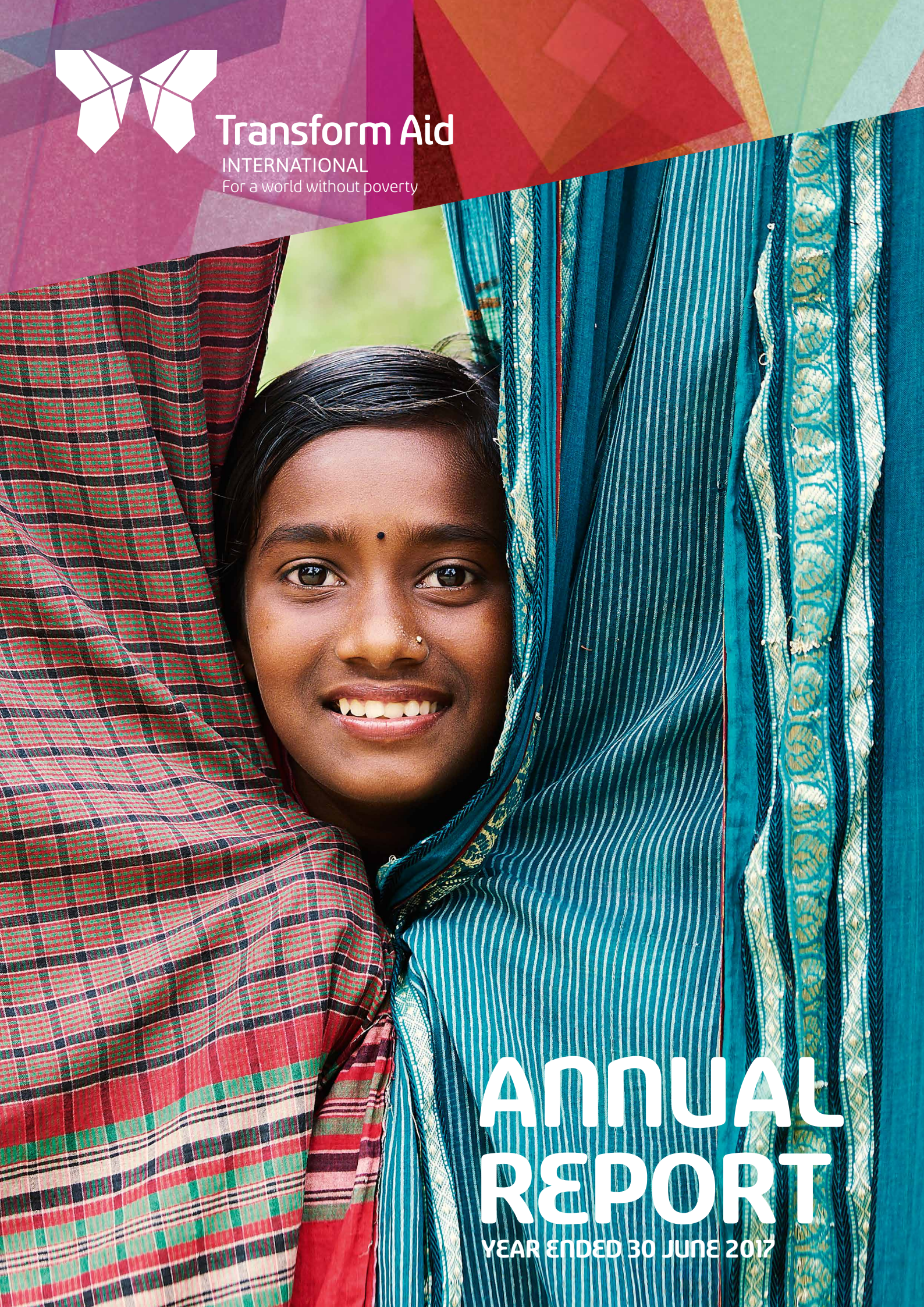




Transform Aid

INTERNATIONAL
For a world without poverty



ANNUAL REPORT

YEAR ENDED 30 JUNE 2017

Our Vision

A world where poverty has ended and all people enjoy the fullness of life God intends.



Transform Aid
INTERNATIONAL
For a world without poverty



BAPTIST WORLD AID AUSTRALIA
Be love. End poverty.

Our Mission

- Partner with like-minded agencies overseas to empower communities to lift themselves out of poverty, challenge injustice and build resilience.
- Partner with Christians and churches in Australia, particularly those from the Baptist movement, in generous giving, ethical consumption, courageous advocacy and faithful prayer in order to achieve justice for people living in poverty.
- Create a professional and enriching environment for staff and the Board as they serve in the name of Jesus.

Our Core Values

As an organisation we are:

- Motivated and directed by Christian principles and values;
- Committed to using resources with transparency, accountability and integrity;
- Committed to excellence and quality by being a creative and learning organisation;
- Committed to valuing all who work for the organisation.

In our development work we are committed to:

- Holistic development as an expression of the Christian gospel;
- Working for justice, equity and equality;
- Working in partnership with communities in developing countries and Australia;
- Economic, social and ecological sustainability in all our activities.

Contents

3 : Message from Chair of the Board	28 : Be Vocal: Advocacy
4 : Message from our CEO	30 : International Programs
6 : About Transform Aid International	43 : Disaster Management
8 : FY2017 and Beyond	49 : Thank you to all our Partners
12 : Our People	50 : FY2017 Financial Summary
14 : Organisational Structure	52 : Independent Auditor's Report
16 : Meet the Executive	54 : Responsible Persons' Declaration
18 : Our Governance	55 : Financials at a Glance
20 : Board Members	56 : Financials
24 : Community Engagement	72 : Thank you to all our Volunteers

Message from Chair of the Board

In February 2017, Mick Turnbull chose to step down as Board Chair of Transform Aid International due to other commitments.

Mick held the role of Chair for five years and has led the Board through a period of significant organisational growth and change. I'm particularly grateful for Mick's integrity, leadership, and mentoring throughout his tenure.

Mick was invited to continue to contribute his decades of experience as a Board Member, at my election as Board Chair.

In FY2017, we also welcomed Karen Wilson from Western Australia and Tara Reid from New South Wales to the Board. Their skills, experience, and desire to see good governance underpin our organisation and add further strength.

It's particularly heartening to lead a Board with genuine gender, age, and ethnic diversity, that reflects our community.

This year we approved the inclusion of the Middle East (specifically Syria, Iraq, Yemen, and Lebanon) as a new, strategically-focussed region of work for Transform Aid International.

Conflict and the massive displacement of people is creating great need that cannot be ignored. In this volatile region, we believe it's important to move beyond the provision of short-term, emergency relief into longer-term, sustainable programs, implemented by experienced local partners.

In this Annual Report, you will learn more about the life-changing work of Transform Aid International.

But whether it's through programs which enable communities to implement real change (page 30), or advocacy that raises consumer awareness and inspires corporate response to working conditions in the fashion and garment sector (page 28), we are only able to act because of the generous support of individuals, churches, the Australian Government, and other groups that partner with us.

I would like to thank all our generous donors, supporters, intercessors, and advocates — it's a great privilege to partner with you.

We're especially grateful for the amazing generosity of a long-standing supporter which, this year, enabled us to clear all outstanding debt from the 2013 purchase of our premises in North Ryde, New South Wales.

I want to thank the staff and volunteers for their continuing commitment to excellence in our mission.

Finally, I thank our Lord Jesus Christ for showing us the importance of remembering the poor, the vulnerable, and the oppressed. It is through His grace and example that we continue to encourage everyone to be love and end poverty.



Phil Newman
CHAIR OF THE BOARD

It's particularly heartening to lead a Board with genuine gender, age, and ethnic diversity, that reflects our community.

Message from our CEO

I am pleased to report that, in a challenging environment on various fronts, we have achieved another very effective year, playing our role to tackle the injustice of global poverty.

Financially, we continue to retain a strong position. Our Total Revenue result for FY2017 was \$19.04 million and our Net Surplus \$0.75 million. In FY2018, we intend to operate in deficit to keep the momentum of our programs moving forward.

Our strategic approach has helped us leverage resources and capacity in many ways, through the building of alliances and partnerships.

This year, in addition to our long-term transformational development work, we continued work to assist refugees from the Syrian conflict and the incursions of ISIL across the Middle East. We're also responding to what has been labelled the worst ongoing humanitarian crisis since World War II: the Hunger Crisis in East Africa and Yemen.

The Church Agencies Network Disaster Operations consortium (CAN DO) represents another fantastic collaboration. In FY2017, this consortium of eight Australian denominational agencies was successful in achieving a place in the Australian Government's Australian Humanitarian Partnership (AHP), which has a strategic focus on disaster preparedness — particularly in the Pacific. We have been an instrumental part of the formation of CAN DO and this new partnership with the Australian Government will enable significant funding over the next few years, recognising the importance of church and faith-based institutions in the cultural fabric of the Pacific region.

Our influence in the corporate sector, particularly in the fashion industry, has continued to grow. Almost 90 per cent of the companies researched in our 2017 Ethical Fashion Report participated constructively and continue to collaborate to address the issues of forced and child labour in their supply chains. In FY2017, a new partnership made it possible to launch the first New Zealand edition of the Ethical Fashion report. It received extensive national media, corporate, and community attention.

The reach of our advocacy also continued to expand in the political arena. March 2017 marked the second year of Converge, an education and lobbying event in Canberra. More than forty Baptist leaders met with our Federal politicians to advocate for stronger legislation and funding to address gender-based violence in various international and local contexts. Changes in policy are already being legislated in these areas.

In FY2017, we also achieved the next generation development of operating systems and database — and launched a new website — which is already improving our efficiency and communications platforms.

Finally, after a season of intense preparation, we have achieved our five-yearly reaccreditation with the Department of Foreign Affairs and Trade (DFAT)! The process afforded us the valuable opportunity to assess and continue to improve our practices. Our successful reaccreditation is a tremendous, positive reinforcement of the quality of our work. We are thankful for our continuing relationship with DFAT and their support for our work.

I want to thank our supporters in Baptist churches across Australia and in the general community. Thank you for your faithful commitment to our work. Your support truly does help people to free themselves from poverty, vulnerability, and marginalisation. More than that, it also equips them to spread change beyond our direct reach as they help others to transform their lives.

I also give thanks for the faithfulness and persistent efforts of our field partners, collaborators, and alliances across the world as we work together in common purpose.

And, of course, I am grateful for an exceptionally talented team of people — staff, volunteers, Executive Team, and Board — who commit themselves wholeheartedly to each other and our common cause.

We carry out our work with mutual humility and gratitude to God, who guides us and allows us this privilege of serving together. It is He who motivates us to continue improving in our mission to tackle the injustice of global poverty.



John Hickey
CHIEF EXECUTIVE OFFICER



Kenya: Community Development Project, ADSE. Source: Transform Aid International/Shane Burrell, 2016.

Uganda: Child Sponsorship Program, SAO Uganda
Source: Transform Aid International/Shane Burrell, 2016.



About Transform Aid International Ltd Group

(including Baptist World Aid Australia Ltd)

At Transform Aid International, we dream of a world where poverty has ended and all people enjoy the fullness of life that God intends. As followers of Jesus, our work is motivated by the belief that this is God's heart for every person on the planet. We are committed to transforming the lives of vulnerable people around the world, holistically and sustainably.

Not only do we facilitate a path out of extreme poverty, but we also seek to influence the policies and practices of those whose power impacts on people living in extreme poverty.

People are cast into poverty because of discrimination against their belief systems and ethnicity, conflict, embedded corruption, caste systems, gender, the environment in which they live, disability, a lack of basic resources, chronic poor health, education and training, unemployment, limited rights... and the list goes on. However, in these complex scenarios, dramatic positive change does occur. Sustainable transformation is achieved through collective, persistent, strategic, and collaborative effort made by many parties from both the developed and developing world.

Australia (and much of Western culture) tends to respond best to disaster, particularly where there is

intense media coverage. However, these crises are often only a small part of an ongoing story — the long-term journey of transformation.

Disaster response is an important part of our engagement with vulnerable communities, but our key focus is much broader. Transform Aid International is committed to engaging its constituencies, both in Australia and across the world, to participate in that process of transformation, not just in the short-term, but faithfully, over a period of years. Together, with our partners and communities in developing countries, we work towards exciting, large-scale transformation out of poverty. With your support this transformation has become a reality for many millions of people across the world!

Transform Aid International (and its primary subsidiary, Baptist World Aid Australia) is an affiliated agency of Australian Baptist Ministries. Under its umbrella, Australian Baptist Ministries draws together various state and national ministries to represent the Australian Baptist movement, which is one of the largest Christian

denominations in Australia. In 58 years our organisation has evolved from a handful of volunteers to a globally recognised and respected international non-government organisation (NGO). Transform Aid International is a signatory to the Australian Council for International Development (ACFID) Code of Conduct. Transform Aid International is also fully accredited, and partially funded, by the Australian Government's Department of Foreign Affairs and Trade (DFAT).

Whilst we represent the Australian Baptist movement in our work, we seek to influence, partner, and collaborate with many groups who can — and should — have a stake in addressing the injustice of global poverty. These include: governments; NGOs; civil society; the private sector; individuals, both secular and Christian; and community organisations, such as the Church, across many denominations. We rely on our Baptist heritage, Christian faith, and a mutual commitment to justice and fairness as motivators for engaging in this mission to end poverty. However, our aim is to engage relationally with all people (from all backgrounds) to whom we can add value; and who, in turn, can add value to the effectiveness and impact of our shared mission.

We seek to define ourselves as change agents — facilitators in the fight against global poverty and human vulnerability. To play our role effectively and maximise our global impact, we are deliberately strategic, innovative, adaptive, collaborative, and relational. Core to this is our commitment to leveraging our own capacity through partnerships and alliances with like-minded groups which multiplies our mutual effectiveness in this work. Our approach to development integrates several different elements: humanitarian programs, advocacy to government and private sectors, the building of a grass roots movement of engaged supporters across our church network, and increasing awareness and action through the provision of education and resources.

About Transform Aid International Ltd Group

We seek to help Australian Christians and churches to hear and understand God's call to do justice and show mercy to the world's poor.

We are committed to educating our supporters and mobilising them to live a whole of life response to poverty. We aim to help our supporters discover that they can do far more than they ever imagined, to bless people living in poverty when they hear God's heart; and respond through their financial generosity, through joining in advocacy, through ethical consumption, and through prayer. We primarily undertake this work through our Australian subsidiary, Baptist World Aid Australia.

Mobilising the secular community to address the injustice of global poverty.

We are also committed to building healthy relationships outside the Christian space. We seek to engage individuals, communities, and media in Australia and the developed world, to broaden the number of committed influencers we can help equip to act against poverty.

Advocacy to government on issues pertaining to its long-term commitment to aid and justice for the world's poorest people.

We mobilise church communities (particularly through our Catalyst groups) to engage local politicians on these issues. We also partner with Micah Australia and other coalitions and agencies on larger-scale campaigns.

Advocacy to the corporate sector, comprising grass roots campaigns and major industry research reports (particularly in the fashion and electronics industries).

We seek to encourage ethical practices in product-sourcing from the developing world. In particular, we target the eradication of slave labour, and other forms of exploitation, which rob workers of dignity and perpetuate poverty.

Transform Aid International forms partnerships with local Christian organisations overseas, which are

well-placed to facilitate longer term community development programs in particularly disadvantaged regions.

We support our partners through organisational development, project design, implementation and evaluation, encouragement, and prayer. These partnerships enable whole communities to identify the causes of their poverty and discover ways in which to use their strengths to build sustainable solutions. We utilise different models of community development to address the specific contexts and needs of each community. Our range of development platforms include both general and specialised development models, as well as Child Centred Community Development programs (CCCD), which focus on enabling support and listen to children's voices. In FY2017 we worked with 30 partners across 51 general community development and CCCD programs in 15 countries.

Building a platform of resilience, particularly in the face of natural and conflict-based disaster.

This is a vital component to long term sustainable community development. Transform Aid International, through its membership of Integral Alliance and its leadership role in the international BReaD Network (Baptist Relief and Development Network), invests heavily in the training and support of communities to prepare effectively for disaster impact. Additionally, Transform Aid International responds to disaster after it occurs with initial relief and assists with the longer-term recovery, rehabilitation, and resilience of communities. In FY2017 we worked with 15 partners across 31 disaster management and recovery programs in 16 countries.

Finally, we invest in high quality staff, leadership, volunteers, and underlying robust systems to ensure that we can achieve and sustain best practice.

We continue to learn and innovate so that we can maintain our place among sector leaders who share our goals to see justice achieved for the world's poor.



FY2017 and Beyond

FY2017 has been a year of further significant development in our mission, as we continue fulfilling our desire to be effective change agents for the conditions of poverty and human vulnerability, globally. We represent the Australian Baptist movement in doing this, but we also see it as our responsibility as a Christian agency. Through our work we are following Jesus's call to love all people, supporting those who seek to sustainably transform their own lives out of poverty, vulnerability, and marginalisation, regardless of their race, faith, and culture.

Our Strategic Journey

Our strategic approach has emerged deliberately over the past few years. Rather than addressing the various elements of global poverty through a series of disparate activities, we have embraced an *integrated approach to change*. We emphasise this integrated approach utilising the strengths that we have, and those which can be enhanced through various partnerships and alliances with like-minded groups in Australia and internationally. In all this, we seek to consider how we can facilitate various groups to work together for lasting impact and to achieve justice for those living in poverty.

So how do we see integrated change working in the context of the injustice that embeds poverty across the less developed nations of the world? How do we see integrated change working to improve the lives of the world's most vulnerable people?

Through our work, we strategically seek to build a *movement for change* in Australia and internationally,

comprising individuals in churches, the wider community, and institutions, who are committed to tackling the injustice of poverty. There are many players who we believe should be vitally engaged in the process of taking responsibility for and participating in, the process of change. These include:

Governments. The governments of more developed countries, like Australia, should take proactive, moral, and principled stances on policies and financial commitments, to impact positively on the poorest and most vulnerable people of less developed nations.

Corporate/Private Sector. Those entities in Australia, and globally, which source products and services from the developing world, should take responsibility for reasonable livelihoods and the welfare of workers in their supply chains, as well as the sustainability of the communities and environment in which they engage commercially.

Churches and People. Members of communities, and particularly Christians, across Australia

who appreciate their biblical responsibilities and look beyond their own borders participate in addressing the injustices which serve to embed poverty and vulnerability.

Partners. These include the local organisations that we work with in various countries. Through our partners we can work with local communities in a number of ways: encouraging self-sustained longer-term development; preventative development to reduce disaster impact risk in more vulnerable communities; response and rehabilitation when natural or conflict-based disasters occur; and advocacy to help communities address injustice.

Individuals and Families. To address poverty, the individuals and families with whom we work play a crucial role. By participating in our programs, they work to steer their own path of change out of dependency into self-sustained transformation. Each community has its strengths and opportunities which can be identified and utilised. Marginalised groups (typically women, children, people living with disability, and ethnic or faith minorities) are empowered to lead lives with greater dignity in an environment of greater social inclusion and respect.

Our Own Organisational Capacity: Transform Aid International and Baptist World Aid Australia. We need to continually invest in the quality of our governance, financial sustainability, our people, and our systems to deliver best practice as we seek to work constructively with these groups, both separately and together. Our strategic mindset should consistently be effective and impactful in addressing poverty and vulnerability across the world.

Other Like-Minded Agencies and Groups. We respect the limitations in our own financial and professional capacities and scope as we

pursue our mission. Therefore, it is imperative that we invest in our own strengths and utilise the strengths of others to leverage our mutual capacity to do more through advocacy, education, humanitarian programs, and development programs.

The processes which are used in this integrated process of change are varied: humanitarian and development programs, advocacy, discipleship and education, as well as partnerships and alliances. However, we believe that they can, and should, work together to leverage the greatest positive sustained changes to poverty.

In the pages that follow you will read various stories of change which have been a result of our efforts to connect these various groups and stakeholders at various levels, with an integrated approach in mind.

Achievement Highlights FY2017 – Towards our Strategic Goals for FY2018 and Beyond

At Transform Aid International, we encourage innovation and leadership. We believe that, although we're a not-for-profit organisation with finite resources, we should still be bold enough to perceive new trends and opportunities, and to pioneer new ideas and initiatives that will achieve greater sustained impact in our mission. Some key examples include:

Co-leadership in the formation of the new Church Agencies Network (CAN) Disaster Operations Group. Eight Australian denominational agencies have formed this consortium to partner with the Australian Department of Foreign Affairs and Trade (DFAT) in the Humanitarian Partnership Agreement. DFAT has recognised the importance of church and faith-based communities in civil society in many countries, particularly in the



Solomon Islands: Community Development Project, SSEC. Source: Transform Aid International, 2013.

Pacific. Initial funding will support the consortium developing a disaster risk reduction and management platform across the Pacific, one of the most disaster-prone regions of the world, through building the capacity of local church partners.

Co-leadership of the BReAD Network (Baptist Relief and Development Network) with view to forming a new global Baptist network to address poverty. A breakthrough initiative to form an international collaborative approach for development and disaster response, globally, within the Baptist movement. In its third year, this process is now in advanced stages of planning with the executive leadership of the Baptist World Alliance (BWA). Under the BWA banner there are more than

100 million Baptist members globally, but with limited resources to collaborate locally and regionally. Final approval of the network is slated for 2018.

Launch of the fourth Ethical Fashion Report... and its first overseas launch in New Zealand.

Major improvements continue to occur in the ethical supply chain practices of Australian and international companies. Baptist World Aid Australia is considered the sectoral leader influencing this change, reporting on it, and engaging with both the corporate sector and consumers. Our fourth Ethical Fashion Report achieved the most significant media impact and social media engagement thus far. In FY2017, we also partnered with TearFund New Zealand to release a first-time report, dedicated to the New Zealand market. The New Zealand edition had huge engagement, receiving attention from domestic media and the public. We are now planning international development programming which links to supply chain regions. We're also intending to pilot fashion sector corporate partnerships that will engage with this programming, and increase the knowledge of impact for corporate staff and leadership. Our Advocacy team also made a significant contribution to the Australian Parliamentary Enquiry into Modern Slavery, which is now moving towards the development of policy and legislation. This will, hopefully, provide more impetus for the corporate sector in Australia to prioritise transparency and advance their ethical practise.

Collaborative Advocacy — the Second Converge Event in Canberra.

The second Converge Baptist leaders' advocacy event was held in collaboration with A Just Cause and Baptist Care in March 2017. Across three days, pastors and leaders from around Australia

met with more than 40 politicians from various parties to advocate for improved policies on gender-based violence in various contexts, domestically and globally. Through Converge, we are jointly seeking to build the profile of the Australian Baptist movement with our nation's political leaders, and cement our reputation as Christians who responsibly seek to advocate for justice.

Child and Youth Programming Review — Next Generation.

Over the past six years, the primary platform for our child-based programming has been Child Centred Community Development (CCCD), which is closely linked to our child sponsorship program. A series of review projects have been undertaken, leading to a revamp and of our programs impacting on children and youth, which will effect greater impact in the years ahead. The new strategic approach will be called "Child, Youth, and Communities for Change". Across eight countries in Africa and Asia, our existing CCCD programming will transition to this new approach over the next five years.

Review of our Community Engagement platform — Improving church engagement, education and discipleship, and service and efficiency.

During FY2017, Transform Aid International undertook a fundamental review of the effectiveness of its supporter engagement. This resulted in the transfer of leadership of this department, and a plan to restructure all elements of the community engagement team to improve capacity in the years ahead. We are committed to being the natural first choice of Baptist churches (and individual supporters) when it comes to engaging with issues of poverty. It is our desire to inform on the Biblical basis for engagement and educate on the issues to address.

These are just some of the notable achievements which, we believe, will further enhance our impact in the years ahead.

In conclusion, I want to note the incredible generosity of our supporters. Most of our peers in this field have, again, had a challenging year financially. In an environment where the overriding public and media focus is on security and terrorism in many countries, it can be difficult to press the message of the wonderful transformational change that can occur when faithful people, persistently, stay the course together.

But our supporters continue to step up and commit themselves, faithfully. This even included an unheralded donation of \$2 million — the bulk of which was specified to pay the existing debt on our office premises in North Ryde.

We are truly blessed by this support, but I also want to particularly thank each and every supporter who sacrificially gives to support our work. I know that it's a struggle, but you are still committed to partnering with us in this cause of ending poverty. Thank you. Each decision to provide support, in whatever way, no matter how big or small, is absolutely precious. And it *does* make a tremendous difference.

I also want to thank all our partners and alliance peers across the world and here in Australia. Of course, this includes our gratitude for our ongoing accredited relationship with the Australian Government Department of Foreign Affairs and Trade, which, after a year of intense effort, has recently been renewed for a further five years.

Finally, I want to again thank our staff, volunteers, and Board. Our team is exceptional, committed, professional, and faithful.

JOHN HICKEY
CEO





Our People

Leadership and Performance

Transform Aid International has innovated strategic leadership development, performance review process, and flexible working arrangements to further enhance the performance and capabilities of our people.

Leadership Development

In FY2016 we launched Phase Two of our Leadership Development Strategy. This phase focusses on leadership development and future leadership capabilities.

The Leadership Development Program will further develop and utilise the Leadership Group of Executive, Managers, and Specialists to drive future success. Through a closer integration of Leadership Group meetings and Executive meetings, our leadership is working more fluidly on issues of strategic importance and equipping individuals and teams to extend their capacity and impact.

The Executive and HR Advisor continue identifying the future leadership capabilities required for Transform Aid International's ongoing success. This will ensure targeted development to strengthen our leaders' capabilities for success today and in the future.

Performance Enhancement

Transform Aid International has innovated the way we review performance to better steward human and financial resources and to fuel performance through an individualised, strengths-focused approach. The innovated performance review process gives

employees real-time assistance and feedback from their manager. Through simple and straightforward annual reviews of employee and manager performance, we can facilitate nuanced employee development. Streamlined reporting enables the leadership team to more quickly and holistically review staff performance to identify trends and organisation wide opportunities for development and improvement.

These exciting changes enable us to understand and value all who work for the organisation, propelling excellence and quality, whilst using resources with integrity.

Flexible Working Arrangements

Transform Aid International continues to enhance its positive workplace culture by providing employees with the flexibility they want, while still ensuring the organisation's business needs are met. We continue to provide the opportunity for our people to work flexible hours and/or work from home.

We see evidence that people view work from home as an extra reward, and put in extra effort when it's

offered. This allows us to access a larger and more diverse candidate pool that includes people who reside further from our headquarters. It also means extra time (that would, otherwise, have been spent commuting) is devoted to work activities. Our information systems make it possible for most people to work from home as required, with 25% of our employees having an ongoing approved working-from-home arrangement — including a small portion working interstate to accommodate family circumstances.

We continue to think innovatively about how we can provide people with the flexibility they want, particularly in roles where international travel is required. We have reviewed our travel policies and procedures and made safe changes to enable working parents, with adequate support in place, to request to travel with their children, helping balance their work and caring responsibilities, regardless of their location.

We are very proud of these exciting, forward thinking changes and have seen them bring satisfaction to the employees involved.



Eliza Johnson
Advocacy Coordinator

Eliza joined Transform Aid International in May 2015 as Advocacy Coordinator. Prior to starting with us, Eliza completed a Masters of Human Rights Law and interned in anti-human trafficking roles.

"We've seen enormous change in government and corporate policy. It's a huge privilege to be part of that, supporting the Australian Baptist Church in its advocacy against poverty and exploitation. I love that my work can take me anywhere from the local church to the halls of Parliament. Every day I am grateful to work for an organisation with a vision and mission so aligned to the heart of God."



Bernadette Bryan
Volunteer, Supporter Engagement

After starting a family and relocating to the United States for a period, Bernadette found she had been out of the workforce for 10 years. Without current experience, it was difficult to find paid work. So, she made the decision to volunteer to help give her skills more currency.

Bernadette provides valuable assistance answering supporter calls and preparing your sponsored children's Annual Progress Reports. She is a returning volunteer, first volunteering in 2014 then, again, in 2017.

"It's a really nice work environment and it's doing something good. There are no factions and everyone is working towards a common goal, which is nice. It's a unique workplace I think."

Organisational Structure

OUR BOARD

Chief Executive Officer *John Hickey*

Director of Finance and Operations
Peter Leau

Director of International Programs
Anthony Sell

Director of Community Engagement
Gabriel Lacoba

Finance
Manager, Daniel Tan
The Finance Team manages all financial and accounting systems within our organisation. This includes: relationships with banks, auditors, and foreign currency exchanges for the provision of funds to our partners overseas.

HR & Organisational Development
HR Advisor (Job Share), Lana Kularajah and Miriam Sherwin
This team provides advice and support in HR management and organisational development strategy, as well as overseeing our Volunteer Program.

Information Systems
Manager, Jane Alfred
The Information Systems Team manages organisational information infrastructure and systems, and is responsible for important data analysis.

Governance & Compliance
Specialist, Lyndelle Taylor (Solicitor and Chartered Secretary)
Assists the Director of Finance and Operations in his role as Company Secretary, ensuring the quality and continuous improvement of governance, compliance, and policy development systems and standards.

International Programs (Private Funding)
Manager, Daniel Norris
Manager, Daniel Skehan
Responsible for the implementation of our International Programs Strategic Framework where our programs are funded by private supporters, churches, foundations and other non-institutional donors.

International Programs (Grants)
Manager, Steve Hamlin
Responsible for the implementation of our International Programs Strategic Framework where our partnerships and projects are funded by grants.

Specialists
Disaster Management, Dan Skehan
Child & Youth Programming, Jackie Robertson (Consultant) and Mel Harwin
Partner Organisational Development, Lana Hanley
Program Performance, Mukunda Adhikari
Programs Accountant, Peggy Harianto

Marketing
Manager, Greg Wood
This team is responsible for the marketing of Baptist World Aid via all communications channels. Including: campaigns, appeals, magazines and publications; as well as all digital channels such as website and social media.

Strategic Relations
Manager, Annette Pereira
Strategic Relations is responsible for defining, understanding and engaging with significant supporter segments such as major donors, large churches, corporations, trusts, foundations, wills and bequests. Also manages relationships with women's ministry and supporter travel experiences.

Supporter Engagement
Manager, Mel Hatton
This team provides high-quality services to supporters, including donation processing, mail, database management, and child partnership support. Our Tele-servicing team also contacts supporters for campaign and product engagement, and pastoral care.

State Representatives
Manager, Cameron Eccleston
State Representatives engage with Baptist Church pastors and congregations, as well as other community groups across Australia, educating and inspiring supporters to be love.

Advocacy Team
Manager, Gershon Nimbalker
The Advocacy team mobilises Australian supporters and Catalyst groups to "defend the rights of the poor and needy" (Pr 31:9) through giving, advocacy, ethical consumption, and prayer. They produce research reports about social justice issues in the fashion and electronics industries. The team also works with coalitions such as Micah Challenge and Stop the Traffik.



Executives, Managers, and Team Leads. Behind (from left to right): John Hickey, Dan Skehan, Anthony Sell, Jasmin Mawson, Daniel Tan, Steve Hamlin, Gershon Nimbalker, Stephanie Dobbin, Nicole Thomson, Mark Purser, Rose Young, Jessica Barry. In front (from left to right): Amelia Barker, Peter Leau, Gabriel Lacoba, Jane Alfred, Annette Pereira, Greg Wood, Cameron Eccleston



State Representatives (from left to right): John Lewis, Mark Purser, Cameron Eccleston, and Brent van Mourik.

Meet the Executive

John Hickey Chief Executive Officer

John joined our organisation in July 2010, after more than 20 years in leadership roles including CEO of Newcastle Permanent Building Society and General Manager and Executive Board member of ING Bank Australia. John has a Bachelor of Arts (Honours) with majors in political science and law, and postgraduate qualifications in financial services and international business leadership. He is also a Member of the Australian Institute of Company Directors (MAICD).

John specialises in organisational leadership and the development and implementation of vision and strategy. As part of his role as CEO, John serves on the Board of Integral Alliance (also as Executive Committee member); on the National Council of Australian Baptist Ministries; is Co-Chair of the BReaD Network (Baptist Relief and Development Network); is a member of the Baptist World Alliance Commission on Social and Economic Justice; and sits on the Baptist World Alliance Aid Committee.

John was formerly Director (and, before that, Chair) of Christian Education Foundation Ltd, which

operates Charlton Christian College in the Hunter region of NSW.

John and his family have been based in the western Lake Macquarie area for more than 15 years. He has been active in church council leadership and treasurer roles in local churches, and remains committed to participating in Baptist Church life, health and local community.

"As I seek to listen to and obey God's call on my life, I am constantly inspired and encouraged by the progress we are making to end poverty. But there is much more to do and I'm passionate about this challenge."

Anthony Sell Director of International Programs

Anthony joined our organisation as a Programs Coordinator in January 2009 and was appointed Director of International Programs in 2010.

For ten years he worked as the Founding Director and CEO of a church-based community ministry. He has also served in a senior position in a local Baptist Church with a focus on mission. He has worked in overseas project development and management since 2004.

Anthony has post-graduate training in Humanities.

"I feel honoured to lead a team of highly trained professionals committed to seeing quality community development implemented through our local partners."

Peter Leau Director of Finance and Operations

Peter was appointed as Director of Finance and Operations in January 2009 after more than 25 years of business and financial management experience in corporate and not-for-profit sectors.

Peter holds a Master of Business Administration, a Master of Marketing, and a Master of Strategic Organisational Development. Peter is a Fellow of the Institute of Public Accountants, a Fellow of the Australian Institute of Management, a Certified Professional of the Australian Human Resources Institute, and a member of the Fundraising Institute of Australia.

Peter and his wife attend Central Baptist Church in Sydney.

"I am passionate about making a difference in the lives of children living in poverty."

The Executive Team manages and directs the organisation and works closely with the Board.



Gordon with his son, Joshua, at the summit of Mount Kilimanjaro.

Baptist World Aid Australia Supporter and Child Sponsor: Gordon Hayward

Gordon's relationship with Baptist World Aid Australia began in the early 1980s when he and his wife, Colleen, sponsored two girls from Bangladesh. For many years, Gordon's parents had sponsored a child themselves, so, when he and Colleen started their own family, they were eager to carry on the tradition.

"We chose girls," explains Gordon, "because girls don't get as many opportunities as boys in developing countries."

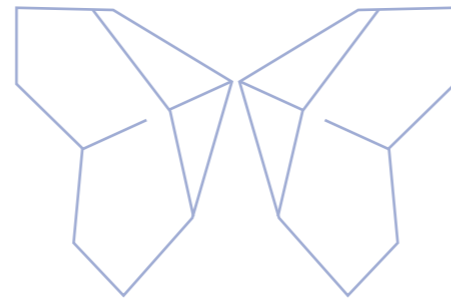
Ever since, Gordon has been a faithful supporter of Baptist World Aid. A member of Gloucester District Baptist Church, he was part of the team that hosted our Pedal Against Poverty cyclists when they passed through the area in October 2016, raising money for our work.

Only a month earlier, Gordon, himself, was the fundraiser. In celebration of his 65th birthday, he and his son joined a team of adventurers who climbed Mount Kilimanjaro to raise money for some of our development projects in Africa.

"It was a great experience," says Gordon. "Never been more tired in my life — but what a great thing! Plus, the added advantage of helping other people."

And, in the end, that's why he and Colleen have been so passionate about supporting the work of Baptist World Aid all these years.

"Works don't save us. It's believing in what Jesus did for us that puts us in a right relationship with God," says Gordon. "BUT... Jesus gave us an example to follow. He spent so much of His time helping people who were less fortunate. Our own salvation should lead to helping others and fulfilling the example of Jesus."



Our Governance

The Board of Transform Aid International is responsible for the governance of the organisation. Board Members serve for a standard period of six years. New Board Members are selected based on their skills, with consent for board appointments received from Australian Baptist Ministries as Transform Aid International acts on its behalf. Service on the Board is voluntary.

Our Board

Our Board establishes the strategic direction for Transform Aid International and reviews the performance of the organisation against set targets. The Board approves the annual budget and is also responsible for appraising the performance of the Chief Executive Officer.

Board Members sit on Board Committees according to their skill sets and the Committees report to and provide recommendations to the Board. This assists the Board to discharge its duties efficiently, with each Committee specialising in key areas but with the Board retaining the responsibility to make decisions collectively.



Lebanon: Syrian Refugee Assistance Program, Merath. Source: Tearfund NZ/Helen Manson, 2017.

Board Executive Committee

The Board Executive Committee is comprised of the Board Chair and Chairs from each Board Committee. It is responsible for Board Executive matters including:

- acting as a first level of review and feedback for key issues and new ideas;
- ensuring all relevant key issues and content arising from Board Committee meetings are discussed comprehensively prior to Board Meetings;
- setting the Agenda to ensure all key issues are considered by the Board; and
- ensuring good Board meeting practice, including monitoring actions arising from Board Meetings.

Nominations and Governance Committee

The Nominations and Governance Committee (NGC) is responsible for governance and human resource matters including:

- developing and reviewing policy and governance systems and processes;
- ensuring regulatory compliance;

- Board performance and Board Member/Intern recruitment; and
- executive recruitment including reviewing the CEO's performance, remuneration, employment conditions, and professional development.

Finance and Risk Committee

The Finance and Risk Committee (FRC) is responsible for financial matters including:

- monitoring the financial stability, viability, and health of the organisation;
- monitoring the overall risk of the organisation (with each other Board Committee also assessing risk in its own context);
- assessing and reviewing financial reporting, budgeting, and financial risk management;
- ensuring that a system of internal financial control is in place; and
- reviewing delegated authority approval levels for the Executive and relevant Board Committees.

Programs Performance Committee

The Programs Performance Committee (PPC) is responsible for programs matters including:

- assessing the performance, quality, and outcomes of international development programs;
- developing and implementing programs strategy;
- reviewing resource utilisation; and
- identifying and managing risk.

Stakeholder Engagement Committee

The Stakeholder Engagement Committee (SEC) is responsible for marketing, communications, and advocacy matters including:

- developing and implementing marketing, communications, and advocacy strategies including branding, donor and stakeholder relationships, and public relations;
- ensuring the organisation's legal and regulatory compliance in these areas; and
- monitoring the organisation's performance in these areas including identifying industry trends and strategies.

Annual General Meeting

The Annual General Meeting was held on Wednesday 26th October 2016.

Board Members



Board members (from left to right): Tabitha Mathew, Heidi Tak, Allan Demond, Phil Newman, Julie Lawrie, John Hickey, Tara Reid, Karen Wilson. Absent: Brad Entwistle, Nisha Graeme, Ann Herbert, Simon Lynch, Paul Oates, Mick Turnbull.

Phil Newman

Chair of the Board; Chair of the Board Executive Committee; Chair of Nominations and Governance Committee; Member of Programs Performance Committee; Member of Finance and Risk Committee; Member of Marketing and Communications Committee.

B.A. (Social Anthropology & International Development); Dip. Financial Planning; Certified Financial Planner (CFP); MAICD.

Phil joined the Board in 2009. He has over 20 years of experience in the financial services sector and recently returned from seven years based in South East Asia, where he worked with civil society and the private sector to promote integrity, transparency and accountability. Phil was the CEO of Transparency International Australia, an Accredited Member of Transparency International, the leading global NGO focussed on fighting corruption. He is a Member of the Australian

Institute of Company Directors. In 2017, Phil became the Executive Director of Greenlane Christian Fellowship based in Auckland, New Zealand. Phil was Vice Chair of our Board for 2 years and as of February 2017, was appointed our Board Chair.

John Hickey

Member of Board Executive Committee; Member of Nominations and Governance Committee; Member of Programs Performance Committee; Member of Finance and Risk Committee; Member of Marketing and Communications Committee.

B.A. (Hons); Grad. Dip. Financial Services; MAICD.

John joined Transform Aid International as CEO and Board Member in July 2010, after more than 20 years in leadership roles working in Australia and internationally. His roles have included CEO of Newcastle Permanent Building Society, and

General Manager and Executive Board Member of ING Bank Australia. John has a degree in Political Science (Hons) focusing on International Relations and has postgraduate qualifications in Financial Services and International Business Leadership.

John specialises in organisational leadership and the development and implementation of vision and strategy. He is a Member of the Australian Institute of Company Directors, and also serves on a number of Boards. John's governance and strategic leadership roles in Australia and internationally include:

- Board Member of Baptist World Aid Australia Ltd.;
- Member of the National Council of Australian Baptist Ministries;
- Board Member and Executive Committee Member of Integral Alliance — a global alliance of 23 leading Christian relief and

development agencies from North America, Europe, Asia, and Australasia that collaborates in the area of international disaster management;

- Co-Chair of the BReaD Network (Baptist Relief and Development Network) — an international collective of agencies and conventions that combine their resources to address poverty and disaster relief for the Baptist movement globally;
- Committee Member of the Baptist World Alliance aid arm, BWAid;
- Member of the Baptist World Alliance Social and Economic Justice Commission; and
- Member of the CEOs Group of the Church Agencies Network — a collaborative framework for Australia's denominational aid and development agencies.

Paul Oates

Chair of Finance and Risk Committee.

B. Commerce, (UWA) Chartered Accountant.

Paul originally joined the Board in May 2009. In May 2014 he resigned to work in India. Upon his return to Australia he was re-appointed as a Board Member in November 2015. Paul has over 25 years of accounting and finance experience spanning audit, corporate finance with Deloitte, and business management in the independent school sector. Paul is currently the Director of Business and Operations at The Scots College.

Mick Turnbull

Member of Board Executive Committee; Member of Nominations and Governance Committee; Member of Finance and Risk Committee.

Cert. Business (RMIT); Grad. Dip. Management (USQ); MAICD, FIML.

Mick joined the Board in May 2011. He has over 37 years of business and management experience. For 18 years, until the end of 2015, Mick was Regional CEO (Australasia and North Asia) of Agility Logistics — a global top 10 logistics company. Mick now spends his time as a Board Member and Director of a number of private companies involved in industries including Transport and Logistics, Agriculture, and Technology. He also serves as Chair of CBM Australia; is a Member of the Governing Council of Baptist Union, Victoria; and is Chair of their Audit and Risk Committee. Mick was previously a Director and Vice Chair of Business for Millennium Development from 2010 to 2015 and Chair of Eastern College Australia (formerly known as Tabor Victoria) from 2009 to 2014. Mick is a Member of the Australian Institute of Company Directors and a Fellow of Australian Institute of Management. Mick and his wife Annette worship at Syndal Baptist Church, Melbourne.

Simon Lynch

Chair of Programs Performance Committee.

B. Economics.

Simon joined the Board in May 2009. In addition to his corporate experience, he has over 20 years of experience in the aid and development sector, during which time he has helped establish and support numerous organisations, with a particular focus on Board strengthening and senior management.

Julie Lawrie

Vice Chair of the Board; Chair of Marketing and Communications Committee.

B. Business Management (Marketing); Assoc. Dip. in Business (Human Resource Management / Industrial Relations); MAICD.

Julie joined the Board in November 2015. She is the founder and Director of The Marketing Box and has a corporate marketing and business consulting background. Julie also serves as Deputy Chair of the Board of Baptist Care South Australia. She is a Member of the Australian Institute of Company Directors.

Brad Entwistle

Member of Marketing and Communications Committee.

MAICD.

Brad joined the Board in 2008. He is the founder and Managing Director of imageseven, a marketing communications firm. Brad's professional expertise includes brand and marketing strategy, reputation management, and marketing governance. He also serves as a Member of the Baptist Union of Western Australia Council. Brad is a Member of the Australian Graphic Design Association; Public Relations Institute of Australia; and Chamber of Commerce and Industry, Western Australia. He is a Member of the Australian Institute of Company Directors.

Allan Demond

B.A. (Hons); M.Div. (Hons); Th.M.; Ph.D. in Education and Homiletics.

Allan joined the Board in 2016. He is the Senior Pastor of NewHope Baptist Church in Victoria where he has served since 1995; and the Executive Director of NewHope Community Care Inc. Allan has served on various Boards in Canada and Australia. He is currently a member of the Union Council of the Baptist Union of Victoria, a member of the Willow Creek Association Australia Board, and an adjunct lecturer at Whitley College in Victoria.

Board Members
serve for a standard
period of six years.



Heidi Tak

Member of Finance and Risk Committee.

B. Commerce; CA; MAICD.

Heidi joined the Board in November 2016. She is an accounting professional with over 15 years of hands-on experience in the not-for-profit industry. She is currently the Associate Director of Finance and Administration at the Baptist Churches of NSW and ACT where she supports over 300 churches to meet complex compliance requirements and adhere to not-for-profit specific rules and legislation. Previously, Heidi was a Member of the not-for-profit specialist group at Deloitte for over 7 years, providing audit, financial advisory, and other services to not-for-profit organisations. Heidi is a Member of the Australian Institute of Company Directors.

Karen Wilson

Member of Marketing and Communications Committee.

Dip. Teaching.

Karen joined the Board in November 2016. She has extensive experience in Christian leadership. She is the Deputy Chair of the Board of Willow Creek Association Australia and has worked in leadership development throughout Southeast Asia. She has been a Co-Senior Pastor of a significant church in Perth and most recently was an Executive Minister at Riverview Church in Western Australia. For the past ten years she has been the Executive Director of FRESH — a conference empowering women to make a difference in their local and global community — which

has raised funds of almost \$1 million toward the work of Transform Aid International.

Tara Reid

(Prospective) Member of Nominations and Governance Committee.

B. Business (Accounting); Grad. Dip. Applied Finance; Cert. IV Training and Assessment; MAICD.

Tara was provisionally appointed to the Board in May 2017, subject to future approval from Australian Baptist Ministries. She is a business consultant with over 20 years of business and management experience, including her own internet start-up business (which she sold in 2015) and as a Partner in Corporate Finance at Deloitte. She is heavily involved in the community sector, most notably serving on the board of Concern Australia, and as a teacher and mentor of human trafficking survivors at the Freedom Hub Survivor School. She is also a Member of the Australian Institute of Company Directors.

Ann Herbert

Specialist Advisor to the Board.

B.A. (Hons Sociology); Grad. Cert. Public Sector Leadership; GAICD.

Ann became a Specialist Advisor on Governance in February 2014. From 2008 to 2013 she served as Member of our Board. She was the Board's Vice-Chair from 2010 to 2013, and Chair of the HR-Governance Committee from 2008 to 2013. Ann has over 20 years of experience in social policy and public sector management. She is currently the Manager of Policy in the

Communities, Sport and Recreation Division of Tasmania's Department of Premier and Cabinet. Ann is a Graduate Member of the Australian Institute of Company Directors.

Nisha Graeme

Specialist Advisor to the Board.

B. Information Technology; Grad. Dip. Applied Finance and Investment; Grad. Dip. Psychology; GAICD.

Nisha became a Specialist Advisor in 2016 after having served as a Board intern from 2012 to 2013. Nisha has over 15 years of experience in risk management and governance across a range of industries including financial services, technology, and not-for-profits. Nisha is currently the Chief Risk Officer at the University of Sydney. Nisha also serves as an Advisory Board Member for Habitat for Humanity Australia. Previously, Nisha was the Chief Risk Officer at The Salvation Army, Australia Eastern Territory and, in that capacity, was a Director on several affiliated Boards. Nisha is a Graduate Member of the Australian Institute of Company Directors.

Tabitha Mathew

Board Intern.

B.A. (Media & Communications).

Tabitha is the Head of Community Engagement at PR and content marketing agency Keep Left. Her specialties include communications strategy and messaging, crisis management, digital communication, and public relations. She also serves as a Board Director for body image charity, the Pretty Foundation.



Vanuatu: Cyclone Pam Recovery, Nisi Tuan. Source: Tearfund NZ, 2015.



Cambodia: Community Development Project, FH Cambodia. Source: Transform Aid International, 2017.

Community Engagement

As someone who joined Transform Aid International in the closing stages of FY2017, I have been immediately impressed by the commitment and positive spirit of those in the Community Engagement team. There is a palpable desire to make meaningful connections to our community of supporters and key partners in order to promote and sustain the vital work of ending poverty.



Gabriel Lacoba
Director of Community Engagement

I'd like to highlight several key areas from the past year as they relate to our partnerships.

Linking Churches with our Development Partners

Our organisation began over 50 years ago at the initiative of churches who were moved to respond to global poverty. Today, we have matured to be a strong and vibrant organisation that carefully and strategically partners with Christians, both in Australia and overseas. We seek to have the best possible impact in addressing poverty and injustice so that people can experience the fullness of life that God intends.

In recent years, we have been looking for new ways to work with Australian Baptist churches to achieve our mission. Technology has developed rapidly since our earliest days and travel has become more accessible. Many churches are finding themselves connected to other Christians overseas in a myriad of ways. Over the years, Transform Aid International has developed great skills and insights on how to best facilitate change for the world's poorest people. We are always looking for new ways to offer those skills and insights, to help churches be as effective as possible in their overseas ministries.

In FY2017, we piloted a new type of church partnership to promote greater connection between churches in Australia and the Christian partners they support to carry out transformational community development work overseas. All three stakeholders (Transform Aid International, the church, and our Christian partners in the field) work together to enable change, with each partner offering different strengths. Our hope is that this pilot will help us innovate exciting new ways to carry forward our mission in partnership with churches.

Child Sponsorship

We know our strengths lie in our partnerships: our Christian partners working in the field delivering child-focussed development; the children themselves, who are representatives of their communities; and our many loyal sponsors and Baptist churches who support our work through sponsorship.

In recognition of the importance of these partnerships, our new communications framework now invites people to "be part of an incredible story". However, the invitation to be part of an incredible story is about more than simple storytelling. Rather, we invite people to be active partners in the whole story of the child, to be witnesses to the children as they actively transform their communities.

The story framework also gives us an opportunity to provide quality reporting which is also distinctive. Using field reports to provide new information for supporters, we share incredible stories about how the project is working for sponsored children, as well as other children in the community.

Our improved communications will be most obvious in our Annual Progress Report for child sponsors, with plans to expand communications with prayer and email updates, and telling stories of community transformation from the viewpoint of the child.

Baptist women's leaders have been champions of child sponsorship through their continuing partnership with our organisation. In FY2017, more than 70 children were sponsored through the Together Conference in Darwin, She Is... conferences in Queensland, and Fresh in Western Australia. We are grateful for their passionate desire to end poverty for women and children around the world!

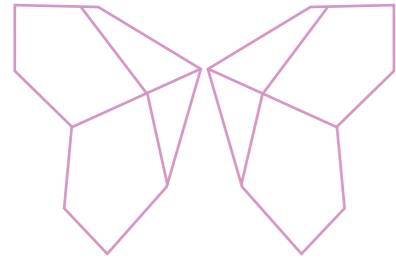
Connecting our State Representatives with Churches

FY2017 also saw a new role created in the Community Engagement team. The part of the Relationship Officer (RO) is two-fold: ROs provide telephone support for our campaigns, while also providing vital administration support for our State Representatives, who are our frontline into Baptist Churches. ROs support our connection into churches by organising meetings for our State Representatives and helping them with the important task of scheduling their time.

We've already experienced the benefits of having such a dedicated team. Our State Representatives have been able to use their time more effectively, as well as connect with many busy Pastors — some of whom they'd previously struggled to visit due to scheduling difficulties.

We're very grateful for the persistent and prayerful way in which our ROs conduct their work!





Cameron Eccleston
State Representatives Manager

Church Relations

FY2017 saw 17 pastors and supporters join us in the field on two supporter trips — to Cambodia and Nepal. Supporter trips are a unique way to experience the work of our organisation, as well as being an exciting way to witness the community transformation church partnerships help bring about. The participants on the trips in FY2017 represented six partnership churches.

FY2017 also brought with it some significant changes to our State Representative team.

In August 2016, our SA/NT State Representative, Robin Carter, announced his desire to move back into pastoral ministry after ten years of service.

We also bid farewell to Andy Collier after 11 years of service. His integrity and diligence in the role lasted until the end, advising us of his pending retirement six months in advance and helping to recruit and train his replacement, Brent Van Mourik, prior to leaving.

While we welcome Brent to the team, we want to express our thanks to both Andy and Robin, and honour their faithful service.

Wodonga Baptist Church, VIC

Wodonga Baptist Church operates with a global perspective and is committed to using their resources to bless the poor and marginalised. For many years now, they've had a particular heart for communities in Cambodia. Recently, Wodonga Baptist Church decided to deepen their engagement with our organisation through a partnership to protect Cambodian communities from human traffickers. A child sponsorship focus, and their Annual Christmas offering also contribute to transformation for Cambodian communities. We are grateful for their generous support!



Greg Wood
Marketing Manager

Fundraising, Marketing & Communications

We share the stories of those we serve, stories of need and of transformation. A key innovation in FY2017 has been a hub for these stories — our new website.

The website acts as an introduction to our work, a portal for child sponsors, and a resource for leaders. And with its redevelopment, it has also become more cost-effective and flexible, because its management can be handled in-house. An example of this is the Ethical Fashion Fast Finder we created in April, which allows shoppers to use their phones to check how brands rate according to our latest ethical research before making a purchase.

Sharing stories also requires personal connection. In February 2017, two team members visited communities in Bangladesh and Nepal. They captured incredibly moving stories and our team can't wait to share them! Then, in April, I met with my global colleagues from Integral Alliance. Beyond growing our scope to respond to disasters around the world, Integral Alliance presents the opportunity to collaborate with an amazing group of individuals, diverse in experience but unified in mission.

As we connect with global experts, Christian partners, and those we seek to serve, we improve our ability to tell stories that inform, change hearts, and inspire Australians to tackle the injustice of global poverty.



Annette Pereira
Strategic Relations Manager

Strategic Relations

At the heart of Transform Aid International are those we partner with, who join us in addressing poverty and injustice around the world.

In FY2017, the Strategic Relations team has been working to strengthen some of the key partnerships we have with Australian Christians, while seeking to generate new partnerships too.

For example, in November 2016, Baptist Financial Services and Baptist Insurance Services joined us in supporting the second Pedal Against Poverty Coast2Coast. The event saw 20 cyclists from around the country ride from the Gold Coast to Sydney, supported by hundreds of friends and relatives. Together they raised over \$100,000 for vulnerable children overseas.

In FY2017, our team was also responsible for leading the new church partnership pilot to promote greater connection between Australian Baptist churches and our Christian partners overseas. We also continued to facilitate our partnership with women's conferences around the country, hosting a Women in Leadership trip to Cambodia in March 2017.

Through the generosity of philanthropists, we have been able to initiate some exciting new projects with partners overseas, to bring about change for some of the world's poorest people.



Mel Hatton
Supporter Engagement Manager

Supporter Engagement

In February 2017, I travelled to Nepal to visit some of the partners funded by Transform Aid International. It was amazing to see how the funds, so generously donated by our supporters, are being used to transform lives. I was so encouraged to meet people who have been directly impacted by this work and hear their stories.

This trip was my first to the field in my time here, and an unusual privilege for me, but every day I have the privilege of leading our Community Engagement team and connecting with our generous Australian supporters.

We are always looking for opportunities to improve our systems and practices, to make the supporter's experience as smooth as possible.

FY2017 saw the introduction of a new system for processing donations and an upgrade to our CRM database. These system changes have provided new functionality, including the ability to email receipts, reminder notices, and Annual Tax Summaries to our supporters. In FY2018 we will be implementing further improvements to our donation processing systems, including the possibility of new payment options. Continued improvements to our systems help us to reduce administration expenses and provide new and improved services to our supporters.





Be Vocal: Advocacy

It's been another year of expansion and impact for our advocacy efforts. As always, we are grateful to our supporters for their active involvement in this work — our voices are stronger together!



Gershon Nimbalker
Advocacy Manager

A Law to Fight Slavery

This year we've worked with others to campaign for a law to fight slavery, and the good news is that such a law is now on the parliamentary agenda!

There are more than 21 million people in slavery throughout the world. Most live in the Asia Pacific region, more than two thirds of whom are being exploited in the private economy. Many of them are making products that too often wind up in the homes of Australian consumers.

Through our "Check the Chain" campaign, Australian Baptist Churches have been calling for

legislation that ensures companies are making efforts to address the risk of slavery and exploitation in their supply chains. Local churches across the country have met with their MPs, to talk about how a robust law could help address the issue.

In addition to the efforts of our grassroots activists, our organisation made a submission into the parliamentary inquiry into Modern Slavery. Our Advocacy Manager provided evidence to the Joint Standing Committee on Foreign Affairs and Trade and was also consulted by the Labour opposition to help formulate its policy position.

Both sides of politics have expressed positivity about introducing a law to address slavery in corporate supply chains, with the Labour party having already outlined a policy framework that it would take to an election.

If a robust piece of legislation is introduced, it will help consumers hold companies to account and

has the potential to be one of the strongest actions Australia can take to liberate those who have been enslaved.

Catalyst

Our grassroots advocacy program, Catalyst, has seen churches around the country continue to build relationships in their communities and with their members of parliament. These advocates have campaigned on justice issues, run community awareness events, and spoken out in their churches about God's heart for the poor and oppressed.

In FY2017, Catalyst groups have campaigned for Australia to give its fair share in aid. They've spoken out about slavery, and run community awareness events about the need to purchase ethically.

More than 40 groups around the country hosted screenings of "The True-Cost", a documentary that reveals the hidden human and environmental costs of our fashion industry, challenging their communities to think more about how to purchase ethically.

Catalyst groups have also helped distribute thousands of postcards calling on companies that aren't transparent about how they are addressing exploitation to change their practice.

To date, every fashion company that has been campaigned has responded by taking steps to improve — with the boutique fashion brand SEED being the most recent. After a year-long postcard campaign, they decided to improve their transparency and strengthen their labour practices.

Ethical Fashion Report

Our 2017 Ethical Fashion Report has been our largest and most successful report to date.

The report graded 106 companies on the strength of their systems to address slavery, exploitation, and child labour. On launch, it featured

on four TV stations, and was syndicated across 247 media stories in radio, web, and print.

50% of companies surveyed improved the quality of their labour rights systems with some former laggards showing significant improvement — particularly in transparency. Among them were Orotan, Brand Collective, Seed, and General Pants.

Excitingly, for the first time ever, we worked with a partner, Tearfund NZ, to launch the report in New Zealand.

The report, and corresponding NZ Ethical Fashion Guide, received enormous public interest, and saw several New Zealand-based companies seeking to work with us and TearFund NZ to better understand how they can uphold the rights of workers.

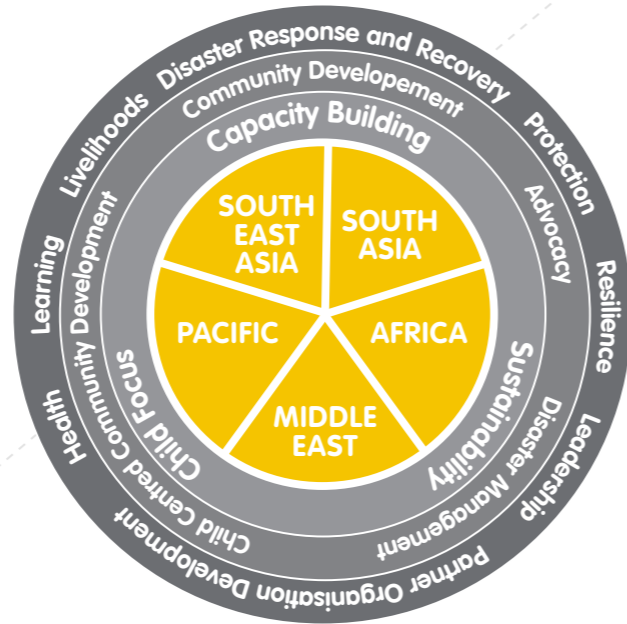
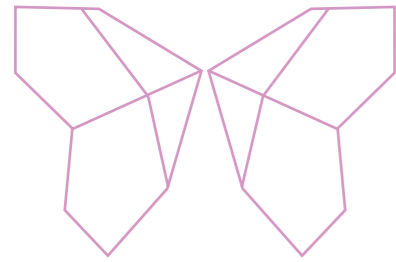
The report has cemented its reputation as a piece of world-leading research and has helped us to speak directly into political processes, large multi-stakeholder initiatives (like the United Nations Global Compact), and directly to Australia's largest financiers, businesses, and investor groups — including the National Australia Bank, the Business Council of Australia, and Citibank.

Converge

For the second time, we collaborated with organisations A Just Cause and Baptist Care Australia to run a lobbying conference in Canberra for the leaders of the Australian Baptist Movement.

The conference helped deepen our federal parliamentarians' awareness of the Australian Baptist movement, and its desire to see Australia reflect God's heart for justice.

It also provided a pivotal opportunity for the leaders of the Australian Baptist movement to spend time together and reflect on how they can, collectively, strengthen the ability of churches to do justice together.



International Programs

For Transform Aid International

In FY2017, Transform Aid International implemented its international program through 39 local and international partners overseas in 25 countries. The total investment into projects was \$11.69 million. Through 82 projects Transform Aid International is providing long-term change in the lives of children, families, and communities in some of the poorest nations.

This includes 31 Disaster Management projects which provided life-saving assistance to 48,810 people, 38 Community Development projects which benefited 174,236 people, and 13 Child Centred Community Development (CCCD) projects which impacted 100,618 children! These efforts aim to build long-term sustainable solutions which are developed at the community level, to address the complex and multifaceted dimensions of poverty.



Anthony Sell
Director of International Programs

Our International Program

Our vision is for a world where poverty has ended and all people enjoy the fullness of life God intends. We strive to achieve this vision through a diverse range of approaches, mobilising long-term community transformation through village savings and loans associations, cooperatives, farmer groups, and people institutions. We continue to invest in sector-specific programs such as CCCD, which focusses on the four pillars of the convention of the rights of children: survival, development, participation, and protection. Disaster management, another sector specific focus, encompasses emergency relief, disaster recovery, and disaster risk reduction projects. Through all of our work, we seek to see impact in six development outcome areas that include health, learning, livelihoods, protection, resilience, and leadership.



Our approach to partnership

Transform Aid International continues to be committed to investing in projects implemented by local Christian partners and building local organisations that offer greater sustainability to the change we hope to achieve in each country we focus on. These organisations are not only the future change agents in their countries, but they are also the entities best positioned, today, to address the consistent challenges that arise in regions where poverty and injustice are prevalent. Transform Aid International seeks to leverage their intimate knowledge of local context, language, and culture. We have the opportunity to support projects that encourage the participation of the most vulnerable which are more likely to be sustained; and, ultimately, have a greater impact on people living in poverty.

Transform Aid International is committed to listening to and learning from partners about their experiences partnering with our organisation. We continue to invest intentionally in partnership effectiveness, through the role of the Partner Organisational Development officer in our programs team. The position focusses on partnerships and the organisational development of our local Christian partners. It is a role that includes research and assessment of Transform Aid International's partnership approach and, also, the development of a Partnership Framework to enhance our assessment system for partnership effectiveness.

Our partner organisations are not only the future change agents in their countries, but they are also the entities best positioned, today, to address challenges that arise in regions where poverty and injustice are prevalent.

In FY2017, Transform Aid International continued to invest in learning forums for our partners. These forums offer the unique opportunity for our partners to learn from regional sector specialists, as well as from each other. In the reporting period, we conducted three regional learning forums, including our biennial international Learning Forum which was held in November 2016.

Representatives from our partners travelled from the Philippines, Bangladesh, Nepal, Sri Lanka, Zambia, Kenya, Malawi, and Uganda to participate in the Learning Forum in Bangkok, Thailand.

The purpose of the Learning Forum was to bring together all Partners and Program staff focussed on our child and youth programs to reflect on project implementation. Transform Aid International shared important knowledge and expertise with its partners, to ensure that best practices in development are being employed by various organisations, no matter in which part of the world. Attendees shared their achievements and, also, the challenges of implementing Transform Aid International's CCCD approach.

The Learning Forum is a critical part of our Monitoring Evaluation and Learning Framework for the CCCD Program. Some key outcomes it helps to achieve include:

- Partners access new tools and ideas to continue implementing the CCCD approach.
- Partners gain greater confidence in the CCCD approach and learn how best to apply it in their own context.
- The community of practice continues to grow, assisting partners in implementing the CCCD approach.
- Transform Aid International gains a greater understanding of the realities of implementing the CCCD approach in the field.
- Transform Aid International learns new ideas and tools to assist partners in future program implementation.
- Partners develop stronger networks to ensure they remain aware of new approaches and technologies becoming available to them.

Project: Child Friendly Community Development Project, Bangladesh

Partner: Baptist Aid

Project year: This is the 6th year of a nine-year project.

Overall Project Goals

This project focusses on ensuring a child-friendly society in remote Bangladesh. It addresses education, health care, protection from violence, the right to participate as citizens, and livelihoods in 63 target communities.

Over 9 years, the project aims to see:

- 100% of children enrolled in school at least to grade 5, with genuine participation in school life.
- Better health through improved health knowledge, access to safe water and sanitation, safer birthing, and better access to health service providers.
- Child protection through the creation of systems to identify, prevent, and respond to violence, abuse, exploitation, and neglect.
- Equipping children to lead and have an active part in driving decisions that affect their own rights.
- Improved income through the small business development and local job creation.
- Increased preparedness for natural disasters.

FY2017 impact:

School attendance increased to 97%, 68% of all births were delivered with adequate care, and 95% of the project population now has access to safe drinking water. As a direct result of the project, 41% of the community earned extra income this year. 85% of parents are now allowing their children's views to influence their decision making.

In FY2017, Transform Aid International supported Baptist Aid in strategic planning work — including better networking with the local government and the development of various policies. These steps are an important part of ensuring that this work can be led and managed, in its entirety, by local communities in the future.

In FY2017, one child in the Gajipur District attended training through her Baptist Aid Child Club. She told us it gave her the confidence to discuss with her family an initiative for their small yard.

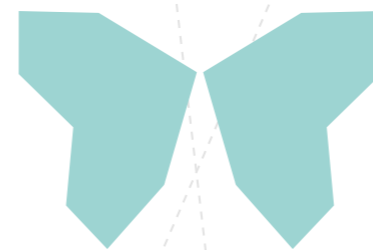
"I shared that idea with my parents and they agree with me for making a kitchen garden in my courtyard... Now every day we are getting different kinds of vegetable from our kitchen garden and fulfilled nutrition".



Child clubs equip children to lead... and learn their rights! Source: Transform Aid International, 2017.



Uganda: Hunger Crisis Response, FH Uganda. Source: ©FH Uganda/Sean Sheridan, 2017.



We find ourselves in a unique position where we are the largest of the global Baptist aid agencies; and are connected to a huge global denomination that has a heart for the poor.

The partners represented at the Learning Forum in November 2016 were: Philippines — SAO Philippines; Bangladesh — PARI, SATHI, SUPOTH, Baptist Aid; Nepal — United Mission to Nepal; Sri Lanka — LEADS; Zambia — Reformed Church of Zambia; Malawi — CSP Malawi; Uganda — SAO Uganda; and Cambodia — FH Cambodia.

During the FY2017 reporting period, Transform Aid International partners from Bangladesh also came together as a community of practice. Items on the agenda at this forum included:

- Current trends and issues associated with in-country government bodies, the Australian Government Department of Foreign Affairs and Trade (DFAT), and other donor strategies.
- Sustainability focussed project design, implementation, and monitoring and evaluation.
- Project management — challenges and opportunities.
- DFAT fraud control and anti-corruption awareness.
- Transform Aid International financial partnering guidelines.
- Budget analysis.
- Environmental risk assessment.

In FY2017, Transform Aid International also maintained its community of practice around monitoring and evaluation covering:

- Income Generation Activity and Social Enterprise assessment.
- Developing a gender-responsive monitoring and evaluation system.

Our approach to development

Our projects aim to facilitate long-term sustainable change in communities.

To achieve this, Transform Aid International aims to apply the following principles:

- Be informed by a strengths-based approach that works with individuals, families, groups, organisations, and communities.
- Target poverty at its root causes, ensuring that community assessments and the ongoing monitoring and evaluation of projects focus on the complexity of issues that create and sustain poverty.
- Take an integrated approach to programming, looking not only to economic development, but also to building human, natural, financial, social, and institutional capital.
- Focus on community empowerment rather than service delivery.
- Build partnerships with like-minded local organisations in order to enhance local capacity.
- Ensure that minority groups and those marginalised through disability, gender, ethnicity, HIV/Aids, and other factors, fully participate in programming.
- Remain strongly committed to ongoing learning.

Increasing our impact

From our learning through evaluations, strategy reflection, and sector development we believe we have a key role to play through the leveraging of our networks.

We find ourselves in a unique position where we are the largest of the global Baptist aid agencies; and are connected to a huge global denomination that has a heart for the poor. We are also members of

Integral Alliance, a global alliance of 23 Christian international humanitarian organisations that deliver humanitarian assistance in 90 countries. In FY2017, the final piece of the puzzle has been achieved, adding an Australian church agencies consortium to those networks.

With seven other Australian church agencies, we have formed the Church Agencies Network Disaster Operations consortium (CAN DO). Transform Aid International works closely with all mainline churches, in the Pacific especially. In FY2017, CAN DO was awarded 1 of 6 partnerships in the Australian Humanitarian Partnership (AHP). The AHP is a key mechanism of the Australian Government to deliver, on behalf of the nation, humanitarian assistance globally; and important disaster preparedness work in the Pacific.

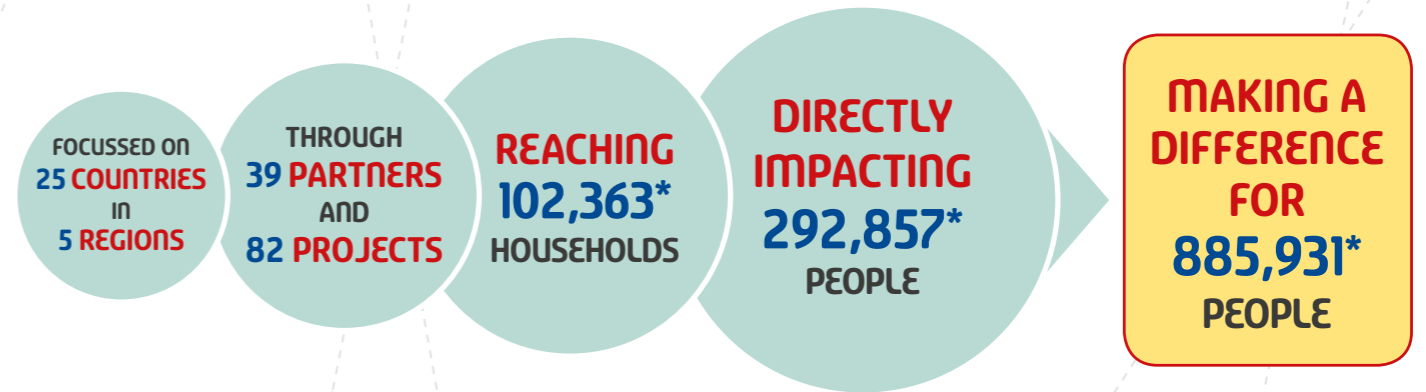
Transform Aid International is now positioned to powerfully increase impact through the leveraging of these three networks (the global Baptist Church, Integral Alliance, and our membership to the AHP through the CAN DO consortium). It gives us access to incredible resource when responding to humanitarian crises and widens our reach to almost every area of the globe with a context of poverty.

Annual Investment FY2017



Total investment \$11,685,045

Total beneficiaries FY2017



* numbers based on data received from partners at the time of printing this report.

Our expected impact and outcome results

HEALTH

The impact: Community members are leading healthy lives in supportive environments.

The outcome: Transform Aid International invested \$2.22 million through 31 projects in FY2017. Community members have improved their knowledge of health issues. They now practise behaviours which engender good health and see lives saved. Community members have access to improved health services and enjoy healthy physical environments.

LEARNING

The impact: Community members are engaged in meaningful learning that leads to holistic human development, vocational opportunities, and the fulfilment of their potential.

The outcome: Transform Aid International invested \$2.17 million through 24 projects in FY2017. Community members are participating in quality education and are learning to use their skills to improve their situation. Children are developing mentally, emotionally, physically, morally, and socially through participation in all levels of educational and recreational activities.

LIVELIHOODS

The impact: Community members are engaged in sustainable livelihoods that lead to increased well-being and dignity, reduced vulnerability, and the ability to fulfil family and community responsibilities.

The outcome: Transform Aid International invested \$2.19 million through 35 projects in FY2017. Community members are engaging in income generation activities that contribute towards an improved standard of living. Community members are accessing the necessary resources, capital, and markets to ensure the viability of their activities.

PROTECTION

The impact: Vulnerable groups and individuals — particularly children — are valued members of society and enjoy lives free from fear.

The outcome: Transform Aid International invested \$1.28 million through 16 projects in FY2017. Vulnerable groups and individuals — particularly children — are protected from human rights violations and are empowered to protect themselves. Community members are committed to protecting and upholding the rights of vulnerable groups and individuals.

RESILIENCE

The impact: Community members, including children, are physically and psychologically prepared for, and are able to recover from, internal conflicts and external shocks.

The outcome: Transform Aid International invested \$0.79 million through 28 projects in FY2017. Communities, through preparedness, are better able to mitigate the impact of local natural hazards and human conflicts. Communities have increased social capital and are able to mitigate and address community conflict, violence, and trauma.

LEADERSHIP

The impact: Communities have leadership in place that enable community members, including children, to work together to create a progressive, just, and peaceful society that is free from corruption.

The outcome: Transform Aid International invested \$1.16 million in 18 projects in FY2017. Community members, including children, are aware of their rights and responsibilities and are participating actively in their local communities. Local civil society organisations are modelling and providing effective leadership, working with communities to address their opportunities and needs.

In FY2017 the work of Transform Aid International directly impacted **122,777 WOMEN.**

In FY2017, the work of Transform Aid International directly benefited **100,618 CHILDREN.**

Continuous improvement

Continuous improvement is a key discipline of our International Programs team.

The challenges of addressing poverty and bringing change to communities are complex and require ongoing reflection; in addition to the continual development of our strategy, policies, and program approaches.

In FY2017 we successfully completed our accreditation with DFAT. We received positive feedback across our program; a clear indication that we're delivering good sector practice. As detailed earlier in this Annual Report, accreditation is a five-yearly process that assesses Transform Aid International's partnership and programmatic approach, methodology, effectiveness, and quality.

Transform Aid International met all standards, including promoting good practice in working with partners; ensuring sustainability; ensuring quality environmental management; appropriately addressing gender, disability, and child protection; and undertaking strong humanitarian responses. Our design and appraisal was commended, as was our monitoring evaluation framework, risk management, and effort to address anti-terrorism in our projects. It was also noted that our performance management systems and dissemination of results were strong. DFAT also commended our approach to partnership, which was detailed earlier in this report.

Transform Aid International also completed two separate research projects during the FY2017 reporting period. Both have informed key improvements in practice across the core components of our programming and will continue to do so in the years ahead.

The first is a research project we conducted in partnership with

our local Christian partner, United Mission to Nepal; ChildFund Australia and Laos; Live and Learn Fiji; the Institute for Sustainable Futures at University of Technology Sydney; and an independent consultant — INSIGHT Sustainability.

The findings included:

- Multiple links between changes described by research participants (children, youth, and adults) and the development effectiveness framework characteristics as defined in the research.
- Changes that happened due to child and youth participation which were linked to NGOs' development program outcomes.
- Children, youth, and adults all valued the role of children and youth in development activities as "partners".
- Changes that occurred as a result of child and youth participation, led to changes within the children and youth themselves. This, then, led to positive changes within the households and communities of children and youth.
- Child and youth participation in research is valued by both participants and researchers, though it requires dedicated support and good researcher skills.

Overall, the research revealed that children and youth do make a valuable contribution to development effectiveness, highlighting the interconnected nature of change, and the importance of child and youth participation to this change.

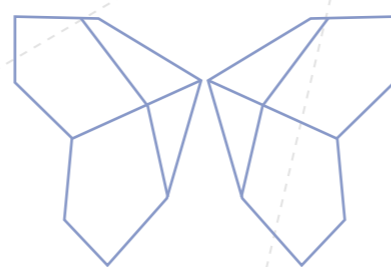
Findings can be used by development practitioners to advocate on the importance of child and youth participation in international development, while some of the research tools will be useful for project monitoring and evaluation.

The second research project was conducted in partnership with an Australian NGO, Palmera.

After the focus on children and youth, Transform Aid International's next most significant investment in its programs, internationally, is in group methodologies. These groups help mobilise communities, develop financial and social capital through the weekly savings of group members, and eventually become sophisticated community-based organisations that have substantial capacity for income generation, as well as being mechanisms for mobilisation on health, education, and other social issues.

As these groups mature, Transform Aid International is looking at ways they can be scaled even larger, to achieve more than what they've already achieved. Transform Aid International has been investing in a pilot program, established three years ago by Palmera, which looks at an approach called "Village2Market". What we believe Palmera has developed is an approach that identifies the barriers faced by people living in poverty on a micro-level, in addition to some macro-level market-system and institutional barriers which exist and exclude the world's poorest. Village2Market works to address both sets of barriers within a more micro-context, for the benefit of poor communities and village members. We believe this approach could deliver some important principles for our implementing partners to consider as they look toward crucial next steps for growing the value and benefits that groups create. We hope this investment ensures the sustainability of our partners' programs, increases value for money, and, importantly, builds hope for stronger and more resilient futures.





FY2017 PROJECT EVALUATIONS

Country	Partner	Project
Cambodia	Ponleu Ney Kdey Sangkhum	52135* Somleng Program
	Food for the Hungry Cambodia	52120* Five Steps of Hope
	Food for the Hungry Cambodia	52088 Tropeang Prasat District Community Development Partnership
Papua New Guinea	Baptist Union of Papua New Guinea	52058* Organisational Strengthening Project
Nepal	United Mission to Nepal	52100* Community Health Program
	United Mission to Nepal	52086 Child Centred Community Development Project, Dhading
	United Mission to Nepal	52116 Child Centred Community Development Project, Sunsari
	International Nepal Fellowship	52052 Dang Community Based Rehabilitation
	International Nepal Fellowship	52115 Raptipari Community Health and Development Project
Bangladesh	Symbiosis	50159 Rural Integrated Project
	Garo Baptist Convention	50185* Comprehensive Community Development Project
Indonesia	Cipta Fondasi Komunitas	52095* Mentawai Community Development Project
Zambia	Reformed Church in Zambia	52092 Child Centred Community Development Project

* indicates a project which has received funding from the Australian Government.

FY2017 OVERSEAS PROGRAMS BY COUNTRY

* also includes Children, Youth and Communities for Change pilot.

	Partners	Child Partners	Child Centred Community Development Projects*	Child Centred Community Development Expenditure*	Community Development Projects	Community Development Expenditure	Disaster Management Projects	Disaster Management Expenditure
	\$'000				\$'000		\$'000	
Pacific								
Fiji	1	—	—	—	—	—	1	52
Papua New Guinea	1	—	—	—	7	1,533	—	—
Solomon Islands	1	—	—	—	1	112	—	—
Vanuatu	1	—	—	—	—	—	1	30
South-East Asia								
Cambodia	5	904	1	245	6	923	—	—
East Timor	1	—	—	—	1	5	—	—
Indonesia	1	—	—	—	1	188	—	—
Malaysia	1	—	—	—	1	26	—	—
Myanmar (Burma)	1	—	—	—	—	—	1	2
Philippines	2	2,389	1	967	—	—	3	41
South Asia								
Bangladesh	7	2,482	3	875	5	884	—	—
India	2	—	—	—	2	243	3	40
Nepal	5	1,200	2	480	8	1,480	6	148
Sri Lanka	2	601	1	248	2	62	—	—
Africa								
Ethiopia	1	—	—	—	—	—	1	149
Kenya	3	—	—	—	3	485	1	102
Malawi	1	433	1	307	1	37	—	—
South Sudan	1	—	—	—	—	—	1	113
Uganda	2	1,075	2	593	—	—	1	61
Zambia	1	652	1	207	—	—	1	29
Middle East								
Iraq	1	—	—	—	—	—	2	214
Lebanon	2	—	—	—	—	—	4	252
Syrian Arab Republic	1	—	—	—	—	—	1	61
Yemen	1	—	—	—	—	—	1	206
Rest of the World								
Haiti	3	—	—	—	—	—	3	76
Cross-regional activity	—	—	1	206	—	—	—	—
Total	48	9,736	13	\$4,129	38	\$5,979	31	\$1,577

Expenditure in this table consists of funds to international programs and program support costs as presented in the Consolidated Statement of Profit and Loss and Other Comprehensive Income on page 56.



Project: Integrated Community Development and Empowerment Project, Cambodia

Partner: Ponleu Ney Kdey Sangkhum (PNKS), which means “Light of Hope”

Project year: This is the first year of a three program supported by the Australian Government and Transform Aid International.

Overall Project goals:

PNKS works in 58 rural regions in Cambodia, building their ability to develop creative responses to needs within their communities.

Key areas of focus include effective governance, health, and improved livelihoods.

In target villages, 30% of families are classified (according to the Cambodian government’s own classification system) as the poorest of the poor. PNKS establishes and works with Village Development Associations (VDAs), building their skills and capacity to work within their communities. Their main role is to ensure improved wellbeing, particularly for the most vulnerable families and individuals, promoting increased involvement in village activities and decision-making.

FY2017 impact:

PNKS was a part of nearly 28,000 Cambodian lives in FY2017.

Some people benefitted in very tangible ways, like those using the new road between two villages. The road was unaffordable for the local government to build; but with initiative from PNKS,

and coordination from PNKS and the VDA, everyone got involved. Many committed a small amount of money and some gave their labour. Concrete experts and drainage experts were consulted and wealthier people were encouraged to donate cement and drainage pipes. The result — a strong, flood-resistant road which has given a psychological boost to the village, as well as all the practical benefits.

Other people benefitted from the program in more personal ways, like the families experiencing knowledge and attitudinal changes. PNKS invite vulnerable people into groups which can reverse many negative social attitudes, behaviours, and problems. Group savings schemes, training on profitable food growing, support to access medical care, conflict management training, better engagement in schools — all these things can make a huge improvement to people’s lives. But as we talk with PNKS and the communities, something else is often spoken about as the biggest change: people feel valuable. They have a voice. They have a place. They have hope.



Construction of the new road. Source: PNKS, 2017.



RISK REDUCTION

Preparing communities to face disaster is the most effective way of saving lives and minimising damage.

RESPONSE

When disaster strikes we respond immediately, providing emergency water, food, shelter and medical supplies.

RECOVERY

After the initial emergency response, we invest in long-term plans for rebuilding communities and lives.

Disaster Management

FY2017 was a big year for the Transform Aid International Disaster Management program. Sadly, the need has, again, been great across many parts of the globe. During the reporting period we invested \$1.58 million in 31 Disaster Management projects, responding to disasters in 16 countries across the world.

Hunger Crisis

According to the UN, the world is currently facing its largest humanitarian crisis since WWII. In February 2017, the first famine in six years was declared in parts of South Sudan, and with Nigeria, Somalia, and Yemen all facing severe food shortages of their own, the crisis looks set to intensify.

In response to the ongoing Hunger Crisis in East Africa and Yemen, Transform Aid International launched an emergency appeal in March 2017.

In FY2017, we partnered with ZOA in South Sudan to deliver urgent food aid to thousands of people. In partnership with Food for the Hungry Uganda, we assisted refugees fleeing the conflict in South Sudan with water provision through bore hole drilling and restoration. Through our existing local Christian partner in Kenya, Anglican Development Services Eastern, we provided food relief and water and sanitation programs to communities where failing rains have led to multiple failed crops. In war-torn Yemen, where a devastating cholera outbreak continues to spread, we responded through a local partner, providing critical food and water, sanitation and hygiene relief to vulnerable families. FY2017 also saw the conclusion to Transform Aid International’s drought assistance work with Food for the Hungry Ethiopia.

Through our membership with Integral Alliance (a global alliance of 23 Christian relief and aid organisations) we have been able to widen our response to this emergency and to include countries where we had not been working previously, including South Sudan and Yemen.

The Hunger Crisis in East Africa and Yemen continues to threaten more than 20 million lives.

The Disaster Management Cycle



In FY2017, Transform Aid International also responded to many local disasters through its Disaster Action Fund, including Hurricane Matthew in Haiti.

Middle East

In FY2017, the continuing conflict in the Middle East brought with it the onslaught in Mosul as Iraqi and allied forces retook the city from ISIL. The full-scale military offensive threatened thousands of civilians who remained in the conflict zone. In anticipation of the displacement that would be caused by the conflict, Transform Aid International partnered with Medair to position mobile medical units in strategic areas.

In response to the ongoing crisis in Syria we continue to collaborate with Merath (formerly the Lebanese Society for Educational and Social Development) across many projects, including: the Tahaddi Centre, which provides health services and informal education; child protection; winter preparation; and the Syrian Refugee Assistance Program.

Nepal Earthquake

Transform Aid International completed its Nepal Earthquake response with Christian partners Multipurpose Community Development Service and International Nepal Fellowship in FY2017. This work not only assisted communities to rebuild after the 2015 earthquakes, but also included funding for our Christian partners and affected communities to invest in disaster risk reduction. This means they are now more prepared to face disaster in the future.

The rebuilding project through United Mission to Nepal will continue into FY2018.

Pacific Region

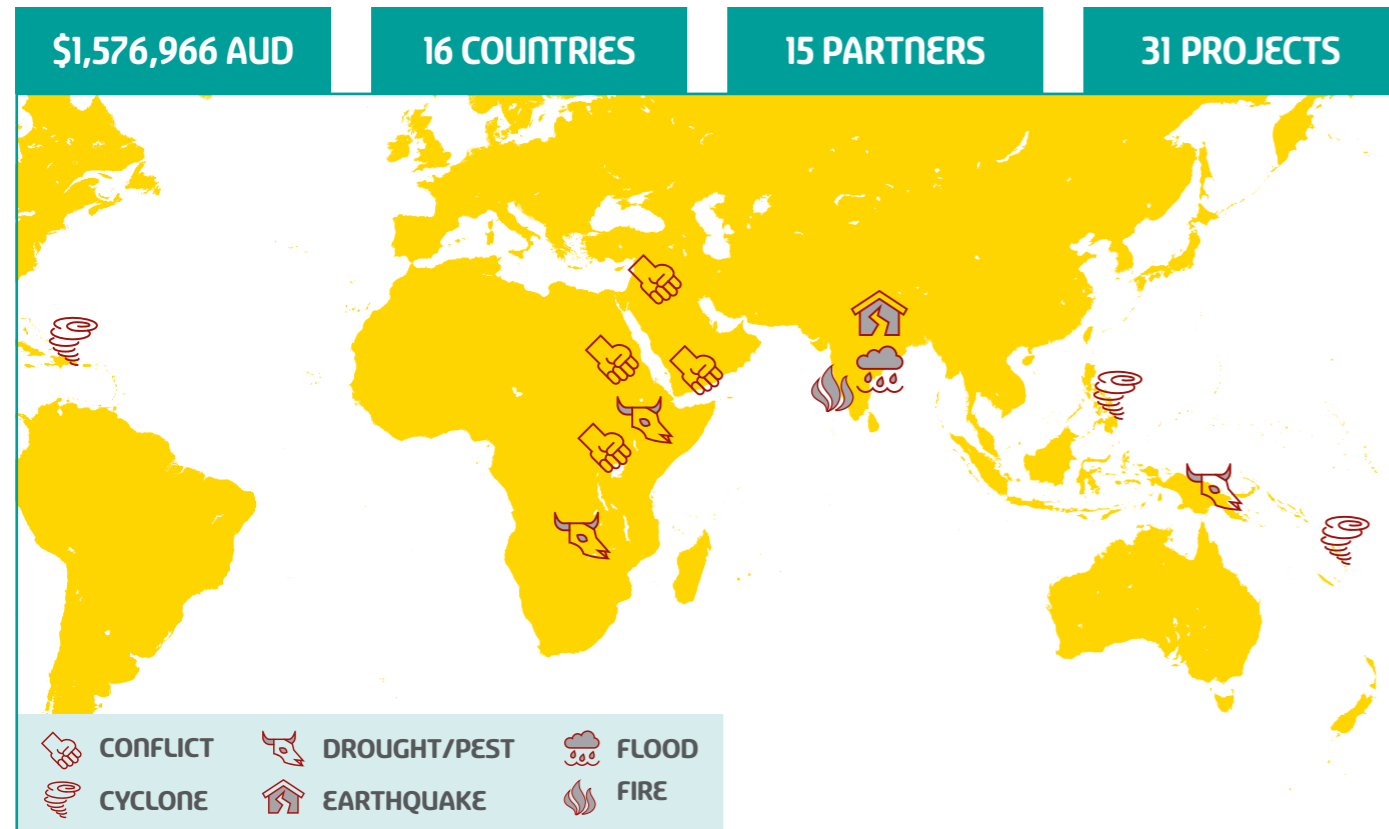
FY2017 saw continued work with Ola Fou and Nasi Tuan in five Pacific nations, through ongoing investment in disaster risk reduction, disaster preparedness, and youth development.

FY2017 also marked a new chapter for our disaster response work through churches in the Pacific.



Haiti: Hurricane Matthew Disaster Response, Medair. Source: ©Medair/Nath Fauveau, 2017.

FY2017: WHERE WE'VE TAKEN ACTION



In June, the Australian Government Department of Foreign Affairs and Trade launched the Australian Humanitarian Partnership (AHP). Transform Aid International, as a member of the Church Agencies Network Disaster Operations consortium (CAN DO), was announced as one of the successful agencies that tendered for the AHP.

The official launch was hosted by the Minister for Foreign Affairs, Julie Bishop. Transform Aid International's Director of International Programs, Anthony Sell, attended the launch.

Throughout FY2017, Anthony Sell continued to chair the CAN DO steering committee. Workshops hosted in Fiji and Vanuatu saw the start of country specific contingency planning across all key church denominations.

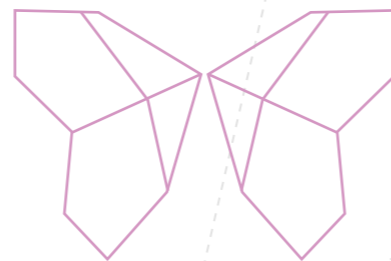
We are thrilled to be a part of this exciting new consortium, which represents an important collaboration across Christian denominations in Australia and the Pacific.

Local responses

In FY2017, Transform Aid International also responded to many local disasters through its Disaster Action Fund, including: Hurricane Matthew in Haiti; floods in Myanmar and India; Typhoon Haima in the Philippines; fire in India; and emergency agricultural assistance in Zambia due to army worm.

Staffing changes

There have been key staffing changes within our Disaster Management program in FY2016, with both Justine Aenishaenslin and Leanne Abouzeid concluding their time with Transform Aid International. I would like to personally thank them for their great contribution to our Disaster Management work. I look forward to seeing their ongoing work in the sector more broadly.



Ruth (and other beneficiaries) receiving food rations. Source: ADSE, 2017.

Project: Response to Drought in Makueni and Kitui counties

Partner: Anglican Development Services Eastern (ADSE)

Project year: Disaster Management project, approved for FY2017

Overall Project goal:

This project is part of Transform Aid International's disaster response to the ongoing Hunger Crisis in East Africa and Yemen.

As refugees continue to migrate out of the worst affected areas (South Sudan, Somalia, Nigeria, and Yemen), the impact of the crisis is spread further afield. Transform Aid International's response, therefore, also includes projects in nearby East African nations such as Kenya — which faces food insecurity issues of its own.

The last 3 years have seen the steady decline of rainfall in the arid and semi-arid lands of Kenya, leading to drought. On 10 February 2017, the Kenyan Government declared a state of emergency, calling for international support to help manage the situation.

The goal of this emergency project was to minimize impact for 550 drought affected households (3304 people) in Kitui and Makueni counties, prioritising improved nutritional and health status through the provision of food relief for vulnerable community members.

FY2017 impact:

Transform Aid International already funds community development projects through its partner, ADSE. Through these projects, Community Based Organisations (CBOs) comprising village members have been trained to oversee community driven development work, carried out in the project areas.

Community members in the target locations were mobilised through village chiefs and CBO management committees to select 550 vulnerable households to receive food relief, based on a set of agreed criteria including: child-headed households, people with a disability, women-headed households (particularly pregnant and lactating mothers), people living with chronic illness, the elderly, and other households that — according to the community — were very poor.

A list of the selected beneficiaries was then read to all the community members to be validated and to ensure there had been no bias in the selection process.

Each of the 550 households received 40kgs of maize, 8kgs of beans, and two litres of cooking oil in three consecutive distributions. Most of the beneficiaries were generous enough to share with their neighbours who were also needy as the drought had affected a large number than the targeted.

"I was almost giving up. This drought is the worst we have had in the recent times. Life has been unbearable, forcing us to go with a single meal per day, or even none sometimes. You know, nothing is as bad as watching your children suffer when you can't help... But since ADSE started giving us this food two months ago, life has been bearable for us. We are having three meals every day."

RUTH, RECIPIENT OF FOOD RELIEF



Iraq: Middle East Crisis Response, Medair. Source: ©Medair/Stella Chetham, 2014.

Thank you to all our partners

Community Development

Bangladesh

- Bangladesh Association for Sustainable Development
- Bangladesh Baptist Fellowship
- Love for Distressed People Bangladesh
- PARI Development Trust
- Protibondhi Community Centre
- Symbiosis
- Sathi

Cambodia

- Chab Dai Coalition
- FH Cambodia
- International Cooperation Cambodia
- Peace Bridges Organization
- Ponleu Ney Kdey Sangkhum

East Timor

- Fundacao Lafaek Diak

India

- Emmanuel Hospital Association

Indonesia

- Cipta Fondasi Kommunitas

Kenya

- Anglican Development Services – Eastern
- Anglican Development Services – Mount Kenya
- Nakuru Region Inter Diocesan Christian Community Services

Malawi

- Church and Society Program CCAP Synod of Livingstonia

Malaysia

- Alliance of Chin Refugees Malaysia

Nepal

- International Nepal Fellowship
- United Mission to Nepal
- Welfare Association for Children Tikapur

Papua New Guinea

- Baptist Union of PNG

Philippines

- Share An Opportunity Philippines

Solomon Islands

- South Seas Evangelical Church

Sri Lanka

- LEADS – Lanka Evangelical Alliance Development Service
- Palmera

Uganda

- Share an Opportunity Uganda

Zambia

- Reformed Church in Zambia Diaconia Department

Disaster Management

Ethiopia

- Food for the Hungry

Fiji

- Tearfund NZ/Ola Fou

Haiti

- MEDAIR Emergency Relief and Recovery
- World Concern US
- World Relief US

India

- Asia Pacific Baptist Aid
- Emmanuel Hospital Association

Iraq

- MEDAIR Emergency Relief and Recovery

Kenya

- Anglican Development Services – Eastern

Lebanon

- Merath (formerly LSESD)

- MEDAIR Emergency Relief and Recovery

Myanmar

- Asia Pacific Baptist Aid

Nepal

- International Nepal Fellowship
- MEDAIR Emergency Relief and Recovery
- Multipurpose Community Development Services
- United Mission to Nepal

Philippines

- Asia Pacific Baptist Aid
- Share An Opportunity Philippines

South Sudan

- ZOA

Syrian Arab Republic

- Merath (formerly LSESD)

Uganda

- Food for the Hungry

Vanuatu

- Tearfund NZ/Ola Fou

Yemen

- Partner name cannot be disclosed for security reasons.

Zambia

- Reformed Church in Zambia Diaconia Department

Financial Support Partnerships for International Programs

- Australian Government, Department of Foreign Affairs, Australian NGO Cooperation Program and Church Partnership Program
- Baptist General Association of Virginia



Kenya: Community Development Water Pan Project, ADS Mt. Kenya.
Source: Transform Aid International/Shane Burrell, 2016.



Nick Scott
Senior Pastor

We are blessed that many generous Baptist churches choose to support our work through faithful giving. Mount Pleasant Baptist Church in Western Australia is one such church.

Every year, during its Christmas and Good Friday services, Mount Pleasant Baptist Church collects an offering to donate to areas of great need. In FY2017, these incredibly generous people gave \$16,893.45 to our Middle East Appeal and \$12,021.75 to our Hunger Crisis Appeal.

Nick Scott is the Senior Pastor.

"Our relationship with Baptist World Aid was firmly cemented through a trip I went on to Cambodia about seven years ago. I was just so impressed with the work being done through the organisation."

"Baptist World Aid's development approach, by nature, is not outwardly evangelistic, but it's the most effective approach I've seen in terms of actually lifting people out of poverty. That's made me reflect on what we're doing as a church... and why we're doing it."

"In my reading of the scriptures, I see God's heart for the poor. I see the generosity of God expressed through His people. It's a reflection of the heart of God to be generous in the first place."

FY2017 Financial Summary

FY2017 has been another financially positive year, in the face of the ongoing challenges of a tough fundraising environment. Despite an 11% drop in government grants, general donations from our faithful supporters were broadly on par with last year's; resulting in a Total Revenue of \$19.04 million, with a Net Surplus of \$0.75 million.



Peter Leau
Director of Finance and Operations

For us to sustain the continuing flow of funds to support 82 projects in 25 countries, there was an 12.5% increase in our fundraising expenditure. It was also necessary to increase our administration and accountability expenditure by 5.5%; for us to manage our new technical platform, and the growing complexity of external legal, compliance, and accountability requirements; including additional resources in managing the Department of Foreign Affairs and Trade's (DFAT) re-accreditation project. To that end, we are pleased

the additional expenditure resulted in higher quality in our systems and processes that continue to meet the growing complexity of external compliance standards, and the successful achievement of full DFAT accreditation, enabling the organisation to access government grants for the next five years.

Our Total Programs Expenditure was 2% lower than the previous year's, a total of \$11.69 million, mainly due to lower than expected grants funding. However, DFAT provided total grants of \$4.72 million to support our international aid and development

programs in the Pacific, Southeast Asia, South Asia, and Eastern Africa. An example is the Integrated Sustainable Livelihood Project in Nepal, which had a budget of \$329,500. The project addressed poverty by strengthening 41 different elements needed for improved livelihoods (for example, access to credit and irrigation, improvements in business plans, and supply chain infrastructure). Nearly 5,000 people, mostly women, received benefits across most of the project elements.

Our Balance Sheet continues to be healthy — we paid off our total property loan of \$1.85 million, and achieved an 8.3% growth in our net assets of \$9.76 million. Our overall reserves continue to be strong, these include \$0.64 million designated for disaster relief and rebuilding, and \$2.19 million earmarked for multi-year community programs.

This year we continued to invest in our people and organisational

systems for the future. Two good examples of strategic developments that have brought about a better organisational efficiency are:

- a) leadership development programs to equip our people to effectively manage growing internal and external complexities; and
- b) comprehensive upgrades of our technical infrastructure, integrating a new website with our cloud-based ERP and CRM systems, enabling 24/7 access to critical up-to-date information and reports, for both our head office and travelling staff.

Once again, we acknowledge, with gratitude, the generosity of our Australian Baptist churches and supporters, the continuing support of the Australian Government, and the timely providence of our sovereign God.



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Independent Auditor's Report To the Members of Transform Aid International Ltd

Auditor's Opinion

We have audited the financial report of Transform Aid International Ltd (the Company), which comprises the statement of financial position as at 30 June 2017, and the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and comprising notes to the financial statements, including a summary of significant accounting policies and other explanatory information and the Responsible Persons declaration of the consolidated entity (the Group) comprising the Company and the entity it controlled at the year's end or from time to time during the financial year.

In our opinion, the accompanying financial report of Transform Aid International Ltd:

- presents fairly, in all material respects, the Group's financial position as at 30 June 2017 and of its performance and cash flows for the year then ended; and
- complies with Australian Accounting Standards - Reduced Disclosure Requirements, the Australian Charities and Not-for-Profits Commission Act 2012 and the Australian Charities and Not-for-Profits Commission Regulation 2013.

Basis for Auditor's Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Group in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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Information other than the Financial Report and Auditor's Report

The Responsible Persons of the Group are responsible for the other information. The other obtained at the date of this auditor's report is information included in the Group's annual report for the year ended 30 June 2017, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsible Persons' Responsibility for the Financial Report

The Responsible Persons of the Group are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the Code of Conduct for the Australian Council for International Development (ACFID) and the Australian Charities and Not-for-profits Commission Act 2012. This Responsible Persons' responsibility includes such internal controls as the Responsible Persons determine are necessary to enable the preparation of the financial report to be free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Responsible Persons of the Group are responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_files/ar3.pdf. This description forms part of our auditor's report.

GRANT THORNTON AUDIT PTY LTD
Chartered Accountants

A G Rigele
Partner - Audit & Assurance

Sydney, 4 October 2017

Responsible Persons' Declaration

1. In the opinion of the Responsible Persons' of Transform Aid International Ltd, the consolidated financial statements and notes are in accordance with the Australian Charities and Not-for-Profits Commission Act 2012, including:
 - i. Giving a true and fair view of its financial position as at 30 June 2017 and of its performance for the financial year ended on that date.
 - ii. Complying with Australian Accounting Standards - Reduced Disclosure Requirements (including the Australian Accounting Interpretations); and the Australian Charities and Not-for-Profits Commission Regulation 2013.
 - iii. There are reasonable grounds to believe that Transform Aid International Ltd will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Responsible Persons:

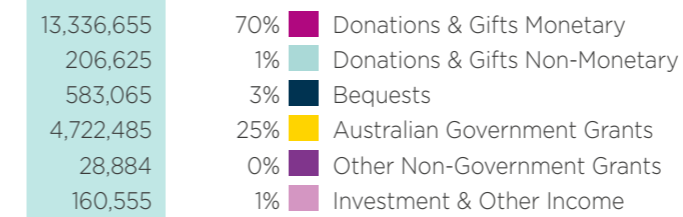


Philip Newman
Chair/Responsible Person

Dated the 4th day of October 2017

Financials at a Glance

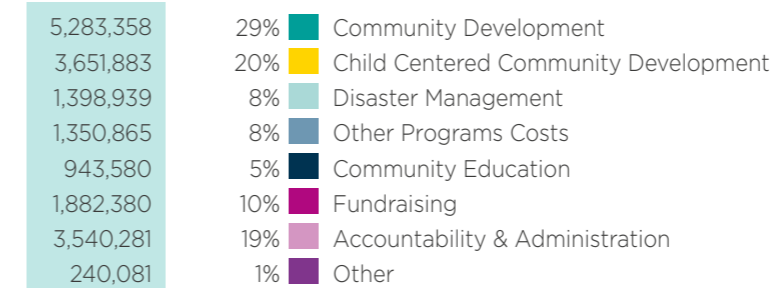
Source of Income FY2017*



Total revenue
\$19,038,269



Use of Funds FY2017*



Total expenditure
\$18,291,367



* These graphs are derived from figures in the Consolidated Statement of Profit and Loss and Other Comprehensive Income. A copy of the complete Financial Report is available on request from the Finance Manager, Transform Aid International Ltd.

Consolidated Statement of Profit and Loss and Other Comprehensive Income

for the year ended 30 June 2017

	Notes	2017	2016
REVENUE			
Donations and Gifts:			
Monetary		13,336,655	13,231,871
Non-Monetary	5	206,625	247,961
		<u>13,543,280</u>	<u>13,479,832</u>
Bequests and Legacies		583,065	110,516
Grants:			
Department of Foreign Affairs and Trade		4,722,485	5,301,520
Other Australian		2,610	87,825
Other Overseas		26,274	25,987
		<u>4,751,369</u>	<u>5,415,332</u>
Investment Income		147,659	212,067
Other Income	6	12,896	11,463
TOTAL REVENUE		<u>19,038,269</u>	<u>19,229,210</u>
EXPENDITURE			
International Aid and Development Programs Expenditures:			
International Programs:			
Funds to International Programs		10,334,180	10,693,399
Programs Support Costs		1,350,865	1,231,252
		<u>11,685,045</u>	<u>11,924,651</u>
Community Education	7	943,580	874,126
Fundraising Costs:			
Public		1,763,397	1,620,336
Government, Multilateral and Private		118,983	53,274
		<u>1,882,380</u>	<u>1,673,610</u>
Accountability and Administration		3,540,281	3,355,087
Non-Monetary Expenditure	5	206,625	247,961
Total International Aid and Development Programs Expenditures		<u>18,257,911</u>	<u>18,075,435</u>
TOTAL EXPENDITURE		<u>18,257,911</u>	<u>18,075,435</u>
Unrealised Fair Value on Foreign Exchange Contracts		(33,456)	(98,298)
EXCESS OF REVENUE OVER EXPENDITURE		<u>746,902</u>	<u>1,055,477</u>
Other Comprehensive Income		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		<u>746,902</u>	<u>1,055,477</u>

Consolidated Statement of Financial Position

as at 30 June 2017

	Notes	2017	2016
ASSETS			
Current Assets			
Cash and Cash Equivalents	8	3,046,750	3,887,377
Trade and Other Receivables	9	528,130	568,580
Financial Assets	10	1,750,929	1,700,000
		<u>5,325,809</u>	<u>6,155,957</u>
Non-Current Assets			
Property, Plant and Equipment	11	4,046,907	4,242,145
Investment Property	12	880,804	880,804
Intangibles	13	648,994	272,608
Other Non-Current Assets	14	-	474,174
		<u>5,576,705</u>	<u>5,869,731</u>
TOTAL ASSETS		<u>10,902,514</u>	<u>12,025,688</u>
LIABILITIES			
Current Liabilities			
Trade and Other Payables	15	492,095	477,916
Provisions	16	374,159	408,938
Financial Liabilities	17	86,380	64,599
Borrowings	18	-	100,000
Tax Liabilities	19	50,740	49,198
Other Current Liabilities	20	-	2,610
		<u>1,003,374</u>	<u>1,103,261</u>
Non-Current Liabilities			
Provisions	21	136,819	127,041
Borrowings	22	-	1,750,000
Other Financial Liabilities	23	-	29,967
		<u>136,819</u>	<u>1,907,008</u>
TOTAL LIABILITIES		<u>1,140,193</u>	<u>3,010,269</u>
NET ASSETS		<u>9,762,321</u>	<u>9,015,419</u>
EQUITY			
Retained Earnings	24	6,250,961	5,504,059
Reserves	25 (d)	3,511,360	3,511,360
TOTAL EQUITY		<u>9,762,321</u>	<u>9,015,419</u>

Consolidated Statement of Changes in Equity

for the year ended 30 June 2017

<u>Notes</u>	<u>General Funds</u> 25 (a)	<u>Designated Funds</u> 25 (b)	<u>Restricted Funds</u> 25 (c)	<u>Reserves</u> 25 (d)	<u>TOTAL</u>
Balance as 1 July 2015	1,706,117	991,578	1,750,887	3,511,360	7,959,942
Excess/(shortfall) of revenue over expenditures	(506,380)	(362,064)	1,923,921	-	1,055,477
Other comprehensive income for the year	-	-	-	-	-
Transfer of funds	-	-	-	-	-
Balance at 30 June 2016	1,199,737	629,514	3,674,808	3,511,360	9,015,419
Excess/(shortfall) of revenue over expenditures	2,220,233	(485,028)	(988,303)	-	746,902
Other comprehensive income for the year	-	-	-	-	-
Transfer of funds	-	-	-	-	-
Balance at 30 June 2017	3,419,970	144,486	2,686,505	3,511,360	9,762,321

Consolidated Statement of Cash Flows

for the year ended 30 June 2017

<u>Notes</u>	<u>2017</u>	<u>2016</u>
CASH FLOWS FROM OPERATING ACTIVITIES		
Donations received	13,336,655	13,231,871
Bequests and legacies received	583,065	110,515
Operating grants received	4,748,759	5,459,020
Other income received	29,575	168,696
Payments to suppliers and employees	(7,530,338)	(6,735,775)
Distributions to overseas partners	(10,053,774)	(10,398,789)
Interest received	30,051	54,834
Net cash provided by (used in) operating activities	1,143,993	1,890,372
CASH FLOWS FROM INVESTING ACTIVITIES		
Net cash received from (paid for) property, plant and equipment	(24,274)	(23,091)
Net cash received from (paid for) investment property	31,352	(898,080)
Net cash received from (paid for) intangible assets	(141,698)	(408,719)
Net cash received from (used for) investment in financial assets	-	(1,700,000)
Net cash provided by (used in) investing activities	(134,620)	(3,029,890)
CASH FLOWS FROM FINANCING ACTIVITIES		
Net cash received from (repaid to) NAB secured loans	(1,850,000)	(100,000)
Net cash provided by (used in) financing activities	(1,850,000)	(100,000)
NET INCREASE IN CASH HELD	(840,627)	(1,239,518)
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF YEAR	3,887,377	5,126,895
CASH AND CASH EQUIVALENTS AT THE END OF YEAR	3,046,750	3,887,377

Notes to the Consolidated Financial Statements

for the year ended 30 June 2017



NOTE 1 GENERAL INFORMATION AND STATEMENT OF COMPLIANCE

The financial report includes the consolidated financial statements and notes of Transform Aid International Ltd and its Controlled Entities ('Consolidated Group' or 'Group').

The Group has elected to adopt the Australian Accounting Standards – Reduced Disclosure Requirements (established by AASB 1053 *Application of Tiers of Australian Accounting Standards* and AASB 2010-2 *Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements*).

These financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements, ACFID Code of Conduct and the *Australian Charities and Not-for-profits Commission Act 2012*. Transform Aid International Ltd is a not-for-profit entity for the purpose of preparing the financial statements.

The consolidated financial statements for the year ended 30 June 2017 were approved and authorised for issue by the board of Responsible Persons on 4th October 2017.

NOTE 2 CHANGES IN ACCOUNTING POLICIES

2.1 New and revised standards that are effective for these financial statements

A number of new and revised standards are effective for annual periods beginning on or after 1 January 2016. Information on these new standards is presented below.

AASB 2014-9 Amendments to Australian Accounting Standards – Equity Method in Separate Financial Statements

The amendments introduce the equity method of accounting as one of the options to account for an entity's investments in subsidiaries, joint ventures and associates in the Group's separate financial statements.

AASB 2014-9 is applicable to annual reporting periods beginning on or after 1 January 2016.

The adoption of these amendments has not had a material impact on the Group.

NOTE 3 SUMMARY OF ACCOUNTING POLICIES

3.1 Overall considerations

The significant accounting policies that have been used in the preparation of these consolidated financial statements are summarised below.

The consolidated financial statements have been prepared using the measurement bases specified by Australian Accounting Standards for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies below.

3.2 Basis of consolidation

The Group financial statements consolidate those of Transform Aid International Ltd and its fully owned subsidiary, Baptist World Aid Australia Ltd as of 30 June 2017. All transactions and balances between the Group companies are eliminated on consolidation, including unrealised gains and losses on transactions between Group Companies. Amounts reported in the financial statements of Subsidiaries have been adjusted to ensure consistency with the accounting policies adopted by the Group.

3.3 Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Group and the revenue can be reliably measured. All revenue is stated net of the amount of goods and services tax (GST).

i. Donations, fundraising and bequests

The Group recognises amounts donated or raised on behalf of the Group as income only when they are received by the Group. Bequests are recognised when the legacy is received.

ii. Grants

Grant revenue is recognised in the statement of profit or loss when the Group obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the Group and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

Where a grant is received on the condition that specified services are delivered, to the grantor, this is considered a reciprocal transaction. Revenue is recognised as services are performed and at year-end until the service is delivered.

Revenue from a non-reciprocal grant that is not subject to conditions is recognised when the Group obtains control of the funds, economic benefits are probable and the amount can be measured reliably. Where a grant may be required to be repaid if certain conditions are not satisfied, a liability is recognised at year end to the extent that conditions remain unsatisfied.

Where the Group receives a non-reciprocal contribution of an asset from a government or other party for no or nominal consideration, the asset is recognised at fair value and a corresponding amount of revenue is recognised.

iii. Interest and Dividends

Interest and dividends are recognised when received/receivable.

3.4 Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, deposits held at call with banks, and other short-term highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value.

3.5 Prepayments

In order to facilitate program continuity over the year end period, a number of payments are made to overseas partners towards the following financial year's activities. These payments are separated in the accounts and included under other financial assets in the current financial year.

In some cases, a partner may have been unable to fully acquit project funds by the end of the financial year. These funds are also included under other financial assets and are expected to be fully acquitted in the following financial year.

3.6 Property, plant and equipment

Property, plant and other equipment (comprising fittings and furniture) are initially recognised at acquisition cost, including any costs directly attributable to bringing the assets to the location and condition necessary for it to be capable of operating in the manner intended by the Group's management.

Property, plant and other equipment are subsequently measured using the cost model, cost less subsequent depreciation and impairment losses.

Depreciation is recognised on a straight-line basis to write down the cost less estimated residual value of buildings, plant and other equipment. The following useful lives are applied:

- property: 40 years
- investment property: 40 years
- furniture and fittings: 6-8 years
- computer hardware: 4 years
- motor vehicles: 6-7 years
- office equipment: 5-6 years



Gains or losses arising on the disposal of property, plant and equipment and investment property are determined as the difference between the disposal proceeds and the carrying amount of the assets and are recognised in profit or loss within other income or other expenses.

3.7 Investment property

Investment properties are properties held to earn rentals and/or for capital appreciation and are accounted for using the fair value model. Investment properties are revalued periodically and are included in the statement of financial position at their open market value. These values are supported by market evidence and are determined by external professionals with sufficient experience. Any gain or loss resulting from either a change in fair value of the sale of the investment property is immediately recognised in Statement of Profit and loss.

Rental income and operating expenses from Investment Property are reported within other income on the face of the Statement of Profit and loss.

3.8 Intangible assets

i. Acquired intangible assets

Acquired computer software development and licences are capitalised on the basis of the costs incurred to acquire and install the specific software.

ii. Subsequent measurement

All intangible assets are accounted for using the cost model whereby capitalised costs are amortised on a straight-line basis over their estimated useful lives, as these assets are considered finite. Residual values and useful lives are reviewed at each reporting date. In addition, they are subject to impairment testing as described in Note 3.8. The following useful lives are applied:

- Software: 3-5 years

Amortisation has been included within depreciation and amortisation.

Subsequent expenditures on the maintenance of computer software and brand names are expensed as incurred.

When an intangible asset is disposed of, the gain or loss on disposal is determined as the difference between the proceeds and the carrying amount of the asset, and is recognised in profit or loss within other income or other expenses.

3.9 Impairment of non-current assets

Cash-generating units to which goodwill has been allocated (determined by the Group's management as equivalent to its operating segments) are tested for impairment at least annually. All other individual assets or cash-generating units are tested for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable.

At each reporting date, the Group reviews the carrying values of its assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of profit or loss.

3.10 Employee benefits

i. Wages and salaries

Liabilities for wages and salaries, including non-monetary benefits, expected to be settled within 12 months of the reporting date are recognised in respect of employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled.

ii. Long service leave

The liability for long service leave is recognised and measured at the present value of the estimated cash flows to be made in respect of all employees at the reporting date. In



determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

iii. Annual Leave

Short-term employee benefits are current liabilities included in employee benefits, measured at the undiscounted amount that the Group expects to pay as a result of the unused entitlement. Annual leave is included in 'other long-term benefit' and discounted when calculating the leave liability as the Group does not expect all annual leave for all employees to be used wholly within twelve (12) months of the end of reporting period. Annual leave liability is still presented as current liability for presentation purposes under AASB 101 Presentation of Financial Statements.

iv. Superannuation

The Group provides post-employment benefits through defined contribution plans. Amounts charged to the income statement in respect of superannuation represent the contributions paid or payable by the Group to the employees' superannuation funds.

3.11 Income Tax

Transform Aid International Ltd is a Public Benevolent Institution and is exempt from Income Tax pursuant to section 50-5, item 1.1 of the Income Tax Assessment Act 1997.

3.12 Financial instruments

i. Recognition, initial measurement and derecognition

Financial assets and financial liabilities are recognised when the Group becomes a party to the contractual provisions of the financial instrument, and are measured initially at fair value adjusted by transactions costs, except for those carried at fair value through profit or loss, which are initially measured at fair value. Subsequent measurement of financial assets and financial liabilities are described below.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

3.13 Classification and subsequent measurement of financial assets

For the purpose of subsequent measurement, financial assets other than those designated and effective as hedging instruments are classified into the following categories upon initial recognition:

- loans and receivables
- financial assets at fair value through profit or loss ('FVTPL')

The category determines subsequent measurement and whether any resulting income and expense is recognised in profit or loss or in other comprehensive income.

All financial assets except for those at FVTPL are subject to review for impairment at least at each reporting date to identify whether there is any objective evidence that a financial asset or a group of financial assets is impaired. Different criteria to determine impairment are applied for each category of financial assets, which are described below.

All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs or finance income, except for impairment of trade receivables which is presented within other expenses.

i. Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial recognition, these are measured at amortised cost using the effective interest method, less provision for impairment. Discounting is omitted where the effect of discounting is immaterial. The Group's cash and cash equivalents, trade and most other receivables fall into this category of financial instruments.



Individually significant receivables are considered for impairment when they are past due or when other objective evidence is received that a specific counterparty will default. Receivables that are not considered to be individually impaired are reviewed for impairment in groups, which are determined by reference to the industry and region of a counterparty and other shared credit risk characteristics. The impairment loss estimate is then based on recent historical counterparty default rates for each identified group.

ii. Financial assets at FVTPL

Financial assets at FVTPL include financial assets that are either classified as held for trading or that meet certain conditions and are designated at FVTPL upon initial recognition.

Assets in this category are measured at fair value with gains or losses recognised in profit or loss. The fair values of financial assets in this category are determined by reference to active market transactions or using a valuation technique where no active market exists.

iii. Classification and subsequent measurement of financial liabilities

The Group's financial liabilities include borrowings and trade and other payables.

Financial liabilities are measured subsequently at amortised cost using the effective interest method, except for financial liabilities held for trading or designated at FVTPL, that are carried subsequently at fair value with gains or losses recognised in profit or loss.

All interest-related charges and, if applicable, changes in an instrument's fair value that are reported in profit or loss are included within finance costs or finance income.

3.14 Deferred income

The liability for deferred income is the unutilised amounts of grants received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided or the conditions usually fulfilled within twelve (12) months of receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds twelve (12) months after the reporting date or the conditions will only be satisfied more than twelve (12) months after the reporting date, the liability is discounted and presented as non-current.

3.15 Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST components of investing and financing activities, which are disclosed as operating cash flows.

3.16 Significant management judgement in applying accounting policies

When preparing the financial statements, management undertakes a number of judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income and expenses.

i. Estimation uncertainty

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different.

ii. Impairment

In assessing impairment, management estimates the recoverable amount of each asset or cash-generating unit based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate.

iii. Useful lives of depreciable assets

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain software and IT equipment.

iv. Long service leave

The liability for long service leave is recognised and measured at the present value of the estimated cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

v. Fair value

Investment properties and financial assets are held at fair value. Whilst professionals are used to assist in the valuation process, the models are subject to assumptions which may affect the valuation. As at 30 June 2017, there is no significant risk identified in relation to these assets.

NOTE 4 NATURE AND OBJECTS OF ORGANISATION

On the 18th April 2013, Australian Baptist World Aid Inc. changed its legal status from an incorporated association to a company structure and subsequently received approval from the Australian Government as a Deductible Gift Recipient (DGR). Transform Aid International Ltd commenced operations under the new company structure from 23rd July 2013.

Baptist World Aid Australia Ltd, a wholly-owned subsidiary of Transform Aid International Ltd, was established and registered as a Charity organisation on the 8th of August 2013.

NOTE 5 NON-MONETARY GIFTS AND DONATIONS

The work of Transform Aid International Ltd is supported by a large number of volunteers each year. The contributions from volunteers, through regular mail opening, screening of children's mail, book-keeping, project assistance, etc. mean that the Group is able to deliver a greater proportion of cash donations directly to its field projects.

During the year ended 30th June 2017, 7,857 volunteer hours were provided to the Group by 60 volunteers (FY2016: 10,042 hours provided by 76 volunteers) at a commercial value of \$206,625 (FY2016: \$247,961). Of this amount \$39,698 is considered recognised development expenditure for the purpose of assessing the Group's entitlement for Government funding (FY2016: \$39,404).

NOTE 6 OTHER INCOME

Total other income for the year is \$12,896 (FY2016: \$11,463). Other income comprise of income from deputations and resource sales.

NOTE 7 COMMUNITY EDUCATION

Community education expenditures include all costs related to informing and educating the Australian community of, and inviting their active involvement in global justice, development and humanitarian issues. This includes the costs of research, producing and distributing materials, the cost of conducting educational campaigns and the cost of personnel involved in these activities.

The total amount of \$943,580 are classified as Recognised Development Expenditure.



	2017	2016
NOTE 8 CASH AND CASH EQUIVALENTS		
The cash and cash equivalents amount in the balance sheet is represented by:		
• Cash at bank	2,793,936	2,566,983
• Cash on hand	7,893	7,622
• Cash on restricted accounts	244,921	262,186
• Cash on short-term deposits	-	1,050,586
	3,046,750	3,887,377

	2017	2016
NOTE 9 TRADE AND OTHER RECEIVABLES		
Trade and other receivables amount in the balance sheet is represented by:		
• Accounts receivables	-	2,832
• Project prepayments	362,800	444,704
• Prepaid expenses	55,555	37,281
• Prepaid corporate cards	36,197	20,215
• Sundry debtors	262	(1,273)
• Un-acquitted travel	1,403	-
• Receivables from Dhaka office	-	6
• GST paid	62,580	64,815
• Refund from overseas partners	2,685	-
• Receivable from Asia Pacific Baptist Federation	6,648	-
	528,130	568,580

	2017	2016
NOTE 10 FINANCIAL ASSETS		
Financial assets amount in the balance sheet is represented by:		
• Restricted term deposit	1,750,929	1,700,000
	1,750,929	1,700,000

	WDV* at 1/07/2016	Additions	Disposals/ Write off	Revaluation/ (Depreciation)	WDV at 30/06/2017
NOTE 11 PROPERTY, PLANT AND EQUIPMENT					
Property, plant and equipment movements during the year were as follows:					
Buildings	3,896,897	-	-	(105,069)	3,791,828
Computer hardware	110,050	13,027	-	(52,449)	70,628
Furniture and fittings	103,347	560	-	(24,810)	79,097
Office equipment	4,968	1,664	-	(3,361)	3,271
Motor vehicles	126,883	50,387	(51,868)	(23,318)	102,084
	4,242,145	65,638	(51,868)	(209,007)	4,046,907

* WDV = written down value



	WDV* at 1/07/2016	Additions	Transfers	Disposals/ Write off	Revaluation / (Depreciation)	WDV at 30/06/2017
NOTE 12 INVESTMENT PROPERTY						
Investment properties movements during the year were as follows:						
Investment property	880,804	-	-	-	-	880,804
	880,804	-	-	-	-	880,804

* WDV = written down value

	WDV* at 1/07/2016	Additions	Transfer from WIP	Disposals/ Write off	Amortisation/ Depreciation	WDV at 30/06/2017
NOTE 13 INTANGIBLES						
Intangibles movements during the year were as follows:						
Computer software	272,608	141,698	474,174	-	(239,486)	648,994
	272,608	141,698	474,174	-	(239,486)	648,994

* WDV = written down value

	Balance at 30/06/2016	Transfer to Intangibles	Balance at 30/06/2017
NOTE 14 OTHER NON-CURRENT ASSETS			
Other non-current assets amount in the balance sheet is represented by:			
Capital work in progress - Intangibles	474,174	(474,174)	-
	474,174	(474,174)	-

	2017	2016
NOTE 15 TRADE AND OTHER PAYABLES		
Trade and other payables amount in the balance sheet is represented by:		
• Accounts payable	251,075	335,895
• Other short-term liabilities	122,426	106,400
• Employment liabilities	110	35,621
• Overseas projects short term liability	118,484	-
	492,095	477,916



	2017	2016
NOTE 16 CURRENT PROVISIONS		
Current provisions amount in the balance sheet is represented by:		
• Provisions for annual leave	328,816	345,668
• Provisions for long service leave (short term)	44,621	63,270
• Payroll clearing account	722	-
	374,159	408,938
NOTE 17 FINANCIAL LIABILITIES		
Financial liabilities amount in the balance sheet is represented by:		
• Provisions on forward exchange contracts	63,996	30,540
• Purchasing card payables	22,384	34,059
	86,380	64,599
NOTE 18 CURRENT BORROWINGS		
Current borrowings amount in the balance sheet is represented by:		
• NAB secured loan (short term)	-	100,000
	-	100,000
NOTE 19 TAX LIABILITIES		
Tax liabilities amount in the balance sheet is represented by:		
• GST collected	183	1,624
• PAYG/HECS withheld	50,557	47,574
	50,740	49,198
NOTE 20 OTHER CURRENT LIABILITIES		
Other current liabilities amount in the balance sheet is represented by:		
• Un-acquitted Australian grants	-	2,610
	-	2,610
NOTE 21 NON-CURRENT PROVISIONS		
Non-current provisions amount in the balance sheet is represented by:		
• Long service leave provisions (long term)	136,819	127,041
	136,819	127,041
NOTE 22 NON-CURRENT BORROWINGS		
Non-current borrowings amount in the balance sheet is represented by:		
• NAB secured loan (long term)	-	1,750,000
	-	1,750,000



	2017	2016
NOTE 23 OTHER FINANCIAL LIABILITIES		
Other financial liabilities amount in the balance sheet is represented by:		
• Project vehicle replacement	-	29,967
	-	29,967
NOTE 24 RECONCILIATION OF TOTAL FUNDS		
Opening balance	5,504,059	4,448,582
Surplus for the year	746,902	1,055,477
Closing balance	6,250,961	5,504,059
NOTE 25 FUNDS AND RESERVES		
FUNDS		
(a) General Funds		
Community development fund	1,031,673	437,916
Non-deductible giving fund	35,401	45,283
Where needed most fund	2,269,283	671,539
Organisational development fund	-	44,999
TAI income generation fund	83,613	-
	3,419,970	1,199,737
(b) Designated Funds		
Matching grants fund	81,402	513,624
BUPNG village health volunteer training project	-	47,094
Raptipari community health & development project	25,647	26,809
Ethnic community prevention project	-	41,987
Solomon Islands capacity building project	37,437	-
	144,486	629,514
(c) Restricted Funds		
Sponsorship funds	22,357	820,297
Solomon Islands flash flood project	-	2,788
Middle east crises projects	228,341	286,545
Cyclone PAM projects	60,556	119,597
Nepal earthquake projects	349,403	451,465
East Africa drought projects	-	50,679
True Vine non-formal education	30,000	-
Fund for Africa	1,995,849	1,943,437
	2,686,505	3,674,808
(d) RESERVES		
Reserves	3,511,360	3,511,360
	3,511,360	3,511,360

**NOTE 26 FOREIGN CURRENCY**

The Group also holds a small amount of foreign currencies for use by staff when travelling to overseas programs.

All assets denominated in foreign currencies have been restated in the accounts at their Australian dollar equivalents as at 30th June 2017. Resulting gains or losses have been recognised in determining the reported excess/shortfall recorded in the income statement.

NOTE 27 CONTROLLED ENTITIES

- Baptist World Aid Australia Ltd** (Company Limited by Guarantee)
A.B.N: 86 164 099 736
Suite 4.03, 32 Delhi Road, North Ryde, NSW 2113, Australia.
- Baptist World Aid Australia Public Ancillary Fund**
A.B.N: 77 507 629 093
Suite 4.03, 32 Delhi Road, North Ryde, NSW 2113, Australia.
- Transform Aid International Bangladesh**
Registered in NGO Affairs Bureau Bangladesh, Registration number 1324
86 Monipuripara (1st Floor), Flat no. A5, Farmgate, Tejgaon, Dhaka 1215 Bangladesh.

The above entities are controlled by Transform Aid International Ltd.

NOTE 28 RELATED PARTY TRANSACTIONS

During the year, Transform Aid International Ltd received donations fundraised from Baptist World Aid Australia Public Ancillary Fund.

	2017	2016
Distribution received from Baptist World Aid Australia Public Ancillary Fund	11,348,903	10,949,443
	11,348,903	10,949,443

NOTE 29 KEY MANAGEMENT PERSONNEL

Key management personnel refer to the Board of Directors and members of senior management who have the authority and responsibility to plan, direct and control the activities of the Group. All the directors with the exception of the CEO, act in an honorary capacity and receive no paid compensation for their services. The CEO is remunerated as part of the senior management group of Transform Aid International Ltd.

Total key management personnel compensation	638,305	628,227
	638,305	628,227

NOTE 30 CONTINGENT LIABILITIES

There are no contingent liabilities incurred by the Group for the years 2017 and 2016.

NOTE 31 POST-REPORTING DATE EVENTS

No adjusting or significant non-adjusting events have occurred between the reporting date and the date of authorisation.

NOTE 32 MEMBER'S GUARANTEE

The Company is incorporated under the Corporations Act 2001 and is a Company Limited by Guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum \$10 each towards meeting any outstanding obligations of the entity. At 30 June 2017, the total amount that members of the Company are liable to contribute if the Company wound up is \$110 (2016: \$110).

NOTE 33 PARENT ENTITY INFORMATION**(a) Statement of Profit and Loss and Other Comprehensive Income**

	2017	2016
Revenues	7,608,760	8,122,462
Expenditures	6,861,858	7,066,985
Surplus/(loss) for the year	746,902	1,055,477

(b) Statement of Financial Position

Current assets	5,319,810	6,139,336
Non-current assets	5,576,705	5,869,731
Total assets	10,896,515	12,009,067
Current liabilities	997,375	1,086,640
Non-current liabilities	136,819	1,907,008
Total liabilities	1,134,194	2,993,648
Net assets	9,762,321	9,015,419
Retained earnings	6,250,961	5,504,059
Reserves	3,511,360	3,511,360
Total equity	9,762,321	9,015,419

NOTE 34 OTHER DISCLOSURE

No revenue or expenditure was received or spent for international political or religious proselytisation programs.

For the financial year 2017, Transform Aid International Ltd contributed a total of \$20,067 for the running of a school and a health clinic for Chin refugees in Malaysia and as per DFAT guideline, these program expenditures have been classified as welfare.

At the end of the financial year, Transform Aid International Ltd had no balances in the inventories and assets held for sale.



Bangladesh: Child Sponsorship Program, Baptist Aid. Source: Transform Aid International/Agnes Burrell, 2017.

It was a group of committed volunteers who first began the poverty ending work that Transform Aid International continues today. They are a vital part of what we do!

58 volunteers have generously and faithfully served Transform Aid International in FY2017, contributing over 7800 hours!

Our volunteers assist with so many different tasks across our organisation including: administration, answering phones, assisting the finance department, assisting our Advocacy team with their research, reading letters, processing children's annual progress reports, and so much more!

Their time and energy increases the capacity of our organisation greatly. Our wonderful volunteers definitely lift us up!

We have also seen several volunteers return to volunteering after having a break of six months to two years (meet Bernadette on page 13). This speaks volumes about the wonderful culture formed between our employees and volunteers.

On behalf of Transform Aid International, we thank you for the time and energy you give so faithfully and willingly!



Volunteers

- Amy Ma
- Sofia Clark
- Janet Poole
- Claire Mercer
- Betty Helm
- John Helm
- Shirley Marx
- Els Gell
- Graham Shute
- Hazel Shute
- Allan Smith
- Heather Martin
- Ray Martin

Service

- 5 years
- 5 years
- 8 years
- 9 years
- 12 years
- 12 years
- 13 years
- 19 years
- 20 years
- 23 years
- 24 years
- 28 years
- 35 years

Thank you!



Legal and Regulatory

Transform Aid International Ltd commenced operations under the new company structure from 23 July 2013 (ABN 63 430 709718). Additionally, a wholly owned subsidiary was established, namely Baptist World Aid Australia Ltd, to continue and expand its Australian operations. Transform Aid International Ltd is the aid and development agency for Australian Baptist Ministries and operates as a company limited by guarantee with its own Board.

Transform Aid International Ltd is a registered charity with the Australian Charities and Not-for-profits Commission. It operates nationally and holds fundraising licences in all Australian states where legislation requires it to do so. Licences are held under the following numbers: South Australia: CCP2610; Victoria: 10918.16; Western Australia: 20417 and Tasmania: FIA-173. Transform Aid International Ltd is an approved Deductible Gift Recipient (DGR).

Transform Aid International Ltd engages the services of the National Australia Bank; Grant Thornton Auditors; and Church and Grace Solicitors. Transform Aid International Ltd has official accreditation from the Department of Foreign Affairs and Trade (DFAT) which enables the organisation to receive government funds for its programs. We acknowledge not only the funds, but the care and support of key government staff in our work together.

Transform Aid International Ltd is a compliant signatory of the Australian Council for International Development's (ACFID) Code of Conduct. Baptist World Aid Australia Ltd, as a wholly owned subsidiary of Transform Aid International Ltd, adheres to the requirements of the same code. A copy of ACFID's Code of Conduct can be obtained from www.acfid.asn.au. If you believe that Transform Aid International Ltd or Baptist World Aid Australia Ltd have breached the Code of Conduct, you can lodge a complaint with ACFID either on their website or to the ACFID Code of Conduct Committee, Private Bag 3, Deakin, ACT 2600. If you wish to lodge a complaint with Transform Aid International Ltd or Baptist World Aid Australia Ltd, please write to our Complaints Handling Officer, Locked Bag 2200, North Ryde BC, NSW 1670. Our Complaints Handling Policy and the ability to lodge a complaint are also available on our websites, www.transformaid.org or www.baptistworldaid.org.au.

Transform Aid International Ltd is a member of Integral Alliance, a global consortium of Christian aid and development agencies with presence in 90 countries.

Photographs have been taken by Transform Aid International Ltd staff, partners and associates in Africa, Asia, the Middle East, and the Pacific unless otherwise indicated; and are reproduced in this report with appropriate consent.



Transform Aid
INTERNATIONAL
For a world without poverty



BAPTIST WORLD AID AUSTRALIA
Be love. End poverty.



Feedback and complaints

We believe that to improve services, provided to our supporters, donors, partners, and beneficiaries we need to be open to feedback, both positive and negative, from all stakeholders. Receiving feedback is an important way of learning, so in the case of a complaint, timely and appropriate action will be taken in order to continuously improve the quality of our work and proactively develop and maintain good practice.

We also recognise that we have a responsibility to work with our partners to ensure they also develop safe and effective feedback mechanisms that

are accessible to all members of every community with whom we work. These communities should be informed of their rights and entitlements and how to provide feedback or make a complaint.

We follow an established escalation procedure to ensure complaints are handled in a timely and sensitive manner. Feedback and complaints can be provided via our website, by telephone or email, or by mail addressed to:

Complaints Handling Officer
Locked Bag 2200
North Ryde BC, NSW 1670

In FY2017, we continue to refine our feedback procedures from all our stakeholders, including supporters, Baptist church goers, and all members of the public. We received 31 complaints, all of which were resolved. The vast majority were handled directly by our Supporter Engagement team, with only one matter escalated to the Chief Executive Officer.

We actively comply with the requirements of the Australian Council for International Development (ACFID) and the Australian Charities and Not-for-profits Commission (ACNC) and regularly review our Complaints Handling Policy, a copy of which is available on our website.



Lebanon: Syrian Refugee Assistance Program, Merath.
Source: Tearfund NZ/Helen Manson, 2017.





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