



WOMEN IN AID & DEVELOPMENT

ANNUAL REPORT 2019-2020

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 a facilitated space for women committed to self-improvement to exchange knowledge, insights and experiences at regular networking 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

REPORT FROM THE CHAIR 2019-2020

As I write this and reflect on the achievements of Women in Aid & Development over the past year, I note while we are in unprecedented times working from home due to the COVID19 pandemic we have achieved a great deal and surprisingly this has enabled us to reach out to a much larger community at home around Australia and internationally. As a women's organisation we must ensure we are accessible and while our venues are child friendly there is no more child friendly venue than home, so we have welcomed more women and become much more accessible.

Women in Aid & Development has been bringing women together over the past eight years, but it was only a year ago that we established as a formal Association in NSW and invited women and organisations working in aid, development and humanitarian sectors to become financial members.

Our experience prior to incorporation gave us insight into the support, encouragement and information that enables women to look to their future careers and develop their skills and knowledge and find mentors to encourage them to apply for more senior roles. Our website, social media, and networking events, both face-to-face and online, have connected many women keen to advance their careers.

Our success to date was achieved thanks to the dedication and commitment of the WiAD Board, Events Leadership Group, speakers and legal and technical experts who have enabled us to communicate with our community, not only in Australia but worldwide.

Thanks to our Events Leadership Groups in Sydney, Melbourne and Canberra who have invested their time, expertise and enthusiasm to lead WiAD and build our sustainability. We still have a long way to go but each year sees us take more steps to achieve that goal.

Thank you again.

**Chris Franks
Chair**

TREASURER'S REPORT

Financial Statements for the Year Ending 30 June 2020

Women in Aid and Development (WiAD) commenced operation as an Incorporated Association in December 2019, so the financial statements represent a part year of operation. The COVID-19 pandemic had an impact on the planned operations of WiAD in its first year, with cancellation of all face-to-face events and a change to an online model. Face-to-face events are planned to resume state by state as restrictions allow. WiAD launched a membership drive late in the financial year, with this income mostly impacting next financial year (based on accrual accounting).

WiAD was able to commence operations with a generous donation from the Chair, and a loan from the Chair to cover some start up operating costs. The intention is for the loan to be repaid once WiAD is in a financial position to do so.

The final result for the year was a small loss of \$568. Revenue for the part-year was \$2,282 and expenditure was \$2,850. \$2,000 of the revenue was a donation by the Chair per above, with small amounts from the March events and memberships. The largest expense items were related to events: venue costs (\$430) and travel (\$1,358). Insurance attributable to FY20 was \$287.

As FY2020 was WiAD's first year of operation, the small loss incurred means that the association had a net liabilities position at the end of the year (\$568). The bank account balance was \$1,551 at year end, and prepayments was \$2,229. Current liabilities at year end were \$139 in Accounts Payable relating to operating expenses. Net current assets were therefore \$3,042 at year end (current assets less current liabilities).

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 2020 are submitted for approval by the members at the AGM. If approved, the Chair will then lodge the annual return with Fair Trading NSW that will note that the accounts have been tabled.

Michelle Pearce FCA
Treasurer

2019-2020 EVENTS OVERVIEW

- October 2019 – Mental Wellness in the Aid & Development Sector
- December 2019 – Joint Social Event with Sydney & Melbourne Development Circle
- March 2020 – The Role of Sport in Aid & Development
- May 2020 - Responding to the COVID-19 crisis in-country
- July 2020 – Delivery of Global Health Programs during a Pandemic

WOMEN IN AID & DEVELOPMENT PROGRAMS

Mentoring Program

We know the importance of mentors in achieving professional success and securing career input otherwise not easy to access. The Women in Aid & Development Mentoring Program is designed to match mentors with mentees and provide support and encouragement to women working in the sector or planning to work in the sector.

The 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 initial 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 and work with resources currently available to WiAD. We will expand the program as resources become available.

The number of full scholarships is limited at present while the program is established, and it will be expanded when more mentors are recruited to provide voluntary support. For full details check the website.

COMMUNICATIONS INTERN



Sonia Kohlbacher

This is the first year we have welcomed the skills and expertise of a Communications and Media Intern. 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.

Sonia joined us in July 2020 and has invested significant time and effort in increasing our profile and attracting members.

Her greatest achievement to date is the introduction of #Womeninaidwednesdays that have raised our profile and the number of visitors, likes and shares on social media.

This is a role we will offer regularly to enable women with appropriate skills an opportunity to engage with and network with women in the sector as a first step to securing a role.

We are very grateful for the immense work and advice Sonia has offered and the progress she has achieved for all members.

SUMMARY OF MEMBERS AT OCTOBER 14 2020

General Members	12
Voting Members	15
Organisational Members	10

Organisational Members:



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 Chair of RESULTS Australia, 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 ACFID Code of Conduct Committee and the recipient of the inaugural ACFID Award for Outstanding Service to the Aid and Development Sector.

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 Masters of Public Policy & Politics.



Jacinta Harford
Director and Sydney
Leadership Group

Jacinta is a young professional working as the Design, Monitoring, Evaluation & Learning Coordinator for CAN DO Consortium in Sydney, mainly focusing on Disaster Response & Preparedness in the Pacific Islands. My country 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. I love Women in Aid and Development and the opportunity to hear strong women speak about doing good in the world. Love being part of this fantastic group.



Rebecca MacFarling
Director and Melbourne
Leadership Group

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 currently works with the Global Innovations Team at Movember, and 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 has just completed her 12th year on 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

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.

WiAD EVENTS LEADERSHIP GROUP

Canberra group convenors



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.



Judy Cyngler

Judy has recently moved to Canberra to work in the Social Impact Investing space. In 2019, Judy lived in Dili, Timor-Leste for three months where she interned at a national NGO, focusing her time on capacity building and supporting projects involving women and youth.

Judy studied a Bachelor of Arts (International Relations Major) at Monash University and spent her years at university volunteering part-time in the state team of an Australian youth-led international development organisation.

Melbourne group convenors



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.



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.

Sydney group convenors



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.



Jackie Lauff

Jackie is a sport and development practitioner who has worked in local, national and international sport organisations. She has a degree in Occupational Therapy, a Master of International and Community Development from Deakin University and a Master of Adapted Physical Activity from the Norwegian School of Sport Sciences.

Early in her career Jackie was an Australian Youth Ambassador for Development in Fiji working on the South Pacific Games. Jackie is a member of the Executive Committee of the Australian Disability and Development Consortium, a reviewer for the International Journal of Sport and Development, and co-chair of the ACFID Small Member Working Group. Jackie is a co-founder and currently CEO of Sport Matters, an international NGO based in Sydney.



Carolina Flores

Carolina holds an International Relations and Development degree and an MBA. The focus of her career has been on growing the financial capability of communities with various non-for-profits organisations, as well as upskilling communities on basic business knowledge.

Carolina has lived and worked in the International Development space in Mexico, Argentina, USA and now Australia, giving her a broad spectrum of experience and knowledge. After working with community groups overseas to empower women through financial education and credit union programs, she is passionate about helping women build a solid financial foundation and a bright future.

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 2020.

Speakers

- Alex Gartrell – Disability Inclusion Advisor, World Vision Australia & Chair Australian Disability Development Consortium (ADDC)
- Anneke Outred (pronounced A-ni-ka) – a registered Psychologist specialising in the Aid & Humanitarian sector
- Anne Wujits – Global Program Director post with SurfAid
- Assmaah Helal – Program Community Coordinator of Football United, UNSW, Community Ambassador for the AFC Asian Cup 2015
- Belinda Clark AO – Executive General Manager, Community Cricket, Cricket Australia , Captain of the Australian Cricket Team from 1994-2005
- Bridi Rice – Director of Policy and Advocacy , Australian Council for International Development (ACFID)
- Dr Alison Baker – Fund Manager Water for Women
- Dr Heidi Spillane – A Sexual Health Physician and General Practitioner , Médecins Sans Frontiers (MSF) Project Leader
- Inga Olesky – International Program Manager at Australian Federation of Aids Organisations (AFAO) based in Bangkok
- Jackie Lauff – co-founder and CEO of Sport Matters
- The Hon Jane Prentice – Previously Federal Member for Ryan and Minister
- Jo Metcalfe – Project Director for the Australian Sports Partnerships Program (ASPP)
- Joanna Lester – Media and Strategic Communications Adviser for Pacific Sports Partnerships (PSP)
- Kate Minto – Director & Senior Psychologist Mandala Foundation
- Rachel Donovan – United Nations PNG Communications Specialist for COVID-19
- Margie Cook – international private sector management of multi-donor governance programmes & UN's Electoral Assistance Division
- Natasha Freeman – Head of International Operational Support at Australian Red Cross
- Dr Roannie Ng Shiu – Research Fellow with the Department of Pacific Affairs at Australian National University
- Theresa Meki – PhD Candidate with the Department of Pacific Affairs
- Trisha Carter – Organisational Psychologist

Website Development & Support

- Tess Horsley
- Jess Rudd
- 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.

HOW TO JOIN WiAD

<https://www.womeninaiddevelopment.com>

Women in Aid & Development welcomes members to support our objectives and participate in our activities. 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.

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.

Organisational Members

Open to all Organisations active in the Aid, Development, Humanitarian and NFP Sectors 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.

CONTACT US

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