



Transform Aid

INTERNATIONAL
For a world without poverty



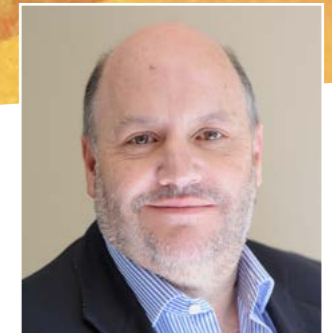
ANNUAL REPORT

YEAR ENDED 30 JUNE 2015

Our Vision

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

Message From Chair Of The Board



Mick Turnbull
CHAIR OF THE BOARD

It is again my pleasure to be able to share a few words as Chair of the Board of Transform Aid International. This past year has been an outstanding and satisfying year for our organisation as we have seen the very effective delivery of programs and disaster relief in the areas in which we work. We have also maintained a strong leadership presence in advocacy with the production of further detailed reports regarding ethical trading and activities which have gained strong credibility amongst business and other stakeholders who remain keen to seek improvement in these important areas.

year have sacrificed significant amounts of their time and money to serve faithfully to make our organisation a well-functioning and well-governed aid and development organisation.

It has been my absolute pleasure to work alongside John Hickey (our CEO) and our executive team. This group of people continues to amaze me with their diligent commitment and hard work towards achieving the goals of Transform Aid International. The progress we have made in this last year is a testament to their care and attention to work towards a world without poverty.

As each year passes, I am more certain each day of the love of a gracious God who calls us all to stand up for those who are unable to stand up for themselves, to feed those with no food and to be the voice of those without a voice. Thank you for being our partners during this year to help Transform Aid International fulfil this most important calling.

Blessings,

Also during the year, we have engaged deeply with many Baptist churches throughout Australia. Together we have been praying for the poor and oppressed, sharing stories and experiences and partnering to do our part as followers of Jesus to make a difference in the lives of those who seek a hand up from us in Australia. You will also see that we have enjoyed a year of strong and faithful giving from our deeply committed supporters. On behalf of the Board may I convey our deep thanks for your excellent financial support which allows us to do the things we do.

I would also like to express my deep thanks to a very talented, hardworking and committed Board who throughout the

“This past year has been an outstanding and satisfying year for our organisation as we have seen the very effective delivery of programs and disaster relief in the areas in which we work.”



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.

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Cover image source: Patrick Bentley, 2012.



John Hickey
CHIEF EXECUTIVE
OFFICER

"We have made tremendous advances in leading the Baptist movement globally to be more effective and cooperative together in embracing poverty and its associated injustices as a core mission of the church."

2014/15 has been another year marked by tremendous achievement and breakthrough in our mission, both within Australia and globally. Financially, we have been blessed with record results, achieving total revenue of A\$19.18 million, a 13.4% increase on our 2014/15 result. This continued financial growth lays a firm foundation for our ongoing effectiveness in the realisation of our mission.

Over the past few years we have sought to dream bigger about our role as more effective agents of change, envisaging innovative and impactful ways to bring about sustained transformation of lives, individuals, communities and nations trapped in poverty. This report is full of astounding examples of those dreams bursting into reality.

We have taken a leadership role in the global Baptist movement to build stronger commitment to addressing poverty and its associated injustices as a core denominational mission, and we have made tremendous advances, which is very gratifying. We continue to lead by example, paving the way for Baptist ministries worldwide to be more cooperative, and subsequently more effective. Our capacity for humanitarian response has expanded significantly and we continue to deal with the impact of natural and conflict-based disasters across the world.

Our engagement with major corporates, particularly in the fashion and electronics industries, has facilitated the growth of far more ethical, and transparent, workplace practices. In turn, this has driven a rising level of consideration for the eradication of exploitation of workers which has reinforced poverty and vulnerability in developing countries.

The movement of passionate supporters in Australia continues to grow, adding voice to advocacy

on behalf of the global poor and also showing generosity by financially supporting our efforts.

Our international community development programs continue to be regarded across the sector as high quality and transformative. We are now mentoring other agencies and helping them become more effective in this field. Almost a million people across the developing world are being positively impacted because of our joint efforts.

All of these achievements are underpinned by an amazing team of people - staff, volunteers and Board. Highly qualified and very passionate, the team work together under a common vision, united by a strong set of values which itself is built upon the shared faith which motivates us all as followers of Jesus. I am so thankful for all of them.

I particularly wish to express my appreciation for my Executive Team colleagues, each of whom has provided exceptional leadership, often in very challenging situations. I also want to especially thank each of our Board Members, led with great skill by Mick Turnbull, our Board Chair. I rely upon the individual and collective wisdom of both of these groups very heavily!

Finally, thank you to our individual and church supporters, Australia's Department of Foreign Affairs and Trade, our partners overseas and other sectoral stakeholders. Each of these partnerships has been vital to the increase of our capacity and our progress towards the realisation of our vision for a world where poverty has ended and all people enjoy the fullness of life God intends.

We mobilise Australian churches and individual Christians to hear God's call to justice and show mercy to the world's poor.



About Transform Aid International Ltd Group

(including Baptist World Aid Australia Ltd)

We are encouraged by the considerable and dramatic reductions in extreme poverty, particularly over the past 15 years. However, a massive global challenge continues. The Millennium Development Goals (MDG's), agreed upon by world leaders at the UN-sponsored Millennium Summit in September 2000, have set a strong standard for focus and measurement of enduring success in addressing poverty, and there are significant positive trends.

In 2015, the MDG's are being replaced by new long-term Sustainable Development Goals, which will assist the focus of governments and NGOs in the years ahead.

By the World Bank's most recent estimates, approximately 700 million people live in extreme poverty, struggling to survive on less than US\$1.90 per day. The good news is that this constitutes a dramatic decrease from the estimate of 1.91 billion people in 1990. However when we consider broader measures of poverty such as the Multidimensional Poverty Index we find that in 2015 1.6 billion people are living in intense poverty.

While there have been large standouts (such as China, India and some other East Asian nations in particular) many countries and regions in the world are developing at a far more modest rate. This is particularly true in large parts of Africa, Asia and the Pacific. These populations are far more susceptible

to disasters, have limited education, poor health support, poor food security and suffer from chronic abuse and exploitation. Additionally they lack infrastructure and social cohesion, have limited access to capital and are therefore cut off from opportunities to establish decent livelihoods.

In short, these billions of people lack the basic conditions that we take for granted, conditions which enable sustainable and fulfilling lives. The need for persistent and strategic action to address extreme poverty remains a vital global imperative at all levels.

At Transform Aid International, we are committed to lasting and holistic transformation of the lives of vulnerable people across the world, facilitating their path out of extreme poverty. We dream of a world where poverty has ended and all people enjoy fullness of life. As followers of Jesus, we are motivated by our understanding that this is God's heart for every person on the planet.

Transform Aid International is an affiliated agency of Australian Baptist Ministries, the peak body of the Australian Baptist Movement in Australia. In 56 years, our organisation has evolved from a handful of volunteers, to

a globally recognised Christian international development NGO. We are a signatory to the Australian Council for International Development (ACFID) Code of Conduct. Additionally, Transform Aid International is fully accredited and partially funded by the Australian Government's Department of Foreign Affairs and Trade.

We are the largest organisation of this type in the Baptist Movement globally, which comprises more than 100 million church participants. We have leadership and participatory roles in a number of Australian and international alliances, leveraging our learning and impact for the sake of the world's poor.

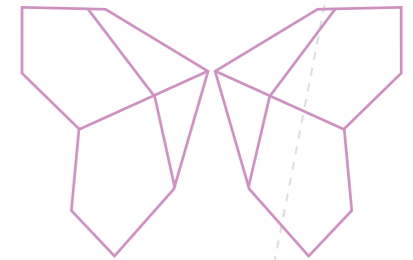
We seek to define ourselves as change agents for the conditions of poverty and human vulnerability globally. This involves working to integrate a number of different elements in order to best maximise the long-term outcomes for individuals, communities and nations in the developing world. We strive to achieve these goals through the following areas of focus:

- **We seek to educate and mobilise Australian churches and individual Christians to hear and understand God's call to do justice and show mercy to the world's poor;** to discover they can do far more than they ever imagined to bless people living in poverty 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.
- **Advocacy to government** on issues pertaining to long-term

commitment to aid and justice for the world's poorest people. We mobilise church communities, particularly through Catalyst groups, to engage local politicians on these issues and we partner with Micah Australia and other groups on larger-scale campaigns.

- **Advocacy to the corporate sector,** combining 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, targeting in particular the eradication of slave labour and other forms of exploitation which prevent living wages and dignity for workers.
- **Transform Aid International forms partnerships with indigenous groups in various countries, who 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; enabling 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 particular communities. Our range of development platforms include both general and specialised development models, as well as Child-Centred Community Development (CCCD) which focuses on enabling

About Transform Aid International



communities to support and listen to children's voices. CCCD aims to improve health, education, household income and protection. In 2014/15 we worked with 43 partners across 62 community development and CCCD programs in 15 countries.

- **Building a platform of resilience, particularly in the face of natural and conflict-based disasters.** 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 newly-formed international BReaD Network (Baptist Relief and Development Network), invests heavily in the training and support of communities to effectively prepare for disaster impact. Additionally, Transform Aid International responds to disasters after they occur with initial relief and assists with the longer-term recovery and rehabilitation of communities. In 2014/15 we worked with 21 partners across 35 disaster management and recovery programs in 11 countries.
- **Finally, we invest in high quality staff, leadership, volunteers and underlying robust systems** to ensure that we are able to 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.





Transform Aid
INTERNATIONAL
For a world without poverty



**BAPTIST
WORLD AID
AUSTRALIA**
Be love. End poverty.

2014/15 and Beyond

As already noted, this past financial year has been one of great blessing and achievement by our whole team and our partners in Australia and across the world. Both entities in our group, Transform Aid International and Baptist World Aid Australia, have reached and, in many cases, exceeded the goals we set ourselves in 2014/15, and created momentum for further impact in our mission in 2016 and beyond.



John Hickey
CHIEF EXECUTIVE
OFFICER

I have personally wrestled for a long time to try and describe succinctly and adequately what we do, particularly when asked in a social setting. When you meet someone and they ask "So, what is your line of work?", many people can simply respond and achieve instant recognition: "I am a plumber", "I work in retail", "I am a teacher", and the list goes on.

If I say I work in "international aid and development", I see most people's eyes glaze over. They are not sure what that means. And, quite frankly, it does not adequately describe who we are, what we are passionate about, and how we go about our work.

I still search for the right words in a social setting, but I do know that, as Board and staff at Transform Aid, our individual and collective passion and our focus every day is to be effective and impactful change agents for the conditions of poverty and human vulnerability globally. That is who we are and what we are about.

Our continuing energy has been to focus on how we can achieve impact in our own right, and through facilitating relationships and partnerships with other like-

minded organisations, so that we can leverage our impact together more effectively.

At the same time, we invest heavily in discipleship programs in Australia, education and relationship with our constituency to help them understand and act upon Jesus' call to take the challenge of poverty seriously and centrally as part of living out our faith. The Baptist World Aid "Be Love" principles – Be Open, Be Vocal, Be Fair, Be Prayerful and Be Generous – form the foundation upon which we call our supporters to participate in making a difference, individually and collectively – in churches and communities.

Transform Aid International plays a key role in a number of strategic alliances to lift our capacity to make a difference together. Some particular examples include:

- **Integral Alliance, comprising 24 leading Christian relief and development agencies from around the world.**

The primary aim for our joint collaboration with Integral Alliance is to provide effective capacity through our joint resources to address natural and conflict-based disasters in more than one hundred countries globally. Through the strength of this alliance and its members, in 2014/15 we were able to commit resources on behalf of our constituency to several significant disasters globally. This included the Ebola outbreak in Western Africa, the refugee crisis in Northern Iraq and Syria in the wake of ISIS fighting, Cyclone Pam in Vanuatu (in which Transform Aid

International took a leadership role) and the Nepal earthquakes. We have also continued with recovery and rehabilitation programs in the Philippines in the wake of Typhoon Haiyan, in conjunction with Integral and local partners.

- **Church Agencies Network (CAN), comprising 11 separate denominational aid and development agencies, based in Australia.**

In this past year we have jointly formed a secretariat and developed a cooperative strategic plan, focussing on international programs, advocacy and resource-sharing. Transform Aid International recently hosted a joint advocacy strategic workshop, in which we plan to help other agencies adapt our own Catalyst Group model in their church networks, to build a stronger grass roots movement of Christian supporters engaged in social justice and poverty issues together. We believe that a combined Christian voice, particularly to the Federal Government, will hopefully influence more positive development of policy committed to the global poor. CAN members are also collaborating on a joint Pacific disaster management plan, given that this region is one of the most vulnerable in the world to natural disasters, but the least equipped in local communities to be prepared and resilient to such disasters. We are also collaborating on a joint programming platform, hopefully in cooperation with the Federal Government, to address the prevalence of gender violence in the Pacific region.

- **BReaD Network (Baptist Relief and Development Network).**

During 2014/15 we have taken a leadership role to form this network to create capacity for the Baptist movement globally to jointly address poverty and associated justice issues

in a collaborative manner. With more than a hundred million participants in Baptist churches globally, a number of leaders have seen the need for us to build this network, given the potential we can jointly realise. BReaD was only formed earlier in 2015, and now has engagement from Baptist conventions and agencies from the US, Canada, UK, Europe and Asia. A secretariat has been formed, hosted by the Baptist Mission Society in the UK. The initial focus has been on disasters, but our joint vision is to engage jointly in longer-term development and global advocacy. Transform Aid coordinated and led the response by BreaD Network members to the Cyclone Pam disaster, and also took a significant leadership role in response to the Nepal earthquakes.

- **Advocacy Collaborations – Micah Australia, Campaign for Australian Aid, Stop the Traffik and A Just Cause.**

We have hosted the Micah Challenge team in our offices for most of the period since its formation in 2005. It has now transitioned to its own sustainable entity, Micah Australia, and we are represented on its Board, and participate in its strategy and policy development, assisting with their campaigns and such events as Voices for Justice in Canberra. We have also played an advisory role with the Campaign for Australian Aid, which was formed through a grant provided by the Bill and Melinda Gates Foundation. We also have a long standing relationship with Stop the Traffik. We chair their Australian Working Group and are deeply involved in their campaign and policy formation.

- **Australian Government Accreditation – Department of Foreign Affairs and Trade.**

We initially sought accreditation in the mid-1990's. Despite significant



political turbulence impacting foreign aid policy, we have had a strong direct relationship with DFAT and, despite our concerns about potential significant cuts in NGO grants, our allocation for 14/15 was \$5.47 million used across several of our programs, including a specific one-year increased grant to our existing Church Partnerships Program in PNG. Although general grants have reduced by 8% for 15/16, we have also successfully received a further one-year top-up grant again for CPP in PNG, of A\$800,000.

- **Community Development, Child-Centred Community Development and Disaster Management Partnerships.**

Our International Programs model is based on working in partnership with local/indigenous faith-based NGO's. These partners bring enormous

commitment and local expertise to deliver effective programs, across 83 separate projects in 2014/15. We are committed to supporting them in building their strength and capacity. We have promoted regional learning forums among partners in Asia, to help them learn from each other, and build programming, leadership and governance skills. In February 2015 we also conducted our third biannual Child-Centred Community Development Learning Forum in Phnom Penh, with over fifty leaders and staff from our twelve CCCD partners gathering for a week to share learning and build capacity.

All these relationships are now achieving excellent dividends, in terms of on-ground impact across the world. However, we also see tremendous potential for further growth and effectiveness in the future.

The value of these relationships and our strategic focus has delivered the following further highlights in 2014/15:

- A record year for revenue, totalling \$19.18 million, a 13.4% increase over the previous record 2013/14 result. This has been particularly attributable to a strong and faithful Australian supporter base, who not only responded to our regular annual campaigns, but stepped up to respond to our Middle East Crises Campaign, Cyclone Pam and Nepal Earthquake Disaster responses. We were also particularly blessed by particularly generous major donors, as well as specific disaster funding support from members of Integral Alliance and the BReaD Network.
- Strong emergence of our humanitarian platform, as already mentioned, with particular attention

to specific disasters, but also disaster risk reduction programs in Africa, Asia and Pacific Regions.

- The launch of the second Fashion Report, which attracted both national and international media attention, but most importantly has helped us to engage with some of Australia's major retail companies on ethics and transparency around supply chain management, to reduce exploitation among workers in the developing world.

And, finally, we have also invested very specifically in our own internal capacity as an organisation and as a cohort of professional staff. Particular highlights include:

- The launch, in late 2014, of a year-long Leadership Development Journey for selected staff. This has been hugely successful with intensive training and workshops, including engagement and contribution by this team in a number of major strategic and operational initiatives we are currently developing.
- Undertaking a major research project with Australian church communities and their leadership, to help us consider potential new ways to engage with Australian churches to assist them in building partnerships and support programs with development communities internationally.
- Completion of a significant new cloud-based finance and enterprise resource planning system to build our own management capacity. This system will also enable us to deliver shared services offerings to other agencies in our sector. We are also well advanced with a new web platform and quality assurance system to be in place during 2016.

All of these initiatives, projects, relationships and strategies are about driving the momentum of impact, realising our passion as change agents for the conditions of poverty and human vulnerability globally.

Once again, I want to sincerely and deeply thank our partners, alliance members, staff, volunteers, Board and our supporters for your faithful participation with us.

JOHN HICKEY
CHIEF EXECUTIVE OFFICER





Our People

Transform Aid International

Transform Aid International is committed to valuing all who work for the organisation, our employees and our volunteers. It is part of our mission to “create a professional and enriching environment for staff as they serve in the name of Jesus”.

At 30 June 2015, Transform Aid International had 62 employees, with 27 working in part-time and casual roles, and 53 regular volunteers.

Employee Development

Our Organisational Mission calls for the creation of a professional and enriching environment for our employees as they serve the poor to end poverty. We do it primarily through our commitment to promote employee learning and development. To that end, in October 2014 we introduced an innovative, 12-month Leadership Development Program for our new managers and staff with significant responsibilities. The program included key aspects of leadership skills including strategic planning in a dynamic environment, managing people to maximise their potential, solving complex

problems, and critical financial analysis. The goal of the program is to develop future leaders for career development purposes as well as longer-term succession planning. The program has included full day workshops on various leadership topics as well as an expansion of the leadership team to meet together monthly to discuss core strategic issues. Participants have reported favourably this has been a beneficial program.

Gender & Family Friendly Initiatives

In promoting organisational gender representation, a Women’s Mentoring Program was launched, to assist and support our female staff in their career development. In the new financial year, an inaugural all-women seminar will take place; a professional development and networking event for female employees within the organisation, celebrating the 2015 International Women’s Day ‘Make It Happen’ theme. A number of guest speakers in successful leadership roles sharing their career journey and providing insight and wisdom into how women

can develop their careers. We have been active in providing flexible work practices for employees; including providing a number of female employees returning to work with flexible arrangements, as well as the introduction of the first ever job-share position in Human Resources Management.

Child Safe Training

This year also saw the complete review and improvement of our Child Safe policy, procedures and Code of Conduct. As a child safe organisation we take a serious stance on our child safe environment and practices, and rolled out mandatory working with children checks for all staff and volunteers. This is to ensure that we are employing the appropriate staff, to support our child protection efforts.

Organisational Development

We have commenced the planning of an organisational development framework and will introduce it in the second quarter of the new financial year, in anticipation of organisational growth. In addition to greater gender representation, a key focus in the coming years will be the implementation of a number of strategic initiatives, to promote and support a more diverse work environment.

Micah Challenge

We continue to support the work and employees of Micah Challenge Australia. The Micah team is currently located in our office in North Ryde.

Volunteers

For over 55 years we have had volunteers supporting our work. We would not be as efficient and effective as we are without the ongoing commitment and contributions of our valued volunteers, with quite a significant number volunteering for us for over 20 years. Their invaluable contributions include; regular mail opening, screening of children’s mail, supporting administration and ad-hoc projects, as well as providing specialist assistance. This gives us the ability to lower our overall administration costs, and deliver a greater proportion of donations directly to field projects.

Our volunteers are greatly valued by our organisation. We recognise them by a number of celebrations, including the National Volunteers Week, the year-end Christmas Appreciation Lunch, and birthdays.

During the year ending 30th June 2015, 84 volunteers contributed 12,605 hours of work at a commercial value of \$315,060 (FY2014: \$261,648). Of this amount \$42,684 is recognised development expenditure for the purpose of assessing our entitlement for Government funding (FY 2014: \$28,570).



Rose Young,
Marketing Co-Ordinator

Rose has been part of the Marketing and Communications team since November 2000. Rose has seen some significant changes in that time, but remains passionate about the vision of Transform Aid International.

“It’s definitely not the same organisation I started with more than 15 years ago. The quality of our work, both in our Australian community and especially overseas, is something we can be proud of and is evidence of God’s grace upon us as an organisation. It’s been an amazing journey, and I’ve been blessed to be a part of it!”



Nitin Patel, Volunteer
Advocacy Researcher

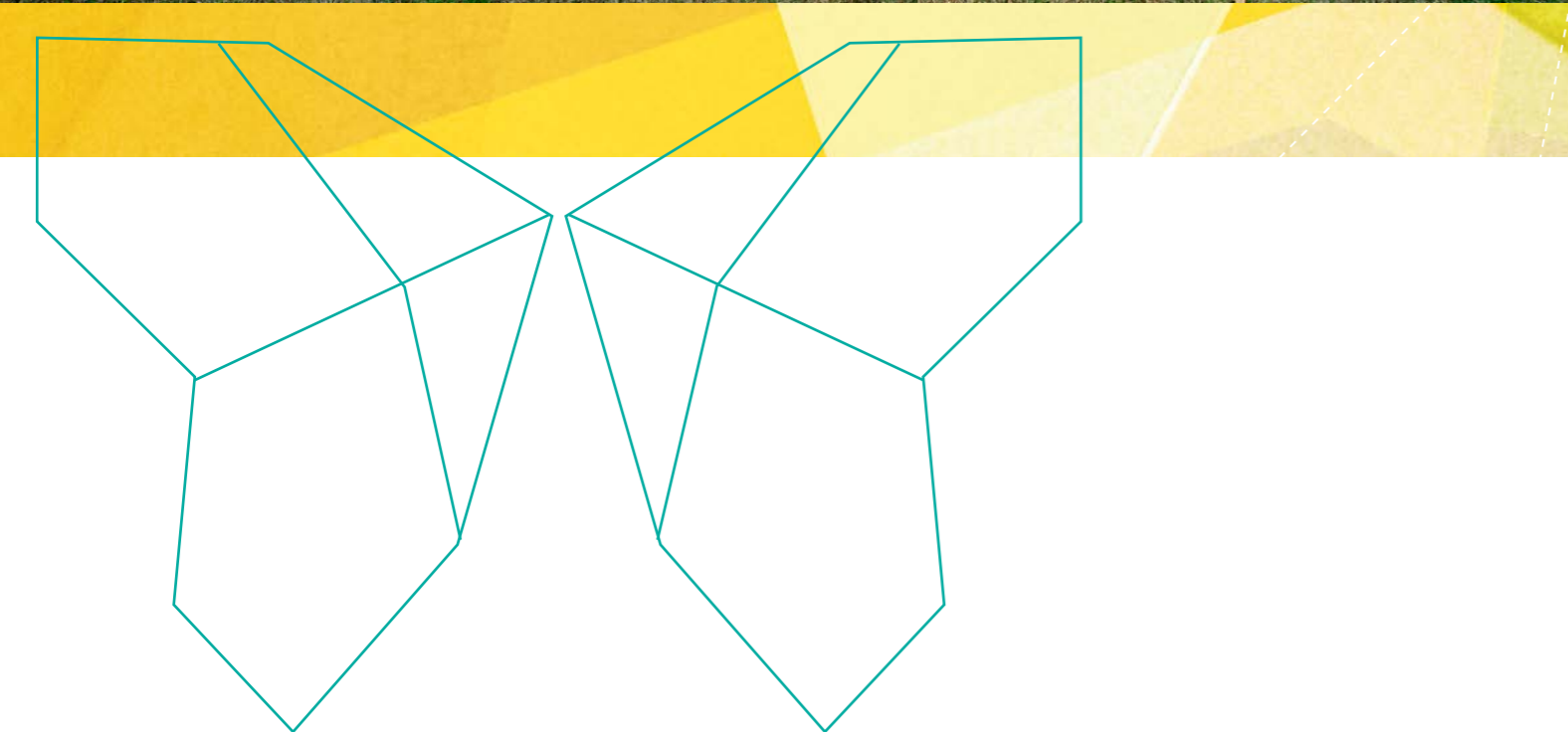
Nitin has been volunteering for Transform Aid International two days a week since 2014.

Initially, Nitin worked assisting the Supporter Services Team with various jobs around the office. Nitin is currently working as part of the Advocacy Research and Campaign Team conducting research into companies to enable the preparation of the popular Ethical Shopping Guides.

“Having retired from active working life, I find working with other volunteers and staff at BWAA very rewarding. Volunteering is my way of contributing to BWAA’s vision of ‘Be Love – End Poverty’.”



The Leadership Team



Our Board

Chief Executive Officer *John Hickey*

Director of Business
Peter Leau

Director of International Programs
Anthony Sell

Director of Community Engagement
Glen Richardson

Overseen by
John Hickey

Finance Team

Manager, Daniel Tan
Manages all accounting and financial systems within the organisation, including relationships with banks, auditors and foreign currency exchanges for providing funds to our partners overseas.

HR & Organisational Development Team

HR Advisor (Job Share), Lana Kularajah and Miriam Sherwin
Provides HR support, resources and organisational development strategy, as well as managing our Volunteer Program.

Information Systems Team

Team Manager, Jane Alfred
Supports the operations of all other teams with operational IT and Systems requirements.

Compliance

Governance Coordinator, Lyndelle Taylor (Solicitor & Chartered Secretary)
Assists the Director of Business, in his role as Company Secretary, to ensure continuous improvement of compliance systems.

Quality Assurance

QA Specialist, Josephine Bassal
Develops and improves QA systems, policies, processes and organisational systems.

Asia Team

Project Manager, Daniel Norris
Responsible for the implementation of our International Programs Strategic Framework in Asia.

Africa/Pacific Team

Project Manager, Steve Hamlin
Responsible for the implementation of our International Programs Strategic Framework in Africa and the Pacific.

Specialists

Disaster Management, Dan Skehan
Child & Youth Programming, Mel Harwin
Monitoring, Evaluation & Learning, Rachel Achterstraat

Marketing, Fundraising and Communications

Manager, Greg Wood
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 the website and social media.

Strategic Relations

Manager, Annette Pereira
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, youth and supporter travel experiences.

Supporter Engagement

Manager, Mel Hatton
Provides high-quality services to supporters, including donation processing, mail, database management and child partnership support. A Teleservicing team also contacts supporters for campaign and product engagement and pastoral care.

Church Relations Team

Manager, Robin Carter
Engages with Baptist Church pastors and congregations, as well as other community groups across Australia, to educate, encourage and inspire supporters to be love and end poverty.

Advocacy Team

Manager, Gershon Nimbalker
The Advocacy team equips our supporters and Catalyst groups to speak up about issues of poverty. They also work with coalitions such as Micah Challenge and Stop the Traffik.

Meet the Executive

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



**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 as 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 Boards of Global Interaction and 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. He and his family are members of Thrive Baptist Church (an affiliate of the Baptist Union NSW), where he has formerly been a member of the Church Council and Treasurer.

“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.”

**Peter Leau,
Director of Business**

Peter was appointed as Director of Business 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 (MBA), Master of Marketing and a Master of Strategic Organisational Development.

Peter is a Fellow of the Institute of Public Accountants, an Associate Fellow of the Australian Institute of Management and a Certified

Professional of the Australian Human Resources Institute. 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.”

**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 see quality community development implemented through our local partners.”

**Glen Richardson,
Director of Community Engagement**

Glen joined Transform Aid International in 2014, after an extensive career in the corporate and not-for-profit sectors. For over 20 years he worked in sports marketing and management, television advertising sales, PR and most recently in digital website and online development. Earlier experience also included direct marketing and the financial services industry.

Glen is a graduate of the University of New South Wales with a Bachelor of Commerce (Marketing). As Transform Aid’s representative, he sits on the Board of Micah Australia where he can exercise his passion for social justice being integrated as an essential part of our faith.

“It is humbling to work alongside so many gifted and passionate colleagues all seeking to obey God’s call. I’m especially grateful to all our wonderful supporters for their generosity and trust in the work we are doing to end poverty.”



**Baptist World Aid Australia
Supporter and Catalyst leader:
Rebecca Yin Foo**

“My family were active members of our local Baptist church so we always sponsored children through Baptist World Aid Australia. When I was old enough, I made the decision to sponsor a child myself and my involvement has grown from there.

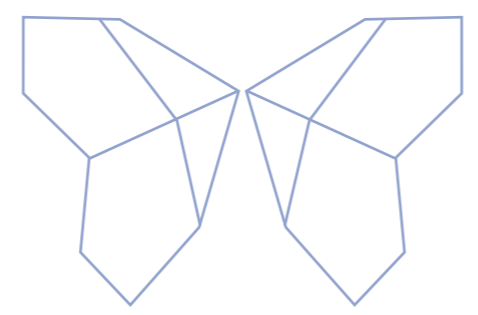
“Today, my husband and I sponsor two children from Nepal and Sri Lanka. We also lead a Catalyst advocacy group based out of our church.

“When the catalyst movement started we were keen to get involved as social justice is important to us. Our little group was one of the first to start up here in Brisbane and we have been really encouraged by the changes that we have seen over the last five years. Early on we saw some big improvements in the level of Australian aid as a result of combined advocacy work from many groups such as ours. More recently, we have seen some great commitments from major fashion brands to treat their workers better as a result of the ethical fashion guides.

“We continue to support the work of Baptist World Aid Australia as they are trustworthy and effective. We know where our money is going and the changes that are happening all around the world. By supporting Baptist World Aid Australia we are helping to make a real difference.”



Source: Vanuatu 'Worries of Christ' Conference 2015



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 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 skillset and the Committees report to and provide recommendations to the Board. This assists the Board to discharge its duties effectively with each Committee specialising in key areas but with the Board retaining the responsibility to make decisions collectively.

Board Executive

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.

HRGC

The Human Resources and Governance Committee (HRGC) is responsible for governance and human resource matters including:

- developing and reviewing policy and governance systems and processes;
- ensuring regulatory compliance;
- identifying organisational risks and providing recommendations

on policies and systems to mitigate risk;

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

FIC

The Finance, Audit and Investment Committee (FIC) is responsible for financial matters including:

- monitoring the financial stability, viability and health of the organisation;
- 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.

PPC

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.

MARCOMS

The Marketing and Communications Committee (Marcoms) 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 Friday 24th October 2014.

Board Members



L - R: Ray Bartell, Andrew Ellis, Deanne Firth, Mick Turnbull, Simon Lynch, John Hickey, Dave Rowe, Phil Newman, Brad Entwistle, Susan Campbell and Heather Coleman (not pictured).

John Hickey

BA (Hons); Grad. Dip. Financial Services; MAICD

John joined our organisation in July 2010, after more than 20 years in leadership positions both 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 also serves on a number of Boards and has governance/strategic leadership roles in Australia and internationally, including:

- Board Member of Baptist World Aid Australia Ltd
- Ex-officio Board Member of Global Interaction Inc and Board

Member of Service Fellowship International

- Member of the National Council of Australian Baptist Ministries
- Board Member and Executive Committee Member of Integral Alliance, a collective of 24 leading Christian relief and development agencies from North America, Europe, Asia and Australasia combining resources for international disaster management
- Co-Chair of the BReaD Network ("Baptist Relief and Development Network"), an international collective of agencies and conventions combining 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 Commission on Social and Economic Justice

- Member of the CEO's Group of the Church Agencies Network, a collaborative framework for Australia's denominational aid and development agencies.

Mick Turnbull

*Chair of the Board; Chair of the Board Executive Committee
Member of all Board Committees (HRGC, PPC, FIC and Marcoms)
Cert Business (RMIT); Grad. Dip. Management (USQ)*

Mick joined the Board in 2011. He has 35 years of experience in business and management, and is currently the Regional CEO for a large global logistics company and Director of the Asian Management Board. He is a Fellow of the Australian Institute of Management, Member of the Company Directors Institute, Fellow

of the Customs Brokers Council of Australia and Member of the Australian Institute of Export. Mick is Director/Vice Chair of Business for Millennium Development Ltd. He also serves on the Board of Baptist World Aid Australia Ltd.

Mick worships with his wife, Annette, at Syndal Baptist Church in Melbourne.

Andrew Ellis

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

BE(Mech), MProjMgmt, MBA, MAICD

Andrew joined the Board in 2009, having previously served as a Board Intern. He has 10 years of experience in national/international management roles at an engineering construction firm. Andrew is CEO of Hockey SA, the Chair of Wirraway Homestead and serves as a Member of the Board of IJM Australia.

Andrew is a Graduate Member of the Australian Institute of Company Directors, having completed the Company Directors Course. He is also a Member of the Institute of Engineers Australia (MIEAust).

Phil Newman

Chair of Human Resources & Governance Committee

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

Phil joined the Board in 2009. He works as a Senior Advisor with Towards Transparency in Hanoi, Vietnam, and is a Member of the Australian Institute of Company Directors.

Simon Lynch

Member of Programs Performance Committee

B. Economics

Simon joined the Board in May 2009. He has extensive experience consulting in the corporate and non-profit sectors and as a Country and Regional Director in the aid and development sector, having

established and strengthened development organisations throughout Asia. Over the past 15 years he has provided governance training and support to many organisations, especially in Australia and Indonesia.

Ray Bartell

Chair of Programs Performance Committee;

B. Business (Accounting), PhD Candidate

Ray joined the Board in 2013 and has over 12 years of experience in a Senior Executive role in the Australian Christian Schooling sector as well as more than eight years of experience in capacity building and providing technical assistance to remote communities in Papua New Guinea.

Ray is the founder and Director of Aeikon, providing institutional strengthening to non-profit organisations and has just recently completed a PhD in Philosophy (Education).

Pastor Dave Rowe

Treasurer; Chair of Finance, Audit & Investments Committee

B. Ec, Grad. Dip. Christian Ministry (Morling)

Dave joined the Board in 2010. He has wide expertise in the area of finance, having formerly served as Head of Treasury and Head of Risk Management for an international investment bank. Dave is currently a Director with Noah's Rule Risk Advisory and serves as Senior Pastor with Seaforth Baptist Church (NSW). He also serves on the Board of Baptist World Aid Australia Ltd.

Brad Entwistle

Member of Marketing & Communications Committee

Brad joined the Board in 2008. He is the founder and Managing Director of imageseven, a marketing communications firm and also serves on the board of the Baptist Union of Western Australia. Brad is a member of the Australian Institute of Company Directors, AGDA, PRIA, and CCIWA.

Susan Campbell

Member of Human Resources and Governance Committee;

BA; Dip Ed; Grad. Dip. Theology

Susan joined the Board in May 2012. She has a background in primary school teaching and has worked since 2005 for Global Interaction in various leadership, project management and learning and development roles. She also owns a small business and is a Spiritual Director.

Heather Coleman

Ex-Officio Board Member

Ass. Dip. Business Management; BA (Administration); Grad. Dip. Industrial Relations; B Ministry (partly completed)

Heather joined the Board in 2012 on an ex-officio basis arising from her appointment as General Director of Global Interaction Inc. Heather previously worked for over 30 years in various government departments. She worked in Cambodia from 2010 to 2012. She also serves on the Boards of the National Council of the Baptist Union of Australia, the General Council of the Baptist World Alliance and the Australian Evangelical Alliance Inc. Heather is a Member of the Australian Institute of Company Directors and Christian Management Australia.

Deanne Firth

Member of Finance, Audit & Investment Committee

B. Comm (Accounting); Grad Dip (ICAA); Dip. Financial Planning

Deanne joined the Board in 2012. She is a Chartered Accountant (FCA) with over 15 years of accounting and audit experience and is the Principal of Tactical Super. Deanne serves as a Director of Tactical Super & Tactical PR, and previously served on the Institute of Chartered Accountants Public Practice Panel and Chaired the Board of Moama Anglican Grammar School. She is a member of the Australian Institute of Company Directors.



Community Engagement

Community Engagement

Our mission at Transform Aid International is to end poverty so that all people can enjoy the fullness of life God intends. In pursuit of this, we join with our supporters on a journey to better understand and take action on behalf of those who are oppressed and marginalised to help them find their voice, build resilience and end injustice.

This is the ministry of the Community Engagement team - to enter into the journey that our supporters are on, asking God to transform us all. As each of us follows God's lead and allows ourselves to be used for His purposes, a journey of spiritual growth happens in our lives. Collectively our hearts will be changed and we will become more godly stewards of what He has given us.



Glen Richardson
Director of Community Engagement

Discipleship & Education
Our range of Bible Study materials including Be Love and End of Greed, and Be Vocal continue to be in demand amongst churches and supporters. We distributed four editions of our Be Love magazine directly to our supporters and provided two editions of Be Change to our church network. We've also taken a leading discipleship position on various natural and man-made crises, helping church leaders and BWA supporters to better make more sense of a world where such violence and injustice leaves so many people vulnerable and marginalised.

Church Relations - State Representatives



Robin Carter, State Representative

Acknowledging both the geographic diversity of our supporters and the critical role which Baptist churches play in community engagement, we continue to equip state-based representatives across Australia. In the last 12 months, this team of five have travelled thousands of kilometres to make deputations in over 160 churches from Cooktown to Coburg, Karratha to Kirawee. In addition to being advocates to pastors and their congregations, they also conduct and attend many seminars, workshops, conferences, Catalyst groups and school visits, and this year have led overseas field visits for our Church Partnerships and Church Supported Projects. Supported by innovative and engaging resources, they play a key role mobilising many to speak up and take action on behalf of the world's poorest people.

Fundraising, Marketing & Communications

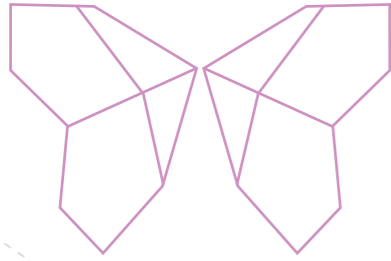


Greg Wood, Marketing Manager

It has been a year of great progress for our MarComms team. Having redefined a number of roles, we now have a highly experienced group of executives who are developing and executing a comprehensive program of campaign and product communication. We are much better informed and more intentional about the targeting of this work, seeking to understand and respond positively to the journey our supporters are taking. Of special note this year has been the impact of two significant natural disasters, namely Cyclone Pam in Vanuatu and the Nepal earthquake. Through our Disaster Action Fund we were able to quickly respond to both these events, being ready to immediately process donations and pass these on quickly to the areas where they were most needed. Through our existing network of local Christian partners and as part of our membership of the Integral Alliance, the generosity of our supporters was honoured with a rapid and effective programmatic response that saved lives and brought much needed recovery to the people of Vanuatu and Nepal. This increased engagement has played a significant role in reaching a record financial outcome for 2014/15. We are grateful to God for this generosity which allows us to continue to expand the range and impact of our work around the world.



Community Engagement



Strategic Relations



Annette Pereira, Strategic Relations Manager

Throughout the last 12 months we have resourced a Strategic Relations function to broaden and deepen engagement with key supporter segments including major donors, corporations, large churches, grant makers and wills and bequests. This team has also provided renewed focus for us in areas such as Woman's Ministry Support and Young Adults programs, and expanded our capacity for overseas project experiences for fundraisers, church leaders and members.

As capacity and experience develop, Strategic Relations will play an increasingly important role across Transform Aid International, building a base of highly engaged supporters and generating cost-effective fundraising.

Supporter Engagement



Mel Hatton, Supporter Engagement Manager

Our Supporter Engagement team is the primary point of contact for many of our supporters. In addition to a number of important functional processes, this team also assists supporters in making donations, handling phone and mail enquiries, setting up new and managing existing pledges, and also database management. There is an improved suite of management reports now available which is improving performance, and a significant upgrade to our Customer Relationship Management software is under way which will bring efficiencies and cost savings.

This group also includes our Teleservicing team who continue to support business objectives in areas such as child partnership, pastor engagement and donation support for key appeals and campaigns. Much more than a telemarketing phone call, our service team offers pastoral support as part of each call, and this receives constant positive feedback. We are working hard to develop this model further, particularly in areas such as recruiting, training and management reporting capabilities, in preparation for being able to offer outsourced telemarketing services to other Christian agencies.



Major Projects

Throughout 2014/15 Community Engagement has been the spearhead for a number of projects that have significant organisational impact. We have commenced a 'root and branch' review of our current Child Sponsorship offering to ensure that we are in step with our supporter's expectations and market realities. The common view is that this is a very crowded and competitive space and the 'product' is very mature. We strongly believe in the importance of Child Centred Community Development, with child partnerships at the very heart of that work, so we are applying significant efforts to investigate the current state and re-define what our future child partnership program will become. We look forward to reporting on these outcomes next year.

Right across the marketing communications landscape there is a growing emphasis on digital marketing and fundraising via social media, crowd funding and peer-to-peer activities. We are working hard to strategise and develop our digital capabilities to better integrate online donations and information requests with our more traditional communications. In doing so we will engage new and younger supporters and be able to offer them a more meaningful journey with Baptist World Aid.

Structural Changes

To provide a fully integrated, end-to-end supporter experience, we have integrated the Supporter Engagement, Church Relations, Strategic Relations and the Fundraising, Marketing and Communications teams under a single Director with a supporting management structure. All team members are being equipped and empowered to continually improve our outstanding supporter relationships in a productive and professional environment while retaining our unique pastoral care philosophy.

As we look back at a highly successful year, we're thankful to God and each of our wonderful supporters for their generous giving, ethical consumption, courageous advocacy and faithful prayer. It is a privilege to serve them, and work together to address the causes and impacts of extreme poverty around the world.

This is the ministry of the Community Engagement team – to enter into the journey that our supporters are on, asking God to transform us all to be love and end poverty.



Be Vocal: Advocacy

In 2014-2015, Transform Aid International continued to expand its sector leading advocacy efforts by increasing its engagement with corporates, government and the Baptist Church.



Gershon Nimbalker
Advocacy Manager

Baptist Churches and Catalyst

Our church based advocacy program, Catalyst, has continued to grow. There are now 65-70 active Catalyst groups around the country, which we believe makes it the largest network of grass roots groups focused on issues of international justice in Australia. These groups have continued to advocate by engaging their churches, communities and parliamentarians. They have organised fair-trade expos, fashion swaps, fondue parties, marches, trivia nights, aid forums and more – to raise awareness around issues in their communities. They have coordinated justice themed services, sermons, worship and bible studies – to connect their churches with God's heart for justice; and they have written letters, lobbied corporates and met with their MPs to ask for change.

We know these groups are having an impact, and collectively generating a stronger voice for justice in Australia. We've heard feedback from many parliamentarians about the power of the grass roots lobbying, and we've seen the way this lobbying has allowed Baptist World Aid Australia access to many of the nation's most significant decision makers. We have met with the Foreign Affairs Minister's office (The Hon. Julie Bishop), the Treasurer's Office (Joe Hockey), the Shadow Foreign Affairs Minister (Tanya Plibersek) and the Shadow Treasurer (Chris Bowen).

The Baptist church, according to the most recent available National Church Life Survey data, is also now the most supportive of advocacy on public policy, and amongst the most committed to taking action on global justice.

A Just Cause

Based on the strong feedback from churches and the desire

from many groups to speak out on domestic justice issues, particularly Australia's treatment of asylum seekers, Baptist World Aid Australia has partnered with a new ministry of the Baptist Churches of Australia, A Just Cause. A Just Cause will help equip Catalyst groups and the Baptist church to advocate on a range of domestic justice issues including homelessness, asylum seekers and climate change.

Behind the Barcode – Labour Rights in Corporate Supply Chains

One of the ways that Australians most connect with exploitation, including child and slave labour is through the products they buy. Through its Behind the Barcode project, Baptist World Aid Australia has been publishing world leading research into the efforts that companies are taking to ensure that workers in their supply chain are not being exploited.

In April 2015, we launched the follow up to our Australian Fashion Report. The response has been enormous.

By the end of the financial year, more than 5,000 people had downloaded the Ethical Fashion Guide and hundreds of thousands of people had been made aware of the report findings through online and social media. The media coverage of the report was unprecedented, with hundreds of stories getting picked up on TV, radio, print and in online news across the country. News of the report travelled abroad, with stories in India, the UK and extensive coverage in New Zealand.

Companies around the country have taken notice. Baptist World Aid Australia has held meetings with many of the biggest fashion companies in Australia, to discuss what measures they can take to better protect their workers. This includes companies we had been working with prior to the report's release like Cotton-On, David Jones,

K-Mart, Pacific Brands (Bonds, Hard Yakka, Sheridan and others) and Jeans-West, but also companies that we had previously not heard from like the PAS Group (Review, Metallicus, Forecast and others), the Just Group (Jay Jays, Just Jeans, Portmans, Dotti and others), Ally and Industrie.

We've been excited to hear the impact that the report has had on the Australian fashion industry, with one company saying that it's been an integral element of shifting the way the industry here thinks about its workers overseas. We have also heard consistently from companies that the report has helped to provide a catalyst for internal change in recognising the ethical conscience of their consumers and their own responsibility to reduce the risk of worker abuse across their supply chains.

Tax Justice

Developing countries lose more than \$160 billion from tax evasion. That dwarfs the amount they receive in aid, and is money that should be rightfully spent on building schools, hospitals and infrastructure, while providing education, health care and jobs.

When Baptist World Aid Australia began campaigning alongside Micah Challenge and the Tax Justice Network on tax dodging three years ago, the issue was hardly on the agenda. Now, it's rare a week goes by without another story of multinational tax dodging hitting the media.

The Church has been a big part of this story. Through participation in Micah's Shine the Light campaign we've been part of the world's biggest mock tax haven, we've met our MPs in their electorate offices and in Canberra and we've run events, simulations and forums at our local churches to raise awareness.

Baptist World Aid Australia and Micah Challenge have also met with

the Treasurer, Joe Hockey's, tax advisors and have been invited to be a part of Labor's roundtable on multinational tax dodging policy formation.

Politically we've been asking for three things to improve corporate transparency and help tackle tax dodging; automatic exchange of information between tax authorities, a register of beneficial ownership for companies and trusts and public country by country reporting requirements for multinationals.

The amazing news is that while we thought these would all be medium to long term goals (5-8 years), we're already half way there. At the G20 in November, world leaders (including Australia's) agreed to implement a system of automatic information exchange. And in the 2015 budget, Treasurer Hockey signed up large multinationals in Australia to a system of country by country reporting, though sadly this information will not be reported publicly, reducing its effectiveness.

There's some work left to do, but it's a big stride forward!

Aid

For those that have been working with Baptist World Aid Australia as we've campaigned for Australia to give its fair share in overseas aid, it's been disappointing to see what's happened to our aid program. We've seen the biggest cut in the program's history, and we will now be (as a nation) the least generous aid givers we've ever been. Baptist World Aid Australia will continue to work with Micah Challenge, in partnership with the Campaign for Australian Aid, to help turn this around. Our Catalyst groups will continue to meet with their MPs, raise awareness and talk to their churches. We're already seeing a number of members in the government and many in opposition expressing that these cuts have gone too far.

International Programs

For Transform Aid International

In the 14/15 financial year Transform Aid International implemented its programs through 49 indigenous and international partners in 19 countries. The total investment into projects was \$11.97 million which was an increase of 12% on the previous reporting year. Through 62 projects Transform Aid has provided long-term change to the lives of children, families and communities in some of the poorest nations.



Anthony Sell
Director of International Programs

These efforts aim to build long term sustainable solutions developed at the community level that address the complex and multifaceted dimensions of poverty. Furthermore Transform Aid has funded 25 disaster management projects providing life-saving interventions to 56,001 people through the timely and coordinated responses of local partners and communities. We have also assisted 10,045 people in rebuilding their lives after devastating disasters.

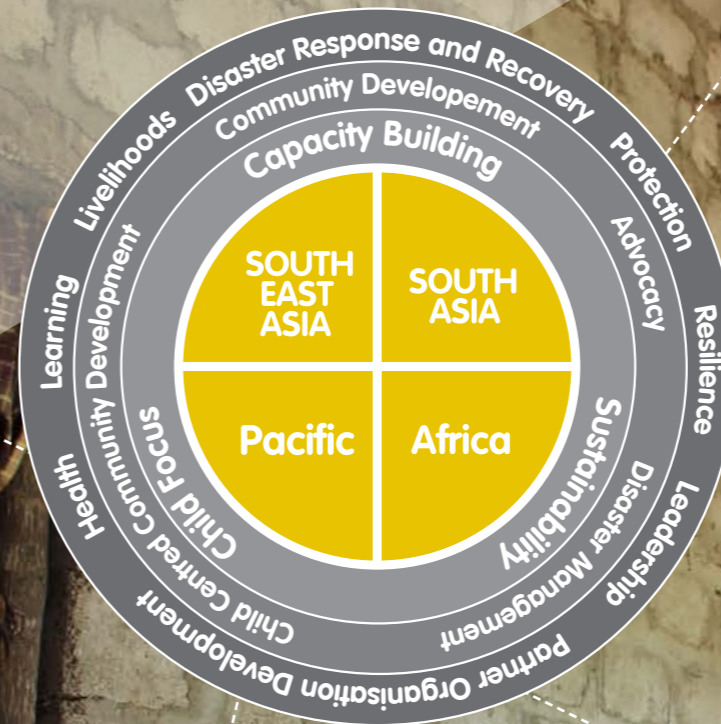
Our International Program

Our vision is for a world where poverty has ended and all people can enjoy the fullness of life God intends. We achieved this through a diverse range of approaches: long term community transformation through mobilisation that will include village savings and loans associations, cooperatives, farmer groups and people institutions. We continue to invest in sector-specific projects such as child-centred community development focusing on four pillars of the convention of the rights of children being: survival, development, participation and protection plus disaster management which includes emergency relief, disaster recovery and disaster risk reduction. We seek impact in six development outcome areas that include health, learning, livelihoods, protection, resilience and leadership.

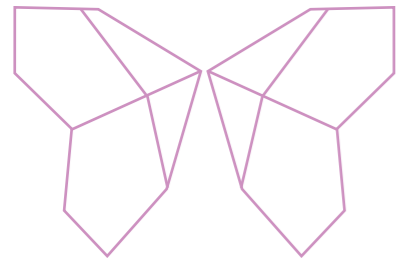
Indigenous Implementing Partners

The most critical link in achieving our vision is the presence of our local implementing partners. Partnership is core to the mission of Transform Aid. It reflects our commitment to building local capacity and our belief that we can achieve much more by working in partnership with others.

Transform Aid's implementing partners are catalysts for change in communities. All our partners are Christian organisations. Drawing on our partners' intimate knowledge of local context, language and culture, Transform Aid has the opportunity to support projects that encourage the participation of the most vulnerable, who are more likely to be sustained and ultimately have a greater impact on people living in poverty



International Programs



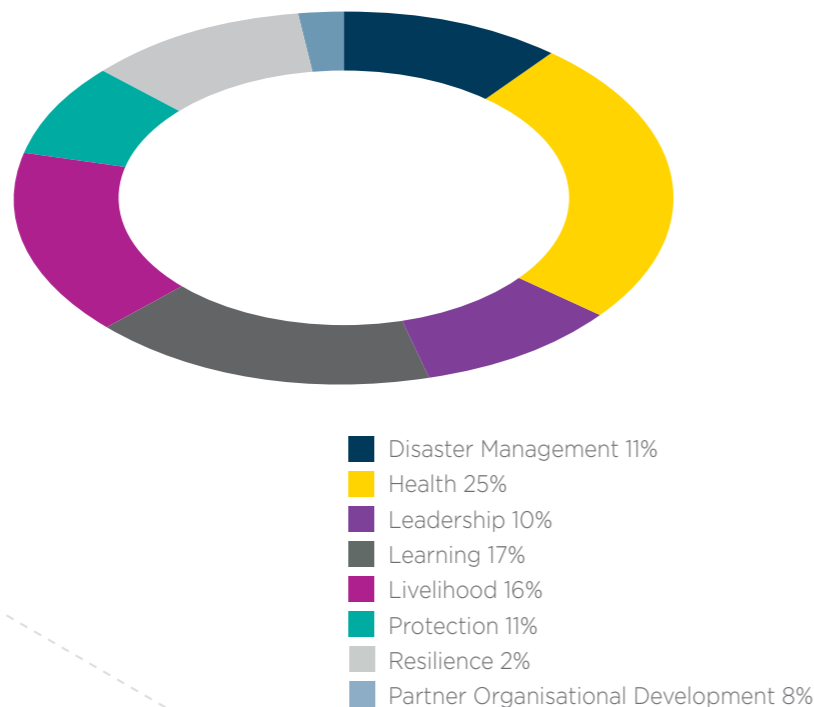
Our partnership approach

Capacity building is central to Transform Aid International's vision of "a world where poverty has ended and all people enjoy the fullness of life God intends". Capacity building and strengthening happen in the context of four core principles that inform our partnership approach:

- Respect for the autonomy of national and international development agencies with whom we partner;
- Valuing the capacities and strengths of implementing partner staff;
- Mutual accountability and learning in all our relationships
- Integrity and transparency in the relationship and use of funds.

In seeking to realise such a broad vision, Transform Aid International understands that we cannot operate in isolation. Therefore, we see value in participating in alliances with like-minded agencies. We are a member of Integral Alliance, Asian Pacific Baptist Federation, Church Agencies Network and the newly formed Baptist Relief and Development Network. These memberships significantly increase our capacity and scale to respond to disasters and develop collaborative work through cooperative agreements with other partner bodies in the areas beyond our immediate reach.

Annual Investments



Our development approach

Our projects aim to facilitate long term sustainable change in communities and 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 to leverage their potential, interests, abilities, knowledge and capacities as key elements in addressing their challenges;
- Target poverty at its root cause ensuring that community assessments and ongoing monitoring and evaluation of projects focus on the complexity of issues that create and sustain poverty;
- Take an integrated approach to programming that looks not only at economic development, but also at building human, natural, financial social and institutional capital, addressing human rights issues that may stop people from improving their situation along with political, spiritual and social issues that might extend poverty;
- Focus on community empowerment rather than service delivery, aiming to facilitate community and child participation to enable them to drive their own development;
- Build partnerships with like-minded local organisations in order to enhance local capacity critical to sustaining transformation achieved in communities;
- Aim to address a number of themes that we have identified as crucial for achieving transformation. For example, the crucial role that children and youth play in the development process, ensuring that minority groups and those marginalised through disability, HIV/AIDS, gender and race participate fully and are accurately targeted by interventions;



- Aim to shift power relations to ensure that those marginalised in communities have greater voice and accountability and obligation is understood by all for the benefit of all leading to meaningful forms of participation and
- Remain strongly committed to ongoing learning, both for Transform Aid International and for the partners and communities we serve, clear indicators are established on what change is occurring and when it isn't opening opportunities to explore how we can more effectively work going forward.

Our expected impact and outcome results

HEALTH

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

The Outcome: Transform Aid International invested \$2.98 million in 40 projects in 14/15. Community members have improved their knowledge of health issues and now practise behaviours which engender good health and see lives saved. Community members now have access to improved health services and enjoy healthy physical environments.

Examples: In one project, our partner in Nepal, 'United Mission to Nepal', targeted 40,480 direct and 108,215 indirect beneficiaries in seven of the most marginalised districts of Nepal. The project implemented awareness campaigns, strengthened community health workers in skills and empowered health organisations to address health issues locally. It provided education on living with HIV/AIDS, nutrition, sanitation, sexual reproductive health and infant and child health. Those most vulnerable being women, children and those living with HIV/AIDS were the primary target group.

In Papua New Guinea (PNG) our partner, the Baptist Union of PNG, runs three district rural hospitals, 10 health centres and nine aid posts providing essential health services to 180,000 people. Transform Aid International, in partnership with the Australian Government through the Church Partnership Program, ensures that these services reach the maximum number of people with quality health services and develop professional and community based health workers to service some of the most isolated parts of PNG.

LEARNING

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

Our programs aim to facilitate long-term sustainable change in communities to achieve our vision of "a world where poverty has ended and all people enjoy the fullness of life God intends."

Project: Promoting Child Well-being through
CCCD Approach

Partner: Church and Society Program, Malawi (CSP)

Project year: Year 4 of 9 years (Phase two)

Overall project goals:

The project aims to build the capacity of community committees, households and individuals. The project will enable communities to mobilize themselves to identify their problems and find solutions to those problems. Communities will also be able to reflect critically on why rights (especially children's rights) are not being realised; who is responsible for promoting and protecting them; what aspects of governance structures need to be changed in order to make them enabling in the realisation of rights.

Objectives for 2014/15:

- Increased representation and participation of children in decision-making structures and community life;
- Empowered communities, including children, that are able to claim and defend their human rights through documenting, reporting and referral of cases of abuse and violation;
- Increased capacity of households and communities to respond to, and address, the health and nutritional needs of children;
- Increased levels of development of children through formal and informal means of education.

Impact:

The Church and Society (CSP) Program in Malawi has assisted communities to establish 12 Child Protection Committees (CPC's). Committee members are self-selected volunteers and have shown great commitment to their responsibilities.

Before joining the CPC, volunteers participated in in-

depth training that was facilitated by CSP. This training was assisted by local Legal and Police Officers who provide information about the process which CPCs could take to manage cases of child abuse and mistreatment.

The CPCs have received ongoing support and work to investigate all issues related to child abuse in the community. The CPC's have built strong networks with Village Chiefs and civil cases are now being successfully handled within the communities. Working with the Government Police to prosecute criminal charges poses a greater challenge (mostly due to the lack of resources at government level). Many criminal cases identified by the CPCs were being neglected by the Government and this led to some discouragement amongst the volunteers.

To address this situation, CPCs have introduced mobile legal clinics, which manage the criminal cases that are pending with local police each quarter. For support in this process, CSP has assisted the CPCs to network with the Child Justice Magistrate, Prosecutors from the Ministry of Justice, Social Welfare Officers and Psychological Counsellors.

After four and a half years of implementation, the CPCs have handled, referred and completed 120 cases of child abuse, forced child marriage and child labour. With the introduction of the mobile legal clinics, the efficiency of the trials has also improved significantly, with cases now being completed within 3 weeks (as opposed to many months.) CSP is now working with the community to ensure that these new structures can be sustained using Government resources.

The most critical link in achieving our vision is the presence of our local implementing Partners. Partnership is core to the mission of Transform Aid International and this reflects our commitment to building local capacity and our belief that we can achieve much more working in partnership with others.

The Outcome: Transform Aid International invested \$2.05 million through 28 projects in 14/15. Community members are participating in quality education and learning and using 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.

Examples: Our partner, Baptist Aid in Bangladesh, has reported excellent results in its efforts to improve educational techniques across 14 schools focusing on child-friendly teaching methods. In those regions, 99.5% of children are now enrolling in secondary school after completion of primary education ensuring 1180 students will receive ongoing quality education. To broaden that impact, 534 parents of 600 successfully completed functional literacy classes.

In the Philippines we develop informal learning opportunities by linking learning to life. We provided 4,112 people from 15 community groups that cover every aspect of a thriving family environment including financial management, income generation, sanitation and hygiene, nutrition, healthy marriages, and safe and effective parenting (including fathering).

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 \$1.96 million through 38 projects in 2014/15. Community members are engaging in income-generating 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.

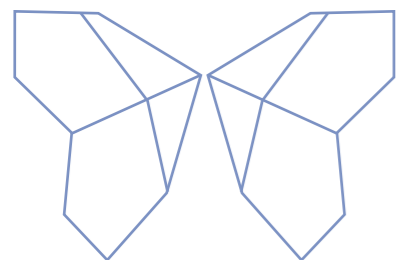
Examples: In Zambia through our partner Reformed Church of Zambia 500 farmers of a targeted 673 have introduced new seed varieties into their farming to increase productivity and market opportunities. They also celebrated the fact that 60% of targeted farmers have adopted at least three new agricultural techniques to ensure sustainable yields in the coming years.

In Nepal, through International Nepali Fellowship, we targeted the inclusion of 'People living with Disabilities' (PwD) into various income generating and community mobilisation activities and have reported 172 PwD are now well integrated into income generating activities. They also celebrated the wider groups increasing their incomes with 1,293 producing vegetables, 29 people rearing goats, 21 people running shops with food and lodging services, three people are running tailoring businesses, two people are running furniture shops, one person is engaged in a medical shop, four have established nurseries and 10 people are in door-to-door sales businesses.

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 \$1.26 million through 20 projects in 2014/15. 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.



Examples: In Malawi, Africa, our partner 'Church and Society Program' has developed a structural response to child protection developing child protection committees within communities with paralegal assistants assigned to them and, in the reporting period, they progressed 93 cases with 17 referred on to a child justice magistrate.

In Cambodia, our partner 'Chab Dai' maintains a coalition of 50 multi-sectoral response and support agencies tackling trafficking in the Mekong. In 2014/15 they have commenced a new project focused on displaced Vietnamese developing anti-trafficking strategies. This project saw 1,910 villagers (316 males, 558 females, 378 boys and 658 girls) joined in awareness programs focusing on the topics of human trafficking, child sexual abuse, child rights and safe migration.

RESILIENCE

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

The Outcome: Transform Aid International invested \$0.28 million through 14 projects in 2014/15. Communities, through preparedness, are better able to mitigate the impact of local natural hazards and human conflicts. Communities have increased social capital and able to manage community conflict, violence and trauma.

Examples: We have been partnering with 'Peace Bridges' in Cambodia for some time with some excellent results. In 2014/15 we enabled a grass roots peace building program that trained and strengthened 5,920 community-based leaders and "peace builders" in conflict resolution to serve a large number of people in their sphere of influence. The overall outcome is strengthening community resources to minimise violence at the heart of the community.

LEADERSHIP

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

The Outcome: Transform Aid International invested \$1.6 million in 23 projects in 2014/15. Community members, including children, are aware of their rights and responsibilities and are actively participating in their local communities. Local civil society organisations are providing and modelling effective leadership and working with communities to address their opportunities and needs.

Examples: Transform Aid International continues to invest across our cohort of partners in good governance practice. Governance continues to be a key point of strategic organisational development for many civil society organisations. With nine of TAI's partners we have invested in Governance workshops, constitutional reform, governance capacity assessment and increasing transparency and accountability in governance approaches. We believe the impact of this investment protects our programs into the future and mitigates the risk of corruption that sadly is prevalent in the high corruption context in which we work.

Partner Survey

In November 2014, Transform Aid International conducted an anonymous survey of its implementing partner organisations. The aim of the survey was to hear directly from our partners about their views of our partnerships and about Transform Aid International's performance, with the hope to improve relationships, programming and overall effectiveness in the pursuit of our mission. No formal survey of this kind has been conducted before by Transform Aid International. A broad range of staff from partner organisations were encouraged to take part in the survey, including representatives from the Board, Executive and Management as well as Field Staff.

Partners expressed overwhelmingly positive views of our relationship with them, particularly noting Transform Aid International as a source of ideas, solutions and constructive feedback, as well as being a secure source of funds. They also noted being "very satisfied" with our Christian identity. A very strong theme of respect for Transform Aid International staff, systems, values and leadership was apparent from the survey

Annual Result 2014/15

in
4
REGIONS

FOCUSED
on
19
COUNTRIES

THROUGH
49
PARTNERS
87
PROJECTS

REACHING
186,746
ADULTS
IMPACTING
76,048
CHILDREN

MAKING A DIFFERENCE FOR
915,609 PEOPLE
INCLUDING 253,544
CHILDREN

results. Partners noted positive characteristics about Transform Aid International staff ("friendly", "professional", "helpful", "informed", "reliable" and "accessible" were the most frequent comments). Respondents identified and appreciated the ideals of equality and mutual respect they have experienced in partnership with Transform Aid International and encouraged Transform Aid International to continue with this attitude. The survey requested constructive ideas for improvement which drew out responses in the areas of; communication, our in-country presence, funding certainty, training in leadership and the development of stronger networks. These ideas continue to stimulate discussions and plans to continually improve aspects of our relationship with each partner.

PARTNER ORGANISATIONAL DEVELOPMENT

The Impact: Partner organisations have improved capacity to operate with good governance, comprehensive management and an ability to develop, implement, monitor and report on effective development programs.

The Outcomes:

- Partner organisations are increasing in capacity as local development organisations to deliver programs and provide services that are effective and efficient.
- Partner organisations have clear operational systems and model effective leadership and accountability to all stakeholders.

We contribute to this outcome by supporting partner strategies such as:

- Identifying partner organisations' capacity across 50 dimensions of the organisation within three levels including for example Governance, Management and Programming
- Investing in partner organisations capacity development in strategic areas identified together
- Promoting good governance and best practice approaches to development
- Monitoring both at a distance and in country all aspects of the partner organisations operations

Transform Aid International activities include:

- Facilitating organisational assessments with partner organisations every few years including conducting a Financial Management Health Check.

Implementing Partners:

- Our organisation sees its role in the development process as improving outcomes for poor communities by adding value to implementing partners through continuous quality improvement.
- Capacity building also focuses on quality program design, implementation and evaluation to ensure high degrees of impact across the projects we fund.

Our relationship with implementing partners is informed by the following four principles:

- Respect for the autonomy of national and international development agencies with whom we partner;
- Valuing the capacities and strengths of implementing partner staff;
- Mutual accountability and learning in all our relationships
- Integrity and transparency in the relationship and use of funds.

Project Evaluations	Project ID
Philippines	
Evaluation of Typhoon Haiyan	52166
Kenya	
Integrated Initiatives to Combat Food Insecurity Makueni and Machakos Counties	52125
Nepal	
Dang Community Health & Development Project (Dang-CHDP)	52017
Raptipari Community Health & Development Project	52115
Kapilvastu Community Development	52108
HELP Nepal	50190
Dang - Community Based Rehabilitation	52052
India	
Community Based Adaptation Project	52134
Mizoram Development Education	50209
Injot: Children at Risk Program	52122
CBR Project, Satbarwa	52133
Bangladesh	
Koinonia Integrated Approach for Community Development (KIACD)	52128
Banskhali Community Development Program (BCDP)	50163
SATHI CCCD Project	52106
BBF SAO (Projects)	50165
Timor Leste	
Triloka Community Health Project	50680
Cambodia	
National Centre for Disabled Personas Community Based Rehabilitation Project	50215
Sri Lanka	
LEADS CCCD project	52107
Solomon Islands	
Solomon Islands Capacity Building	52007

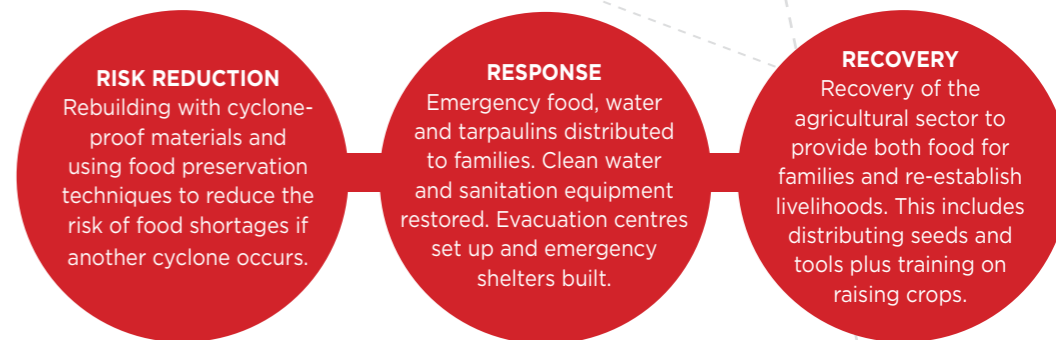
These Project ID codes identify projects that we receive funding for from the Australian Government

Overseas Programs by Outcome Area FY2014/15



	Partners	Child Centred Community Development (CCCD) Projects*	Child Partners (at 30 June)	CCCD Expenditure	Community Development (CD) Projects	CD Expenditure	Disaster Management (DM) Projects	DM Expenditure
				\$'000		\$'000		\$'000
Pacific								
Papua New Guinea	1				8	\$2,185		
Solomon Islands	1				1	\$265	2	\$30
Vanuatu	4				1	\$18	4	\$257
South-East Asia								
Cambodia	7	1	766	\$180	7	\$800		
East Timor	1				1	\$106		
Indonesia	1				1	\$176		
Malaysia	1				1	\$22		
Philippines	2	1	2,681	\$896			2	\$526
South Asia								
Bangladesh	12	4	2,581	\$955	11	\$1,103	1	\$5
India	3				5	\$217	1	\$12
Nepal	5	2	1,199	\$375	7	\$1,146	6	\$199
Sri Lanka	2	1	591	\$205	2	\$58		
Africa								
Kenya	3				3	\$457		
Liberia	1						1	\$33
Malawi	1	1	748	\$297				
Uganda	1	1	1,645	\$686				
Zambia	1	1	739	\$264				
Rest of the World								
Iraq	1						3	\$202
Lebanon	1						3	\$57
Cross-regional activity		2		\$212			2	\$26
Total	49	14	10,950	\$4,070	48	\$6,553	25	\$1,347

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 38.



Disaster Management

Disasters are continuing to be reported with an increasing intensity and frequency. In 2014/15, Transform Aid International invested a record amount of \$1.3 million in disaster management across 25 projects and 15 partners.

The impact we seek is to see lives saved, homes and livelihoods re-built better and vulnerable communities being able to respond and recover from disasters with dignity.

Some of the major disasters in 2014/15 included Nepal earthquake April 2015; Cyclone Pam in Vanuatu March 2015; the ongoing Syrian humanitarian crisis; the Ebola crisis in Western Africa; flooding in the Solomon Islands and the finalisation of work from Typhoon Haiyan in the Philippines that hit in November 2013.

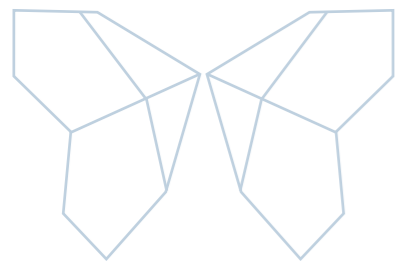
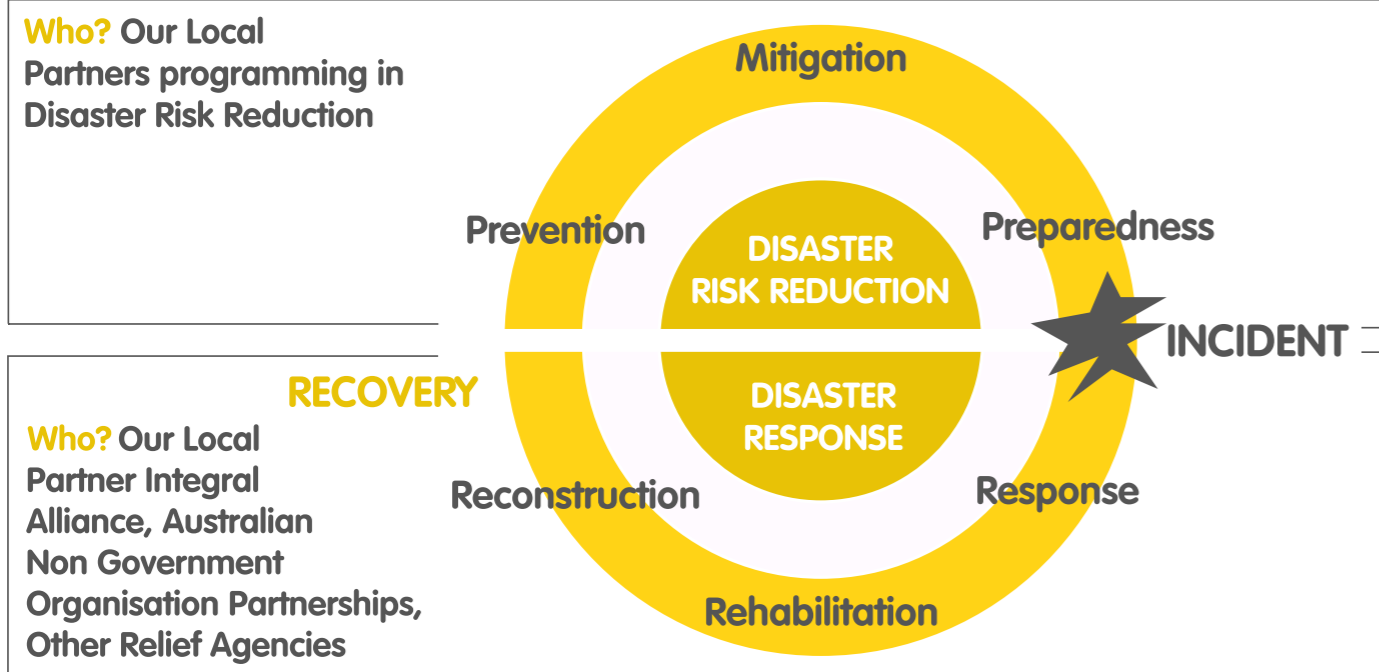
In 2014/15, Transform Aid International's Haiyan Response was finalised as the projects rebuilding the CCD community that was affected by Haiyan came to an end.

As part of this response, Transform Aid International was able to partner with World Renew and SAO Philippines to rebuild homes, rebuild latrines, provide hygiene trainings and restore livelihoods.

Transform Aid International also established a formal partnership with Lebanese Society for Educational & Social Development (LSESD) in 2014/15. This partner is doing amazing work as it attempts to assist the 1.1 million refugees that are now registered within Lebanon as a result of the Syrian crises. Transform Aid International also partnered with Medair in a number of projects in Iraq following the ongoing persecution of Christians.

The Creation of the Disaster Action Fund or 'DAF'

In 2014/15, Transform Aid International created the Disaster Action Fund (or DAF). With this life-saving fund, Transform Aid International is able to not only respond to large global disasters,



but also to more localised events that may not hit the media. DAF also allows Transform Aid International to invest in Disaster Risk Reduction activities. It is hoped that this fund will continue to grow in coming years in order to work with our global partners before, during and after disasters.

Development of our Disaster Management work

Transform Aid International is currently reviewing our strategic framework on Disaster Management. This includes further document development, and staff and partner training. In deepening our quality, Transform Aid International is ensuring that the Sphere Guidelines, Red Cross code of conduct and the ACFID code are implemented in all relief and recovery programs.

Disaster Risk Reduction

Transform Aid International agree with the UN that there is no such thing as a 'natural' disaster, only natural hazards,

which if not properly planned for can have significant impact on communities. Disaster Risk Reduction (DRR) aims to reduce the damage caused by natural hazards like earthquakes, floods, droughts and cyclones, by focusing on prevention and preparedness to reduce the possible impact of natural hazards when they strike. Transform Aid International believes that investment in DRR programming represents good value for money and ensures long term impact of improvements made by community development. It also provides protection for communities against extensive loss of life, livelihoods, shelter and significant impact on ways of life. Transform Aid International in 2014/15 continued to encourage partners to integrate DRR programming into ongoing community development programs. Partners in Solomon Islands, Bangladesh, Vanuatu, the Philippines, Cambodia and Kenya have all taken up this initiative.



Source: United Mission Nepal, 2015



Project: Nepal Earthquake Relief Project
Partner: United Mission Nepal (UMN)

Overall project goal
 Initial response activities aimed to provide food and non-food items (including tarpaulins) to affected households in 7 Village Development Committees plus provide psycho-social support; coordinate an emergency nutrition program; support work in its two hospitals (Tansen and Okuldhunga); support staff to repair their houses and support national level partners in 4 districts.

Proposed outcomes

- Food items for 21 days include: rice, pulse, salt, spices, turmeric, matches, oil. These will be distributed to all 8,574 households.
- Non-food items include: tarpaulin, rope, blankets, sleeping mats, utensils for cooking and eating. These will be distributed to 7,890 households since households in Satyadevi are being covered by Oxfam.
- A hygiene kit comprising: toothbrushes, toothpaste, shampoo, water purification tablets, sanitary napkins, towel, soap, comb, washing powder, anti-septic cream. There will be one hygiene kit for each of the 8,574 households.

Beneficiaries assisted

- UMN immediately responded to the 25th April earthquake and has focused its efforts in Dhading District where to date 6,882 households have been reached with food and non-food items. A further 2,340 households have been reached through partners in Gorkha, Lalitpur, Makwanpur and other districts. UMN has also made Phase 1 interventions in psycho-social first aid; emergency nutrition; emergency reproductive health care; and hygiene.

Tools including: handsaw, shovel, pick, claw hammer, sack, bucket. One set of tools will be shared between four households.



Ongoing development of our Disaster Management work

Transform Aid International is currently reviewing our Strategic Framework on Disaster Management. This includes further document development, staff and partner training. In deepening our quality, Transform Aid International is ensuring that the Sphere Guidelines, Red Cross code of conduct and the ACFID code are implemented in all relief and recovery programs.

Alliances and Networks

In 2014/15, the Integral Alliance proved to be a strong strategic asset to Transform Aid International. Through this alliance, Transform Aid International is continuing to build partnerships with organisations with life specific expertise in disaster relief and recovery. The CEO, Director of International Programs

and Director of Community Engagement attended working group meetings hosted by Integral where they were able to learn and share in the development of the alliance and set a greater strategic direction for approximately \$900,000,000 of disaster relief funding globally across 20 agencies. In January 2015, Transform Aid International also jointly initiated a new Baptist Relief and Development Network with 11 other Baptist global agencies from Europe, North America and the Asian Pacific region to seek greater cooperation across Baptist globally around disaster response and humanitarian work.



Source: Jules Shute, PNG, 2015

Project: Health, Education, HIV/AIDS, Capacity Building, Gender, Community Development

Partner: Baptist Union of Papua New Guinea (BUPNG)

Project year: Year 5 of a 5-year program supported by the Australian government and Transform Aid

Overall project goals

Seven Australian church agencies in partnership with the Australian Government in 2004 began working together with Papua New Guinea (PNG) churches in strengthening their programs in health education, poverty reduction along with many other essential services. The churches are the most significant civil society groups in the country. They deliver over half of the health and education services delivered in PNG, particularly in rural areas. They are active in HIV/AIDS programs across the country as well as in peace-building and reconciliation and other development activities. BUPNG is one of those PNG churches, and is a close partner of Transform Aid. BUPNG aims to ensure that education and health facilities under their management provide essential services in remote rural areas, as well as supporting communities in other priority need areas.

livelihoods, community mobilisation, informal and formal education, primary health, HIV/AIDS and gender programs.

Example outcomes for 2014/15

- 23 students are now on a two-year course to become the rural PNG equivalent of a General Practitioner. This is an extremely important and exciting result, as it would otherwise be impossible to receive medical advice in such remote areas.
- Teachers in Baptist-managed schools are resourced with new teaching techniques, with monitoring in place to observe the progression of student learning.
- Around 3,500 more children are attending school as a result of BUPNG programming.
- 234 people (153 females) are trained in specific vocational skills, agricultural production, processing and marketing, leadership, conflict resolution – all identified by locals as being of utmost importance to their communities.

Example activities for 2014/15

- Strengthening health services across 3 District Rural Hospitals, 10 Health Centres and 9 Aid Posts in Kompiam, Telefomin and Baiyer Districts of PNG that covers 180,000 people
- Re-building and re-opening a “Community Health Worker” school in the extremely remote area of Telefomin. Without the school, the people who live in this region have no long-term medical services. To accompany this investment, training resources will be provided to ensure a high quality output from the centre.
- BUPNG works closely with politicians and government officials to ensure that state funds available for regional PNG areas are well managed. They also identify vulnerable groups and work with them to create opportunities in

Impact

The Australian Government has honoured their intention of funding the full five-year phase of this program. Reviews of this program have found that the initial two phases have achieved significant outcomes in the areas of improved service delivery and institutional strengthening, with more limited evidence about success in improving governance. It was found that flexible and responsive support from DFAT had been critical to the success of the program. It was effective to work within existing institutional relationships and to promote collaboration between the churches. TAI and BUPNG are now working with the other churches and agencies with the PNG and Australian Governments to design the next phase of the program.

Thank you to all our partners

Community Development

Bangladesh

ABMS Bangladesh (Aust. Bapt. Miss. Soc.)
Bangladesh Association for Sustainable Development
Bangladesh Baptist Fellowship
Garo Baptist Convention
Koinonia
Love for Distressed People Bangladesh
PARI Development Trust
Protibondhi Community Centre
Sathi
SUPOTH
Symbiosis

Cambodia

Chab Dai Coalition
FH Cambodia
International Cooperation Cambodia
National Centre of Disabled Persons
Peace Bridges Organization
Ponleu Ney Kdey Sangkhum
Youth With A Mission Cambodia

India

Baptist Churches of Mizoram
Emmanuel Hospital Association
Freeset

Indonesia

Cipta Fondasi Kommunitas

Kenya

Anglican Development Services - Eastern 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
Multipurpose Community Development Services
United Mission to Nepal

Papua New Guinea

Baptist Union of PNG

Philippines

Share An Opportunity Philippines

Solomon Islands

South Seas Evangelical Church

Sri Lanka

Lanka Evangelical Alliance Development Service
Palmera

Timor Lorosa'e

Fundacao Lafaek Diak

Uganda

Share an Opportunity Uganda
TraumAid International Ltd

Zambia

Reformed Church in Zambia
Diaconia Department

Disaster Management

Iraq

MEDAIR Emergency Relief and Recovery

Lebanon

Lebanese Society for Educational and Social Development

Liberia

Medical Teams International

Nepal

MEDAIR Emergency Relief and Recovery
World Concern US

Philippines

World Renew

Vanuatu

Act for Peace
ADRA Australia
Churches of Christ Conference Vanuatu
TEAR Fund NZ

Financial Support Partnerships for International Programs

Australian Government, Department of Foreign Affairs, Australian NGO Cooperation Program

Vanuatu

Tearfund UK
BMS World Mission
APBAID
German Baptist Aid
Canadian Baptist Ministries
World Renew
American Baptist Foreign Mission Society
Baptist General Association of Virginia
Baptist World Alliance





Tony and Jo Milne
Supporters since 1978

During his career, Professor Tony Milne worked mapping natural resources in countries such as the Philippines, Indonesia and Cambodia. He saw first hand the terrible poverty families were forced to endure in these countries. Both he and Joy developed a heart for the poor as a result of their experiences.

“The bible tells us to ‘Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength; and love your neighbour as yourself’ (Mark 12:30-31). This was the reason we first began supporting Baptist World Aid Australia back in 1978.

“We began our sponsorship journey with a little girl named Blossom from the Philippines. She’s all grown up now. We have sponsored a number of children over the years and have just signed up to sponsor our 4th child - a little girl from Nepal. We were very moved to hear that our child had been waiting for sponsorship for a long time. In Nepal, families in poverty marry off their daughters very early. Sponsorship allows these girls to stay with their families longer and have the chance to finish their education and get some vocational training.

“We have continued to support Baptist World Aid Australia over the years because they are mission focused and are very professional. We know we can trust Baptist World Aid Australia and have been so happy to see God’s blessing of the organisation to see them grow to have the impact they have across the developing world today!”

2014/15 Financial Summary

2014/15 has been another year of extraordinary financial results, with both our top and bottom lines performing better than projected. Our total revenue increased by \$2.27 million to \$19.18 million, a double digit increase of 13.4%, with a net surplus of \$1.85 million, which was an impressive increase of 225% compared to the previous year.



Peter Leau
Director of Business

Our balance sheet continues to be robust and healthy, with \$7.96 million of net assets.

There has been an unprecedented number of large-scale natural disasters in the last 12 months including Cyclone Pam that devastated Vanuatu followed by the massive Nepal earthquakes that killed over 8,000 people causing extensive destruction to that country’s infrastructure. Once again, hundreds of our faithful supporters, (including many Baptist churches) responded generously and over \$1.44 million was raised to help the thousands of people suffering from these disasters.

We had a 12% growth in International Programs compared to last year. In addition, the Department of Foreign Affairs and Trade provided a record grant of \$5.47 million to support our international aid and development programs in the Pacific, Southeast Asia, South Asia and Eastern Africa. An example is the Health and Livelihoods Improvement Project in Kenya with a budget of \$0.17 million. The project addressed many causes of poverty in a drought-stricken area of Kenya including introducing a system for improved water supply, sustainable tanks to community members who themselves held responsibility and control of water

management. 1000 households are now in a far better situation due to this project.

These positive financial results will provide a good base for growth in our international programs in the coming years, enabling our organisation to target new communities that are extremely vulnerable and marginalised. We will continue to develop more effective approaches to respond to natural disasters and initiate community social enterprises for longer-term sustainability.

We continue to invest in our people and operational systems for the future. A new Finance Manager with experience in managing international finance was brought on board to lead the development of a cutting edge, cloud-based financial/ERP system, enabling both our head office and travelling staff to have 24/7 access from anywhere in the world.

We launched an exciting QA project to develop standardised organisational policies, processes and procedures based on the ISO Quality Management System framework with the goal of achieving certification of our donation management system to enhance supporter confidence.

In June 2015, we commenced the scoping and development of a new CRM system and a new website that focuses on stakeholder engagement, advocacy and social media. These will support our efforts to conduct deep and meaningful relationships with our supporters, to speak out for the poor, and to engage companies to promote ethical and fair practices in their supply chains.

We finished the financial year on a high note, acknowledging with gratitude the faithfulness of our Baptist churches and supporters, the continuing trust of the Australian Government, and the blessings and providence of our sovereign God.



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

We have audited the accompanying financial report of Transform Aid International (the "Company"), which comprises the statement of financial position as at 30 June 2015, 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, notes comprising 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.

Responsibility 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 is necessary to enable the preparation of the financial report to be free from material misstatement, whether due to fraud or error.

Auditor's responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards which require us to comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

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An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error.

In making those risk assessments, the auditor considers internal control relevant to the Group's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Responsible Persons, as well as evaluating the overall presentation of the financial report.

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

Independence

In conducting our audit, we have complied with the applicable independence requirements of the Accounting Professional and Ethical Standards Board and the Australian Charities and Not-for-profits Commission Act 2012.

Auditor's Opinion

In our opinion, the financial report of Transform Aid International

- i presents fairly, in all material respects, the Group's financial position as at 30 June 2015 and of its performance and cash flows for the year then ended; and
- ii complies with Australian Accounting Standards - Reduced Disclosure Requirements and the Australian Charities and Not-for-profits Commission Act 2012.

GRANT THORNTON AUDIT PTY LTD
Chartered Accountants

A G Rigele
Partner - Audit & Assurance

Sydney, 2 October 2015

Consolidated Statement of Profit and Loss and Other Comprehensive Income

for the year ended 30 June 2015

	Notes	2015	2014
REVENUE			
Donations and Gifts			
• Monetary		12,444,821	11,338,016
• Non-Monetary	6	315,060	261,648
		12,759,881	11,599,664
Bequests and Legacies		404,178	93,859
Grants			
• Department of Foreign Affairs and Trade		5,474,586	4,837,289
• Other Australian		38,300	-
• Other Overseas		143,279	-
		5,656,165	4,837,289
Investment Income		350,121	351,713
Other Income	7	9,951	19,937
TOTAL REVENUE		19,180,296	16,902,462
EXPENDITURE			
International Aid and Development Programs Expenditures:			
International Programs:			
• Funds to International Programs		10,910,677	9,612,447
• Program Support Costs		1,059,623	1,069,591
		11,970,300	10,682,038
Community Education	8	771,046	1,049,033
Fundraising costs:			
• Public		1,207,371	1,236,536
• Government, Multilaterals & Private		40,781	20,200
		1,248,152	1,256,736
Accountability and administration	6	3,165,267	3,109,944
Non-Monetary Expenditure		315,060	261,648
Total International Aid and Development Programs Expenditure		17,469,825	16,359,399
TOTAL EXPENDITURE		17,469,825	16,359,399
Gain from Sale of Assets		-	353,615
Fair value on Foreign Exchange Contracts		139,618	(326,591)
EXCESS/(SHORTFALL) OF REVENUE OVER EXPENDITURE		1,850,089	570,087
Other Comprehensive Income		-	-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR		1,850,089	570,087

Consolidated Statement of Financial Position

as at 30 June 2015

	Notes	2015	2014
ASSETS			
Current assets			
Cash and cash equivalents	9	5,126,895	3,429,878
Accounts Receivables	10	47,946	4,027
Other current assets	11	813,835	566,576
		5,988,676	4,000,481
Non-Current Assets			
Fixed	12	4,439,372	4,534,407
Other non-current assets	13	502,167	300,021
		4,941,539	4,834,428
Total Assets		10,930,215	8,834,909
LIABILITIES			
Current liabilities			
Trade and other payables	14	518,370	199,488
Other Current Liabilities	15	501,459	504,847
		1,019,829	704,335
Non-Current Liabilities			
Non-Current Provisions	16	100,444	70,721
Long Term Borrowings	17	1,850,000	1,950,000
		1,950,444	2,020,721
Total Liabilities		2,970,273	2,725,056
NET ASSETS		7,959,942	6,109,853
EQUITY			
Retained earnings	18	4,448,582	2,598,493
Reserves	19 (d)	3,511,360	3,511,360
TOTAL EQUITY		7,959,942	6,109,853

Consolidated Statement of Changes in Equity

for the year ended 30 June 2015

	General Funds Notes 19(a)	Designated Funds 19(b)	Restricted Funds 19(c)	Reserves 19(d)	TOTAL
Balance as 1 July 2013	555,501	132,028	1,355,030	3,511,360	5,553,919
Excess/(shortfall) of revenue over expenditures	(103,451)	567,440	106,097	-	570,086
Other comprehensive income for the year	-	-	-	-	-
Transfer of funds	(14,152)	-	-	-	(14,152)
Balance at 30 June 2014	437,898	699,468	1,461,127	3,511,560	6,109,853
Excess/(shortfall) of revenue over expenditures	1,268,219	292,110	289,760	-	1,850,089
Other comprehensive income for the year	-	-	-	-	-
Transfer of funds	-	-	-	-	-
Balance at 30 June 2015	1,706,116	991,578	1,750,887	3,511,360	7,959,942

Table of Cash Movements for Designated Purposes

for the year ended 30 June 2015

	Cash available at beginning of year	Cash raised during year	Cash disbursed during year	Cash available at end of year
DFAT Australian NGO Cooperation Program	-	3,327,080	(3,327,080)	-
DFAT Church Partnership Program	55,613	2,091,894	(2,147,507)	-
Typhoon Haiyan Appeal	608,431	93,756	(702,187)	-
Solomons Flood Appeal	39,134	2,420	(41,554)	-
Middle East Appeal	-	242,237	(158,738)	83,499
Cyclone Pam Appeal	-	461,006	(262,821)	198,185
Nepal Earthquake Appeal	-	642,328	(176,388)	465,940
Other Non-Designated Purposes	2,726,700	11,907,827	(10,255,256)	4,379,271
Total	3,429,878	18,768,548	(17,071,531)	5,126,895

Consolidated Statement of Cash Flow

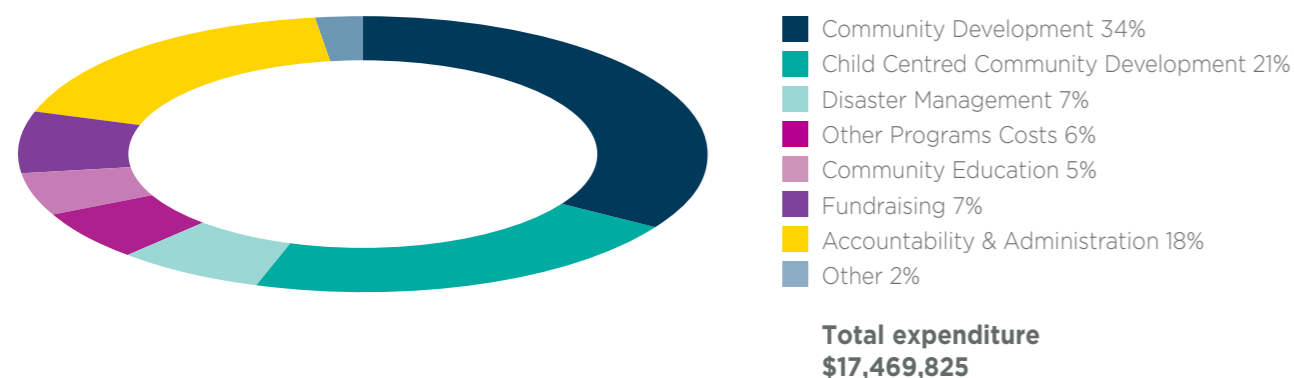
for the year ended 30 June 2015

	Notes	2015	2014
CASH FLOWS FROM OPERATING ACTIVITIES			
Donations received		12,444,821	11,338,016
Bequests and legacies received		404,178	93,859
Operating grants received		5,559,475	4,788,380
Other income received		311,657	353,278
Payment to suppliers and employees		(5,594,940)	(5,622,224)
Distribution to overseas partners		(10,919,813)	(9,592,304)
Interest received		48,417	18,373
Net cash provided by/(used in) operating activities		2,253,795	1,377,378
CASH FLOWS FROM INVESTING ACTIVITIES			
Net cash received/(paid for) from property, plant and equipment		(123,738)	(2,820,004)
Net cash received/(paid for) from intangible assets		(333,040)	(49,498)
Net cash provided by/(used in) investing activities		(456,778)	(2,869,502)
CASH FLOWS FROM FINANCING ACTIVITIES			
Net cash received/(repaid to) from NAB secured loans		(100,000)	2,050,000
Net cash provided by/(used in) financing activities		(100,000)	2,050,000
NET INCREASE/(DECREASE) IN CASH HELD		1,697,017	(557,876)
CASH AND CASH EQUIVALENTS AT THE BEGINNING OF YEAR		3,429,878	2,872,002
CASH AND CASH EQUIVALENTS AT THE END OF YEAR	9	5,126,895	3,429,878

Source of Income FY2014/15*



Use of Funds FY2014/15*



Responsible Persons' Declaration

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 2015 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:

Michael Turnbull
Chair

Dated the 2nd day of October 2015

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

Notes to the consolidated Financial Statements

for the year ended 30 June 2015

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 entity ('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 2015 were approved and authorised for issue by the board of Responsible Persons on 2nd October 2015.

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 9 Financial Instruments

AASB 9 supersedes AASB 139 Financial Instruments: Recognition and Measurement.

AASB 9 introduces new requirements for the classification and measurement of financial assets and liabilities.

These requirements improve and simplify the approach for classification and measurement of financial assets compared with the requirements of AASB 139. The main changes are:

- a.) Financial assets that are debt instruments will be classified based on: (i) the objective of the entity's business model for managing the financial assets; and (ii) the characteristics of the contractual cash flows.
- b.) Allows an irrevocable election on initial recognition to present gains and losses on investments in equity instruments that are not held for trading in other comprehensive income (instead of in profit or loss). Dividends in respect of these investments that are a return on investment can be recognised in profit or loss and there is no impairment or recycling on disposal of the instrument.
- c.) Introduces a 'fair value through other comprehensive income' measurement category for particular simple debt instruments.
- d.) Financial assets can be designated and measured at fair value through profit or loss at initial recognition if doing so eliminates or significantly reduces a measurement or recognition inconsistency that would arise from measuring assets or liabilities, or recognising the gains and losses on them, on different bases.
- e.) Where the fair value option is used for financial liabilities the change in fair value is to be accounted for as follows:
 - the change attributable to changes in credit risk are presented in Other Comprehensive Income ('OCI')

- the remaining change is presented in profit or loss

If this approach creates or enlarges an accounting mismatch in the profit or loss, the effect of the changes in credit risk are also presented in profit or loss.

Otherwise, the following requirements have generally been carried forward unchanged from AASB 139 into AASB 9:

- classification and measurement of financial liabilities;
- derecognition requirements for financial assets and liabilities.

AASB 9 requirements regarding hedge accounting represent a substantial overhaul of hedge accounting that enable entities to better reflect their risk management activities in the financial statements.

Furthermore, AASB 9 introduces a new impairment model based on expected credit losses. This model makes use of more forward-looking information and applies to all financial instruments that are subject to impairment accounting.

Based on Transform Aid International Ltd's assessment, as the adoption of this new standard only occurs in 30 June 2019, there is no material impact on the transactions and balances recognised in the financial statements ending 30 June 2015.

NOTE 3 RESTATEMENT OF COMPARATIVE FIGURES

During the current reporting period, the Group has amended the comparative figures within the Statement of Profit or Loss and Other Comprehensive Income as well as the Statement of Cash Flows. The Group has concluded that this amendment has resulted in a 'correction of prior period errors' in accordance with AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors. The classifications made in the year ended 30 June 2014 were incorrect and as a result, the changes were made for the year ended 30 June 2015 for the retrospective changes. The Group has concluded that these changes does not change the overall result of the financial report however it has been adjusted to provide a more reliable financial report.

The first change to the Statement of Profit or Loss and Other Comprehensive Income was made to reclassify investment income that was initially offset against project expenditure. The Group has reported investment income of \$350,121 for FY2015 as a separate revenue line item as a retrospective restatement. Correspondingly, the investment income for FY2014 is now disclosed as \$351,713. This change was necessitated given that the investment income earned on foreign currency exchange contracts has no relation to the various projects and hence the amendment distinguishes the nature of the investment income within the financial statements.

In addition, the Group has included a restatement within the Statement of Cash Flows. In FY2014, the purchase of property, plant and equipment of \$4.1m only relates to the purchase of buildings and was presented within Cash Flows from Investing Activities. Other cash flows relating to the remaining property, plant and equipment were disclosed within Cash Flows from Operating Activities. The Group has concluded that a retrospective restatement is required to reflect reliable information about the transactions made during the financial periods. Accordingly, all transactions made with the proceeds and/or purchases of property, plant and equipment shall be disclosed within 'Cash Flows from Investing Activities'.

The final reclassification made was in relation to 'Community Education' and 'Fundraising Costs - Public'. The classification error came about as a result of the change in the chart of

accounts and the expenses are attached to Community Education. This classification has been applied correctly for both FY2015 and FY2014 comparatives.

NOTE 4 SUMMARY OF ACCOUNTING POLICIES

4.1 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.

4.2 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 2015. 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.

4.3 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.

i. Donations and fundraising

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

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.

When grant revenue is received where the Group incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

iii. Interest and Dividends

Interest and dividends are recognised when received/receivable.

All revenue is stated net of the amount of goods and services tax (GST).

4.4 Cash and cash equivalents

Cash includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments.

4.5 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.

4.6 Fixed assets/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
- 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 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.

4.7 Intangible assets

Acquired intangible assets

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

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.

4.8 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.

4.9 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.

4.10 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.

4.11 Financial instruments

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.

4.12 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.

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.

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.

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

4.13 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.

4.14 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.

4.15 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.

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.

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.

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.

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.



NOTE 5 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 6 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 30 June 2015, 12,605 volunteer hours were provided to the Group by 84 volunteers (FY2014: 10,504 hours provided by 95 volunteers) at a commercial value of \$315,060 (FY2014: \$261,648). Of this amount \$42,684 is considered recognised development expenditure for the purpose of assessing the Group's entitlement for Government funding (FY2014: \$28,570).

NOTE 7 OTHER INCOME

Total other income for the year is \$9,951 (FY2014: \$19,937). The balance represents income from deputations and resource sales.

NOTE 8 COMMUNITY EDUCATION

Community Education expenditure includes both Transform Aid International Ltd's component and a contribution to Micah Challenge which is a coalition of different Christian denominations and Christian Aid & Development agencies to address the problem of poverty through advocacy and education.

Of the total amount of \$771,046 (FY2014: \$1,049,033), \$723,187 (FY2014: \$974,250) classified as Recognised Development Expenditure, \$47,859 (FY2014: \$74,783) (incurred by Micah Challenge) will not be classified as development expenditures as it has fundraising elements on its activities. The comparatives have also been adjusted for this reclassification.

NOTE 9 CASH AND CASH EQUIVALENTS

The cash and cash equivalents amount in the balance sheet is represented by:

	2015	2014
• Cash at bank	2,814,264	2,910,811
• Cash on hand	6,145	3,936
• Cash on restricted accounts	-	212,448

	2015	2014
• Cash on short-term deposits	2,306,486	302,683
	5,126,895	3,429,878

NOTE 10 ACCOUNTS RECEIVABLE

Accounts receivable amount in the balance sheet is represented by:

• Accounts receivable	6,869	4,027
• Grants receivable from partners	41,077	-
	47,946	4,027

NOTE 11 OTHER CURRENT ASSETS

Other current assets amount in the balance sheet is represented by:

• Un-acquitted travel	703	24,752
• Sundry debtors	9,173	3,273
• Prepaid corporate card	12,305	7,149
• Project prepayments	639,118	519,667
• Prepaid expenses	4,625	7,265
• GST paid	80,153	4,470
• Provision on FEC contracts	67,758	-
	813,835	566,576

NOTE 12 FIXED ASSETS

Fixed assets movements during the year were as follows:

	WDV* at 1/07/2014	Additions/ Transfers	Disposals/ Write off	Revaluation/ (Depreciation)	WDV at 30/06/2015
Buildings	4,107,035	-	-	105,069	4,001,966
Computer hardware	114,830	69,520	-	51,619	132,731
Furniture and fittings	145,808	7,638	-	25,292	128,154
Office equipment	16,801	1,031	-	7,033	10,799
Motor vehicles	149,933	136,464	84,250	36,425	165,722
	4,534,407	214,653	84,250	225,438	4,439,372

For depreciation policy refer note 3.6

* WDV = written down value

NOTE 13 OTHER NON-CURRENT ASSETS

	WDV* at 1/07/2014	Additions/ Transfers	Disposals/ Write off	Amortisation/ Depreciation	WDV at 30/06/2015
Restricted loan - lifetime sponsorships	3,000	(3,000)	-	-	-
Capital works in progress	-	130,655	-	-	130,655
Computer software	297,021	202,385	-	127,894	371,512
	301,021	330,040	-	127,894	502,167

For depreciation policy refer note 3.7

* WDV = written down value

	2015	2014
• Accounts payables	352,479	74,489
• Accruals/other short-term liability	140,669	107,326
• Replacement of project vehicles	25,222	17,673
	518,370	199,488

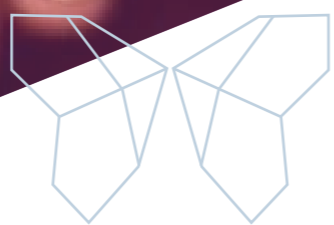
	2015	2014
• Accounts payables	352,479	74,489
• Accruals/other short-term liability	140,669	107,326
• Replacement of project vehicles	25,222	17,673
	518,370	199,488

	2015	2014
NOTE 15 OTHER CURRENT LIABILITIES		
Other current liabilities amount in the balance sheet is represented by:		
• Provision on FEC contracts	-	71,860
• Sponsors' loans	-	3,000
• NAB secured loan (current portion)	100,000	100,000
• Un-acquitted government grants	-	55,612
• GST collected	12,013	203
• Purchasing card payable	24,544	-
• PAYG/HECS withheld	42,000	-
• Annual leave provision	295,872	244,597
• Long service leave provision (current portion)	23,974	24,575
• Employment liabilities	-	5,000
• Employee car liability	3,056	-
	501,459	504,847
NOTE 16 NON-CURRENT PROVISIONS		
Non-current provisions amount in the balance sheet is represented by:		
• Long service leave provisions (long-term)	100,443	70,720
	100,443	70,720
NOTE 17 LONG TERM BORROWINGS		
Non-current provisions amount in the balance sheet is represented by:		
• NAB secured loan (long-term)	1,850,000	1,950,000
	1,850,000	1,950,000
NOTE 18 RECONCILIATION OF TOTAL FUNDS		
Opening balance	2,598,493	2,042,558
Surplus for the year	1,850,089	570,087
Transfer of funds - Bangladesh office	-	(14,152)
Closing balance	4,448,582	2,598,493
NOTE 19 FUNDS AND RESERVES		
FUNDS		
(a) General Funds		
Community development fund	638,432	437,898
Non-deductible giving fund	67,684	-
Where needed most fund	1,000,000	-
	1,706,116	437,898

	2015	2014
(b) Designated Funds		
NCDP community based rehabilitation project	-	10,667
Matching grants fund	826,156	639,212
Orphans and vulnerable children fund	112,044	-
Emergency assistance to refugees project	2,929	4,541
Freeset project	-	14,933
Raptipari CH&D project	10,856	30,057
Ethnic community prevention project	39,593	-
Disaster action fund	-	58
	991,578	699,468
(c) Restricted Funds		
Sponsorship funds	881,055	813,563
Typhoon Haiyan projects	-	580,875
Solomon Islands flash flood project	33,447	66,689
Middle east crises projects	146,028	-
Cyclone PAM projects	224,223	-
Nepal earthquake projects	466,134	-
	1,750,887	1,461,127
(d) RESERVES		
Reserves	3,511,360	3,511,360
	3,511,360	3,511,360
NOTE 20 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 2015. Resulting gains or losses have been recognised in determining the reported excess/shortfall recorded in the income statement.		
NOTE 21 CONTROLLED ENTITIES		
Baptist World Aid Australia Ltd (Company Limited by Guarantee)		
A.B.N: 86 164 099 736		
Baptist World Aid Australia Public Ancillary Fund		
A.B.N: 77 507 629 093		
The above entities are controlled by Transform Aid International Ltd, with the same Registered Office as Transform Aid International Ltd.		

	2015	2014
NOTE 22 RELATED PARTY TRANSACTIONS		
During the year, Transform Aid International Ltd received donations fundraised from Baptist World Aid Australia Public Ancillary Fund.		
Distribution received from Baptist World Aid Australia Public Ancillary Fund	11,145,111	11,184,630
	<u>11,145,111</u>	<u>11,184,630</u>
NOTE 23 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	568,685	629,023
	<u>568,685</u>	<u>629,023</u>
NOTE 24 CONTINGENT LIABILITIES		
There have been no contingent liabilities incurred by the Group for the years 2015 and 2014.		
NOTE 25 POST-REPORTING DATE EVENTS		
No adjusting or significant non-adjusting events have occurred between the reporting date and the date of authorisation.		
NOTE 26 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 2015, the total amount that members of the Company are liable to contribute if the Company wound up is \$110 (2014: \$110).		

	2015	2014
NOTE 27 PARENT ENTITY INFORMATION		
(a) STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME		
Revenue	8,098,635	5,705,299
Expenditure	17,412,122	16,319,841
Surplus/(loss) for the year	<u>(9,295,022)</u>	<u>(10,614,541)</u>
(b) STATEMENT OF FINANCIAL POSITION		
Current assets	5,978,688	3,999,681
Non-current assets	4,941,538	4,834,427
Total assets	<u>10,920,226</u>	<u>8,834,108</u>
Current liabilities	1,009,842	703,535
Non-current liabilities	1,950,443	2,020,720
Total liabilities	<u>2,960,285</u>	<u>2,724,255</u>
Total funds	<u>7,959,942</u>	<u>6,109,853</u>
NOTE 28 OTHER DISCLOSURE		
No revenue or expenditure was received or spent for International Political or Religious Proselytisation Programs.		
At the end of the financial year, Transform Aid International Ltd had no balances in the inventories, assets held for sale and other financial liabilities categories.		



Volunteers started this organisation and to this day are a vital part of what we do. Each and every day our volunteers serve us faithfully, giving their time, energy and passion!

This financial year we had 84 wonderful people volunteering with us at some point in time. Together, they volunteered for over 12,500 hours! Our volunteers assist with a vast variety of tasks, volunteering across all departments from MarComms to Finance, Business to Programs and Advocacy. They enrich our ability to Be Love to those we serve living in poverty across Asia, Africa, the Pacific and the Middle East.

On behalf of everyone here at Transform Aid International and Baptist World Aid Australia, we thank you!

Volunteers	Service
Hugh Morgan	5 years
Janet Poole	6 years
Claire Mercer	7 years
Betty Helm	9 years
John Helm	9 years
Shirley Marx	11 years
Els Gell	17 years
Graham Shute	18 years
Hazel Shute	21 years
Allan Smith	22 years
Heather Martin	26 years
Ray Martin	33 years!

Thank you!

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 Australia 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: CCPccp934; Victoria: 10918.12; 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 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 the Supporter Engagement Manager, Locked Bag 2200, North Ryde BC, NSW 1670. The 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 the Integral Alliance, a global consortium of Christian aid and development agencies with presence in 85 countries.

Photographs have been taken by Transform Aid International Ltd staff, partners and associates in Africa, Asia and the Pacific unless otherwise indicated.



Transform Aid
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For a world without poverty



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Be love. End poverty.





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