events by providing venue space at 22 Caxton Street, Petrie Terrace.

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>

ALL ABOUT MEMBERSHIP 2023

Women in Aid & Development welcomes members to support our objectives and participate in our activities. This is a summary of the detail in the constitution. The constitution prevails if this website information deviates in any way.

There are three categories of members – check out what membership means to you.

Applying to be a Member

Becoming a member is easy. Simply complete the member form and send it to the Secretary by email or mail. Once received the board will review and approve your membership and the Secretary will inform you of the outcome and add your name to the membership register when they receive notification that you have paid the applicable Membership fee.

General Membership

Open to all individuals aged 18 and over, who support the Objects of the Association, pay the General Membership fee annually, have been accepted by the board as a member, and whose name appears on the Member register.

- You are entitled to attend two Face to Face Women in Aid & Development networking sessions, each calendar year, AT NO COST.
- Apply to Volunteer in a number of roles including on the Event leadership Committee and participate in planning and presenting events in your city.
- Eligible to participate in the mentoring program when you have been a member for three months or more once every three years.
- Receive an annual report and an invitation to attend annual member meetings by teleconference where the annual report and financial reports are presented. You are NOT eligible to vote at general meetings of members or stand for election or accept any elected office within the Association.

Voting Membership

Open to all individuals aged 18 and over, who support the objects of the Association, pay the Voting Membership fee annually, have been accepted by the board as a member, and whose name appears on the Member register.

- You are entitled to all benefits above plus:
- You are eligible to Vote on any resolution or matter at a general meeting and to stand for election and accept any elected office within the Association

Organisational Membership

Open to all Organisations active in the Aid, Development, Humanitarian and NFP Sectors, Managing Contractors and Universities educating Students in these areas, which support the objects of the Association, pay the Organisational Membership fee annually, have been accepted by the board as a member, and whose name appears on the Member register.

Key Organisational Member Entitlements - check website for full details

- Organisations are entitled to send FOUR staff members to attend Women in Aid & Development networking sessions, each quarter, AT NO COST.
- Staff Members are eligible to apply to Volunteer in a number of roles including on the Event leadership Committee and participate in planning and presenting events in your city.
- Two staff members are eligible to participate as a Mentee in the mentoring program each year.
- Unlimited staff members are eligible to participate as Mentors in the mentoring program.
- The Organisation will be invited to nominate speakers for events and may offer staff members to speak on relevant topics.
- The Organisation will receive an annual report and an invitation to attend and take part in discussion at general meetings of members and nominate a person to vote at the election on behalf of the organisation.

Please check the website for full details and costs.

SUPPORT WiAD

WiAD supports women in the Aid & Development and NFP sectors to succeed in their careers, to continue to learn to be the best versions of ourselves and to embrace challenges and opportunities. We believe we will grow alongside other women to have a more significant and positive impact on our world. 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. 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.

Make a Donation?

Membership and event fees cover some of our costs but there's a gap because we hold our costs down as much as possible to match salaries in the sector. We invite you to help deliver our events, information, mentoring program and workshops at the lowest cost to as many women as possible in the sector. We invest all donations wisely in our workshops, mentoring programs, Observer programs, Networking events, Member & Supporter communication.

How to donate:

Easy and quick to action via online banking today! Make a deposit direct to our account:

Women in Aid and Development

BSB: 082-356

Account number: 26-586-2634

Reference: **Your name**

OR

Send by Paypal – wiad.treasurer@gmail.com

Please include your name and email so we can thank you and send a receipt.

Is my Donation Tax Deductible?

No - Women in Aid & Development is a registered Association but, at this time, donations are not tax deductible.

How will you acknowledge my support?

We will confirm you are happy for us to include your name on our support page on the website and in our annual report. This is completely at your discretion and will not mention quantum of your gift.

Leave a gift in your will

By leaving a gift in your Will to Women in Aid & Development, you make a powerful commitment that will assist us in developing volunteers, interns and the careers of generations of women who follow after you in the sector. You support substantially our aim is to see women supporting women to be successful in their careers – investing in their skills, their careers, and working to be the best versions of themselves possible, embracing challenges and opportunities that in turn will benefit women and communities they work with worldwide.

Thank you for considering leaving a gift to the Women in Aid & Development in your Will. For more information email womeninaidanddevelopment@outlook.com

CONTACT US

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