



ANNUAL REPORT 2021-2022

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.

A MESSAGE FROM THE CHAIR

This has been another year of learning and growth at Women in Aid & Development. As our programs mature and our reputation grows, we can deliver more value to members and supporters.

Our Mentoring program has grown, and we have welcomed over 25 new mentors this year to provide support to the ever-increasing number of applicants for mentoring. Thanks to support from our Mentor Program Interns, we are now bringing together mentors and mentees more quickly and efficiently and we expect this program will grow more in the coming years.

Our events continue to attract strong numbers of women with over 100 attending events each quarter in Sydney, Canberra, Melbourne and we will increase as we added Brisbane events in July 2022. Our challenge in this program is attracting speakers so if you see an event and it's your area of expertise, please contact us via website to offer your insights at one of our informal & relaxed events.

Financially you'll see we are in a positive position and are building our resources as more organisations and individuals join and we attract some (non tax-deductible) donations.

Thank you - small words with large importance at Women in Aid & Development because our activities and impact relies on the input and support of Members, Directors, Event Leadership Group members, Volunteers, Speakers,

Supporters and Interns - without you we cannot deliver inspiration and encouragement to women working in and aspiring to work in the sector.

Special thanks to Directors Michelle Pearce and Lauren Bradley who took on more challenging executive roles and consequently stepped down from the board. We were delighted to welcome Andrea Banic, our new Treasurer and Michelle Jouve who both bring us significant skills and experience.

Sincere thanks also to our City Leaders and event facilitators - Emily Moreton and Tess Horsley in Canberra; Jill Scanlon in Melbourne and Michelle Imison in Sydney. Their knowledge and experience brings out the best in our speakers.

We have benefitted from the input and support of interns in the Communication and Mentoring programs this year – thanks to you too. Working with WiAD as a volunteer or intern has provided a first step into the sector for a number of women and having a Women in Aid & Development role on a CV creates opportunities. We invite others to volunteer with us for a year – you will gain new skills, build confidence, meet new people and make a huge contribution to the sector.

I look forward to meeting you at an event soon.

Thank you again.

A handwritten signature in black ink, appearing to read 'CF', enclosed in a light grey rectangular box.

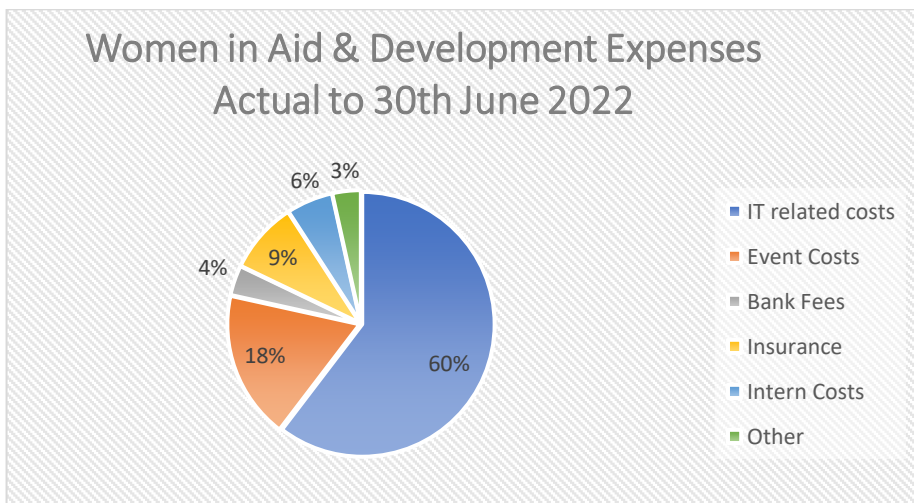
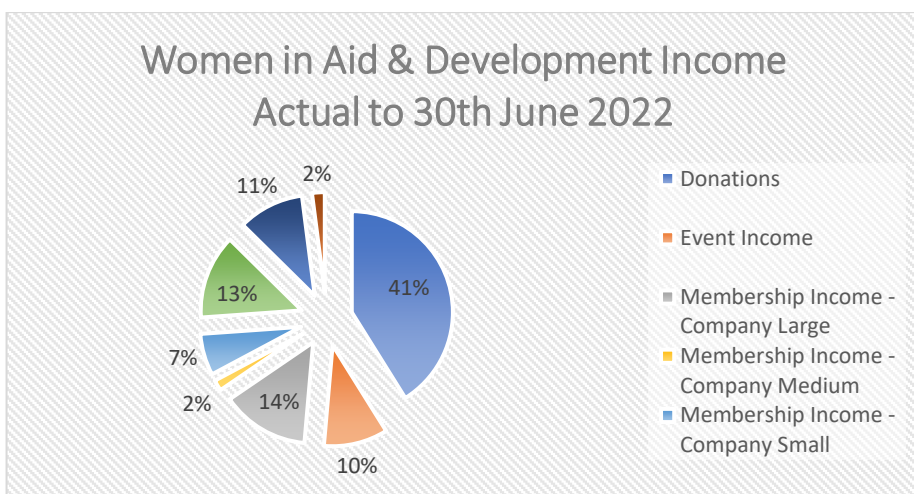
Chris Franks
Chair

TREASURER'S REPORT

Financial Statements for the Year Ending 30 June 2022

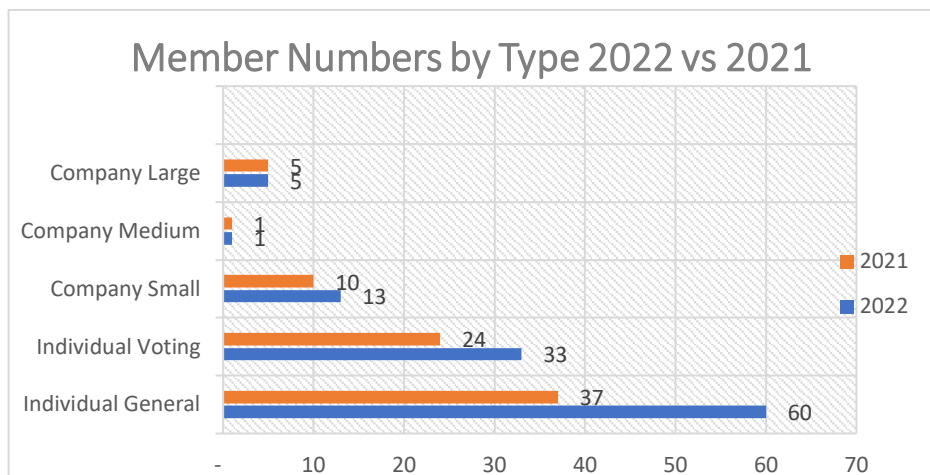
Women in Aid and Development (WiAD) commenced operation as an Incorporated Association in December 2019 and has grown consistently since that time despite the effects of the COVID-19 pandemic, with cancellation of many face-to-face events and a change to a hybrid business model. Face-to-face events have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

The result for the year was a surplus of \$3,460 which consisted of \$17,191 in revenue including donations of \$7,069 by the Chair and expenditure of \$13,732. The membership base has continued to grow which is reflected in the income however to support this growth into the future WiAD has invested significantly in the development of its CRM system. In fact, the largest expense items were related to IT: CRM (\$4,836) and IT Support (\$2,258). Other costs other than venue costs (\$1,652) were consistent with the previous year. Given rising venue costs other alternatives are being pursued for the 2023 year.



The association had a positive equity position at the end of the year of \$7,575 with a cash balance of \$10,044 with prepayments of \$1,855 and liabilities of \$4,284 which included income in advance for prepaid membership fees of \$3,864.

Membership is our primary form of income and is vital to enable us to provide the mentoring program, events, and workshops. Our sincere thanks to all who become members, and who support the careers and aspirations of all women in the sector.



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 2022 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

Andrea Banic
Treasurer

2021-2022 NETWORKING EVENTS & SPEAKERS

- **July 2021 – Early career pathways in Aid and Development** – Networking forums in Canberra (face to face), and Melbourne and Sydney (both online) met some young Australian leaders engaged in the sector. We heard how they found their way into the sector and how they are driving youth leadership of programs and organisations.

Melbourne:

Rachel Richardson - Palladium International

Bardie Barclay Sutton - Inclusive Education & President Melbourne Development Circle

Elise Beacom - Oxfam Australia

Sydney:

Anna Pelkonen – Oxfam Australia

Sarineh Manoukian – Fred Hollows Foundation

Canberra:

Lucia Goldsmith - Oxfam Australia

Briana Jones - Oaktree

- **September Workshop – Governance** – what are Board and Director responsibilities? An online workshop to learn about the governance of organisations, the skills and experience required to take on a board role, and the responsibilities of a director.

Workshop: Chris Franks and Michelle Pearce

- **October 2021 – Demystifying monitoring and evaluation: In the aid and development sector** monitoring and evaluation is used to understand and track program performance, ensure accountability to stakeholders, and a tool to make well-informed decision-making. So, what's involved day-to-day? How do you become a monitoring and evaluation practitioner? Do you undertake a degree or is it possible to learn on the job?

Ellie Macdonald - UN Women

Kathryn Dinh - Lotus Evaluation

Claire Hanson - Agile Development Group

- **December 2021 – Volunteering and E-Volunteering** – We heard from speakers who are responsible for developing and funding volunteer programs, and those who have experience volunteering overseas and in Australia.

Melbourne:

Karen Flanagan - Save the Children

Claire McLellend - Australian Volunteers Program

Jill Scanlon - Volunteer

Canberra:

Fiona Goggins - RAVN Volunteer

Phetdavah Southonnavong - Aus Volunteer Program Laos

Emily Moreton - AYAD Volunteer

Sydney:

Liz Mackinlay - Australian Business Volunteers

Jawoon Kim - Results Australia

Michelle Imison - Specialist Health Service

- **March 2022 – Working in and with government to advance international aid and development goals.** In the first event of 2022, we focused on advancing international aid and development through the use of working in, and with, a range of government roles.

Melbourne:

Professor Leanne Robinson, - Health Security and Disaster Preparedness, Burnet Institute & PNG Institute of Medical Research & WEHI & Monash University

Sydney:

Margie Cook AO - Election Evaluator UN, DFID, DANIDA, Brit Council & EU

Michelle Imison - Specialist Health Service (SHS)

Canberra:

Kerryn Clarke - Australian Disability and Development Consortium

Online

Jennifer Kalpokas - Doan Balance of Power Initiative, Vanuatu ,

- **May 2022 – Working in Conflict Zones** - This event asked questions like: Can a relatively safe and secure environment be created in a conflict zone? And how do you minimise risk of a physical, ethical, political and reputational nature?

Melbourne:

Jess Lees - Humanitarian Advisory Group

Nichola Krey - Department of Health Victoria

Canberra:

Susan Hutchinson - Student ANU

Amara Lee - Consultant

Online:

Jennifer Tierney - MSF (no Sydney 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 – Our followers have been steadily growing this year and have now reached 1696 followers and over 1560 page likes.
- The LinkedIn Page has 3016 followers, and our LinkedIn Group has nearly 500 members as well. The majority of postings are blogs, articles, scholarship alerts and sector roles.
- The Website has on average 3300 visitors each month mostly from Australia with regular NZ, UK and USA visitors.
- Instagram is continuing to build followers after being hacked earlier in the year – we now have 78.
- #WiAW is very popular across all channels providing tips and inspiration from WiAD members, supporters, volunteers and the wider NGO community.

The WiAD website was established in 2013 and completely rebuilt in 2020 to make it more visually appealing and provide flexibility for future enhancements.

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: 65

August 2021 Matching

Small Group Session mentees: 7

Career Advice mentees 2

Full Program Mentees 7

March 2022 Matching

Small Group Session mentees: 21

Career Advice mentees 5

Full Program Mentees 16

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 Interns



Celia Urdaniva

Celia is currently the Communications Officer at the Monash International Development Practice Association (MIDPA) at Monash University where she is involved in digital marketing and website management. She is also a part of the Arts Graduate Leadership Program at Monash University. Celia has experience as a research assistant at University of Wollongong (UOW), research intern at Scarf Refugee Support (NFP), language facilitator at UOW and teacher assistant.



Phoebe Young

Phoebe is a social media manager, gaining experience in the communications and marketing world. Graduating with an Honours degree in International Relations, Phoebe has spent the last 18 months developing her skills and experiences through volunteering, interning and freelancing with various not-for-profit organisations. Her passion for gender equality and women's development is what drives her forward in the international affairs sector. Phoebe dreams of living and working overseas, enmeshing herself in different cultures in efforts to gain a better understanding of the world and creating a feminist society.



Sinead Wheeldon

Sinead is in her third year of university studying international development. She has gained experience in creating content, marketing and promoting fundraising events, campaigns and social media content and as a design assistant was involved in branding design, social media content, website format and photoshop rendering. Sinead is keen to learn and develop skills with the aim of working for an NGO in project management or communications and social media.

Mentoring Interns



Amelia Young

Amelia has worked and studied in the United States, the Middle East, Germany and Australia. Her work has supported organisations in human rights, sustainable development, climate advocacy, and diplomacy. She is committed to the advancement of the Women, Peace, and Security agenda and has advocated for the equal and meaningful participation of women in peace and security processes. Amelia completed a Master's degree in Peace and Conflict Studies from the University of Sydney and a Bachelor of International Studies (International Relations) from the University of New South Wales.



Juwariya Malik

Juwariya is studying a Bachelor of Arts/Laws majoring in Politics and International Relations at the UNSW. She is passionate about social justice, advocacy and equity for individuals from culturally and linguistically diverse backgrounds. Her experience includes working and volunteering in areas of research, criminal law, and not-for-profit organisations assisting refugees and asylum seekers.

Tabitha Higgins



Tabitha has completed a Graduate Diploma in International Affairs at ANU and is working in the Australian Public Service in International Cooperation. She has experience in social policy and program implementation with the Dept of Veterans’ Affairs, and believes in the importance of meaningful engagement and community-led development projects. Her time working for a Federal MP also allowed her to engage with early stages of the policy cycle. Tabitha also has experience working with the Embassy of Panama, providing policy advice on gender equality and women’s leadership.

WiAD Communications Coordinator



Miche’le Donnelly – Appointed September 2022

Previously a WiAd Communications intern, Michel’le has been appointed to paid role to drive and oversee our regular communications. As 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.

SUMMARY OF VOLUNTEERS

There is considerable work undertaken by our keen and enthusiastic volunteers who cover around 45 roles at Women in Aid & Development. We are grateful to those who help deliver events, design and deliver programs and workshops and, of course, our mentors and speakers. And without our Board members there would be no organisation and we would not be bringing women together to meet, network, learn and inspire others.

Total Volunteers:	66	
Board	9	
Melbourne Event Leadership group	5	
Sydney Event Leadership group	8	
Canberra Event Leadership group	8	
Communications	3	
CRM system development	1	1
Mentoring	1	
Data analysis	1	
Speakers	30	

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 BOARD OF DIRECTORS



Chris Franks
Chair and Sydney
Leadership Group

Chris has been a volunteer in the international development sector for 35 years and 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. Chris works to encourage, inspire and support women to advance their careers and secure leadership, CEO and director roles.



Lauren Bradley
Director and Canberra
Leadership Group

RETIRED JUNE 2022

Lauren works in advocacy at a national peak body focused on harm reduction, public health and human rights. She spent several years working at NGOs in Ecuador in NFP management and Community Development. She 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 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. As the Head of Political Engagement for Oxfam Australia, Emma tackled 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 as political advisor in the federal parliament. 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.



Michelle Pearce
Director & Treasurer

RETIRED SEPTEMBER 2021

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 includes 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.



Vivian Chordi
Director & 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, Colombia and in Cambodia. Vivian is 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.



Andrea Banic
Director & Treasurer

Andrea has been a Director and Treasurer of Women in Aid and Development since 2021 and brings to the Board over 20 years of professional experience in financial and 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. Andrea is a highly sought-after and experienced financial expert. In her Executive roles 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 Bachelor of Business degree, is CPA qualified, MAICD and a Fellow of the Institute of Managers and Lenders.



Michelle Jouve
Director & Sydney Leadership Group

Michelle joined the board in June 2022 she 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 them.

In her spare time, she can be seen volunteering for various organisations promoting children's wellbeing and a sustainable environment. Michelle is multi-lingual and holds a Bachelor of Commerce (Actuarial Studies) from The University of Melbourne.



Lisa Smythe
Director &
Communications Committee

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.

Board Observer

Dr Alyce Watson has been appointed Board Observer. 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, roles of Board members, principles that drive decisions, financial reporting and other governance priorities.



Dr Alyce Wilson
Board Observer

Dr Alyce Wilson is a Public Health Physician and Senior Research Fellow working in global maternal, child and adolescent health at the Burnet Institute. She is an Australian medical doctor with postgraduate qualifications in public health and obstetrics and gynaecology. Alyce is a fellow of the Australasian Faculty of Public Health Medicine, Royal Australasian College of Physicians and has recently completed a PhD examining the quality of maternal and child care in Papua New Guinea. Further to her role at Burnet, Alyce is a Senior Medical Advisor with the Victorian Department of Health, and lectures science, medical and public health students at the University of Melbourne.

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.



Gabrielle Trenbath

Gabrielle works as an International Policy Officer with the Department of Home Affairs after working for the WA Department of Communities. Previously she has sat on the boards of a Community Service provider, the Disability Service Commission and a domestic violence shelter. She is a graduate of the AICD Company Directors' Course and is passionate about good governance in the community and NFP sectors. Since Gabrielle has Cerebral Palsy, she is interested in the provision of services to those have a disability both in Australia and in other parts of the world. She holds a Masters in Diplomacy and Trade and a Postgraduate Diploma in Policy Studies (Development).

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. 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.



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 a Community development organisation, Cooking Circles, to foster community and reduce social isolation among women. Heidi brings skills in program policy management, development, governance and advocacy.



Courtney Hales

Courtney has a Bachelor of Communications and is currently completing her Masters in International Development Practice, focusing on gender, peace and security. Courtney has previously interned at the Australian Red Cross, where she worked in communications as part of the Humanitarian Response Team. She currently volunteers to foster community-building and reduce loneliness among asylum seekers. She hopes to expand her knowledge in development, with a specific interest in gender equality and localisation in humanitarian and development programs.

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.



Anika Waterhouse

Anika is an Honours student of International and Global Studies at the University of Sydney, interested in taking her thesis in the direction of international aid and development and pursuing a career in this field. She is passionate about the importance of culture and she speaks Spanish and has studied German at university, which has strengthened her culturally sensitive perspective on international affairs, particularly surrounding the roles of women. Alongside her studies, she has interned with the non-profit Justice Action, defending the human rights of prisoners by developing government policy reform proposals. She has also been a Student Representative for the Faculty of Languages and Cultures at the University of Sydney.

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.

SPONSORS & 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.



Legal Advice

- We are very grateful for the pro bono advice provided by Baker McKenzie in assisting us to become an Incorporated Association in NSW



Hubspot Consultants

- We are very grateful to Sue Fells from g2m Solutions for her significant support and advice throughout the Hubspot onboarding process, generously provided with a NFP discount

Website Development & Support

- A big thank you to Tess Horsley and Sam Addison for their ongoing support in website and tech support
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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

Key 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

Key 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

Key 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.

SUPPORT OUR WORK AT WiAD

WiAD supports women in the Aid & Development & Not for Profit 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 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 in your 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 and 'donate'

OR

Send by Paypal to wiad.treasurer@gmail.com Please include your name & donate 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 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 benefits women and communities they work with worldwide.

Thank you for considering leaving a gift to the Women in Aid & Development in your Will.

CONTACT US

Postal Address	PO Box 5050 Greenwich NSW 2065
Australian Business Number (ABN)	66142071740
Website	www.womeninaiddevelopment.com
Email	womeninaidanddevelopment@outlook.com
LinkedIn	Womeninaidanddevelopment LinkedIn Page
Instagram	Womeninaidand development Instagram Page
Facebook	www.facebook.com/womeninaiddevelopment