



ANNUAL REPORT 2018





the first thing we offer is **respect**

For over 17 years, indigo foundation has supported grassroots organisations in some of the most marginalised communities in the world to pursue their development goals. We know from the evidence that community-led development works to transform lives and build more resilient communities.

We support local community partners to empower women and girls, improve education and health outcomes, secure better livelihoods for families and defend their human rights. Our approach to partnership is built on respect, mutual learning and accepting that progress and setbacks are a normal part of community development.

We are a proudly nimble and creative organisation with committed volunteers and supporters in Australia who value our distinctive approach to community partnerships and development.

our guiding **principles**

1

community ownership

Transformational change is achieved by resourcing and empowering communities to lead and manage their own development.

2

sustainability

Good investments in community development create changes that are socially, environmentally, culturally and economically sustainable and produce opportunities for future generations.

3

transparency

Transparency in planning, decision-making and operations builds confidence and trust in relationships and facilitates participation and accountability in organisations and programs.

4

equity

A commitment to equity means a strong focus on human dignity, social and economic justice, human rights, gender equity, inclusiveness and challenging embedded power relations.

where we work	2
message from the Chair and General Manager	4
our strategy	5
snapshot of 2017/2018	6
our impact	
<i>equity for women and girls</i>	8
<i>improving education outcomes</i>	12
<i>rebuilding education in zones of conflict</i>	15
<i>improving health outcomes and rights</i>	18
<i>food security for health and economic independence</i>	20
profiling our partners	
<i>building a cluster of support in Indonesia</i>	22
<i>partnering with women-led organisations</i>	24
<i>partnering with refugee communities</i>	26
<i>partnering with youth-focused organisations</i>	28
meet our team	32
indigo foundation in the community	34
special thanks to volunteers and sponsors	36
treasurer's report	38
auditor's report	42

Partner – Wedweil Community Development Foundation

We're improving education outcomes by training teachers and investing in infrastructure at Wedweil School, a community affected by years of conflict.

SOUTH SUDAN

RWANDA

Partner – Club Rafiki

We're funding sexual health education, testing and counselling and supporting young people through a hip hop dance school, English workshops and initiatives targeting girls and young women.

UGANDA

NAMIBIA

Partner – Otjiwarongo Development Program Fund

We're boosting small income-generating initiatives that promote food security and the empowerment of women and building the capacity of our local partner to reach their goal to establish a community youth centre.

Partners – Kakule HIV/AIDS and Grieved Families Association, Gaalimagi HIV/AIDS and Orphans Association, Trinity Child Care Ministry, Iki-Iki Aids Initiative Munaku-Kaama Community Development Initiatives and Nasenyi Community Action

We're supporting the education and human rights of children and young people impacted by HIV – all living in poverty, many orphaned and from child-headed households.



AFGHANISTAN

Partners – Jirghai School Shura, Women's Empowerment Centre, Afghan Educated Women's Services Organisation

In rural Afghanistan, we're working to improve education infrastructure and the number of girls in local school and in Kabul we're supporting women to access university education and researching the barriers to women finding employment.

INDIA

Partner – Mahalir Sakthi, Program for Education and Awareness Building

We're supporting children, youth and women from Dalit and other marginalised communities to escape the cycle of discrimination, poverty and violence through education and health programs and training for women.

INDONESIA

Partners – Lua Lemba Education and Community Development Foundation, PEKKA Lodan Doe, Nefo Ko'u Farmers' Cooperative

We're training early childhood educators, supporting bursaries for kids from kindergarten to university and helping women return to school to graduate. We're supporting women in their efforts to build resilience to climate change through a network of cooperative gardens.

AUSTRALIA

We're building a community of passionate and active Australians who volunteer, support and donate in solidarity with our community partners around the world.

message from the Chair and General Manager



Lyla Rogan

2017/18 has been a dynamic year for indigo foundation. In this annual report, we proudly share the inspiring impact our community partners are making. At the heart of our organisation is a commitment to honest and robust relationships and the achievements of our partners over the past year again confirms that lasting change happens when communities are given the respect and support to generate and implement their own solutions.

A highlight of the year has been building momentum with our partners in South Sudan and Afghanistan. In South Sudan, we supported a new teacher training program for 60 teachers and in Afghanistan, there are 1,100 students across four schools who are benefitting from new school buildings and separate male and female toilets. In March, this program received an award from the Head of Education in Ghazni province.



Jemma Bailey

We worked toward a sharper focus on equity for women and girls across our partnerships. In Indonesia, we launched a new partnership with a high-impact women's rights organisation and expanded a network of women-run food gardens. In Rwanda, we supported Club Rafiki to develop new mentoring and IT programs. And in India, we continue to see the fruits of vital education, training and health initiatives.

Building the capacity and power of our local partners through technical and financial support is central to our approach and this year we are pleased to share progress made by our smallest partners in Namibia, Indonesia and Uganda.

As an organisation, we had a strong focus on building sustainability. We launched 'friends of indigo foundation', conducted a survey of our supporters, and organised additional training and contact between our Partnership Coordinators. Strong fundraising efforts resulted in income increasing by 20%.

Our passionate and skilled team of volunteers are the backbone of indigo foundation and we thank them for their immense contribution.

We acknowledge and honour our overseas partners and we thank our incredible supporters who generously contribute their passion, money and ideas. We know there are many worthy causes and their active choice to support indigo foundation is a constant motivation.

Finally, we extend special thanks to Sally Stevenson AM who stepped down from her long-term role of Board Chair at the 2017 AGM. We are determined Sally's significant legacy will live on.

With a fantastic team of staff and volunteers, committed supporters and the vision and tenacity of our grassroots partners, we are confident that next year will be another rewarding year for indigo foundation.

With warmest thanks

Lyla and Jemma

Since 2017 we have been guided by a five-year strategy. In the first year of implementation we made significant progress in expanding the scope and impact of some partnerships, developing better ways to measure and tell the stories of impact, improving our systems and processes for supporting community partners and addressing the sustainability of indigo foundation. We are particularly proud of the first ever joint training meeting of our partners in Indonesia, strengthening our focus on women and girls and developing a better understanding of and engagement with our supporters and donors. The strategy will be reviewed and refreshed in 2019.

strategy 2017-2022

1. Expand the impact of our work in communities, while retaining our commitment to being a principles driven, relationships based development organisation.
2. Develop and improve our support for, and management of, community partnerships through a growing and documented impact evidence base.
3. Build on our strong foundations to further develop indigo foundation as a sustainable, effective and visible development organisation in Australia and the region.

the community outcomes we work for

Our success is measured by the progress communities achieve in their context, specifically:

- Marginalised communities leading their own development with confidence and resilience
- Improvements in individual and community wellbeing reflecting each community's needs and priorities
- Broader social change resulting from community action and advocacy

our focus areas

In order to grow our influence and impact, indigo foundation assesses potential community partnerships through the lens of four strategic focus areas:

- Empowering women and girls
- Linking with refugee communities
- Building program clusters, particularly in the Asia Pacific
- Supporting advocacy for systemic change

A SNAPSHOT OF OUR IMPACT IN 2017/18



The background of the entire page is a photograph. The top half shows a clear blue sky with several tall palm trees silhouetted against it. The bottom half shows a lush green field, possibly a rice paddy, with rows of young plants. The overall lighting is bright, suggesting a sunny day.

17

local grassroots partners across seven countries

1,100

school students supported through new school buildings, sanitation, desks and chairs in Jirghai, Afghanistan

60

teachers from Aweil and Lol States in South Sudan graduated from a month-long teacher-training intensive

5,100

young people accessed sexual health education, testing or counselling through Club Rafiki in Rwanda

3

new women-led cooperative food gardens established in Indonesia

100%

pass rate in 2018 for students sitting their year 10 and year 12 exams who attended after-school tuition centres in the Madurai slums

57

interviews conducted with Afghan women by a Kabul-based research team to understand the barriers and opportunities to getting women into work in Afghanistan

2,100

children and young people made vulnerable by HIV in Uganda supported through access to school materials, including uniforms, pens and books

320

women accessed GPs, nurses and medicines through free health clinics in Tamil Nadu

13

events and fundraising efforts organised by indigo foundation volunteers and supporters in Australia

5,750

hours contributed by volunteers in Australia

equity for women and girls

Empowering women has a multiplier development effect for children, families and communities. This year, together with our community partners, we maintained a strong focus on equity for girls and women across all of our programs and we also launched a new partnership with PEKKA Lodan Doe in Indonesia.

Across our partnerships, many girls who participate in education, training, health and other activities go on to become the next generation of leaders in the program and in their communities.

AFGHANISTAN – research on barriers to employment

In Afghanistan, we are working with the recently-formed Afghan Educated Women's Services Organisation and the University of Technology Sydney to undertake a two-year research project to identify challenges and opportunities for Afghan graduate women in seeking employment. The study focuses on the employment experiences of women graduates.

This year the researchers conducted interviews and produced a draft summary of findings based on an analysis of 57 translated interviews. The research team hoped to interview a larger sample and conduct some focus group sessions to assist with the triangulation of the data but have found it difficult to find experienced female researchers and recruit additional interviewees in the ongoing security situation in Kabul. This research will be finalised by the end of 2018 and we look forward to seeing how the research is received and what they will do next.

EMERGING RESEARCH FINDINGS FROM AFGHANISTAN

Corruption, nepotism and lack of merit-based opportunities have been major themes identified in most of the interviews. Other factors include slow acceptance of women's right to work outside the home, concerns about women working in a mixed sex environment, harassment – related and patriarchal attitudes, security concerns and women's historic dependence on male relatives. To counter this, a number of women want to see more internships and professional work experience opportunities for women graduates facilitated by tertiary institutes while women are still working.

Other issues emerging from the interviews are around constraints imposed by family on working and the type of work that is deemed appropriate. The majority of women interviewed spoke positively about their family supporting their education and workforce participation but this often changed once they married. Family opposition is from brothers and husbands, not just parents. Some work within the limits imposed by their family. Restrictions on women's capacity to travel also limits their access to some jobs.

One woman spoke of her husband's family opposing her completing her education because it was coeducational but when the family needed money they were happy for her to work with men:

"They say my salary is Haram (forbidden or proscribed by Islamic law) because I work with men but they love my salary."



The 'Girls First' program at Club Rafiki in Rwanda, developing IT and social media skills

"Now we know our rights. We have acquired the power to speak in public which we never did before. I am sure all girls here can say NO to sex workers, sugar Daddies and can choose not to indulge themselves in sex anyhow"
15 year old girl, Club Rafiki

RWANDA – launch of 'Our Girls'

This year a successful crowd-funding campaign in Australia enabled us to kick-start Club Rafiki's Our Girls program. The purpose of Our Girls is to motivate girls and young women to grow as individuals, to make informed choices about their sexual and reproductive health and to contribute to their communities. This year, under Our Girls, Club Rafiki has launched:

- 'Girls Space' - a weekly meeting time for girls focussing on sexual and reproductive health and discussing gender issues. Due to the popularity and success of the activity, Club Rafiki will devote more resources towards it.
- 'You are able' - a mentoring program linking girls with successful Rwandan women to expand their horizons in education, work and life.
- 'Girls First' - a program supporting girls to develop their IT and social media skills.

These programs are in addition to Club Rafiki's ongoing provision of free sexual and reproductive health education, counselling and testing.



Mahalir Sakthi trained over 70 women in tailoring this year to build their skills so they can escape dangerous and degrading work that is typically relegated to Dalit women, like scavenging, garbage removal and cleaning of latrines. This is the story of Abitha, shared by Mahalir Sakthi.

"Abitha was left as a widow with two young children and no job prospects after her husband died in a truck accident. Due to the stress of her in-laws she was unable to take any decisions. She was motivated and encouraged through Mahalir Sakthi. She learned tailoring in our centre and now she got married again. Now she is a good tailor, self-earning and living happily."

INDIA – ‘women power’ in the Madurai slums

Our partners at Mahalir Sakthi have a clear eye to the disproportionate impact of discrimination and violence on women and girls in Dalit communities and this year we continued to back their high impact programs:

- Over 70 women accessed training in tailoring. More than half of the 2018 students have found paid employment. This year, in response to growing demand, Mahalir Sakthi opened a second tailoring unit at Gomas Palayam slum in Madurai.
- Over 50 women who work as domestic workers had access to advocacy and representation for decent pay and conditions at work and linked to certified employers through the Domestic Workers Union.
- Over 300 women were seen and treated by doctors, nurses and family planning specialists at quarterly full-day GP health clinics in the Madurai slums, getting access to advice on sexual and reproductive health and a general health check.

INDONESIA – a new partner

In Indonesia, we signed our first three-year agreement with PEKKA Lodan Doe, a high impact women-led organisation that supports and advocates for over 800 women-headed households on the islands of Adonara and Lembata in Eastern Indonesia. Included in this is a new bursary program, support for women to return to school to pass their high school exams and establishment of two women-run food gardens that provide food for the women and their families and have the potential to generate income in an environment where scarcity of water is an always-looming problem.

Anosha was a scholarship holder at the **Women’s Empowerment Centre** in Kabul. She was born in Ghazni Province and lived with her family of 7 in a rented house. Her mother was the only breadwinner. In her scholarship interview, Anosha asked for just one chance to prove she was worthy of a scholarship. She graduated in law and political science (2012-15) and now leads the gender unit at UN Habitat.

AFGHANISTAN – core capacity for the Women’s Empowerment Centre

The Women’s Empowerment Centre (WEC), based out of the Gawharshad Institute of Higher Education in Kabul, plays a vital role ensuring young women can access quality tertiary education in key areas of law, economics and political science. Between 2011 and 2018, WEC has awarded 280 female students full or partial tuition scholarships at the Gawharshad Institute, 30 through indigo foundation support. The retention rate has been high and 117 are still currently studying on tuition scholarships.

Over recent years, our support has been split between direct support for scholarship program and core support for WEC’s staff and public events that raise the profile of women and peace-building. This year, the WEC has worked closely with SANGAT, a South Asian network of gender activists, to deliver gender equality training for female students and awareness training for mixed student groups at the Gawharshad Institute. It is also cooperating with SANGAT and other civil society organisations to launch the One Billion Rising global campaign to end violence against women in Afghanistan.



Our partners in Uganda, support over 2000 children and young people to access vital school supplies

improving education outcomes

This year we continued our strong focus on working with communities to improve access to and quality of education. Many of our community partners prioritise education as a ladder out of poverty that benefits their children and communities.

UGANDA – school supplies and reusable sanitary products

Our six local partners in Budaka support the education, welfare and human rights of over 2000 children and young people impacted by HIV – all living in poverty, many orphaned and from child-headed households. While public education is free in Uganda, there are other significant barriers preventing children from attending school including the cost of uniforms, school building funds, meals and a fee for sitting the Primary Leaving Examination. In addition, many girls miss a number of days each month while they are menstruating due to a lack of sanitary pads and inadequate toilet facilities.

This year our partners supported 2,370 orphans and vulnerable children by providing school supplies, including uniforms, books and pens and sanitary pads for young women. They also purchased three sewing machines with the purpose of training participants to make school uniforms and reusable sanitary products. Further training is needed to make this program a success.

INDONESIA – investment in the early years

Quality early childhood education is vital, especially for children from families where literacy is not the norm. Kindergartens throughout Western Rote are poorly resourced. There are few training opportunities for teachers and at least one teacher in each kindergarten we partner with is paid only a “soap wage” of \$10 a month. This year we worked with Lua Lemba to boost teaching across a network of 13 kindergartens. We funded honoraria for student teachers to ensure all teachers received an equal and liveable wage.

We also supported teacher training for 13 kindergarten teachers across four intensive sessions – two of which were held in 2017/18 and the subsequent two will be held in 2018/19. The training was so beneficial that the student teachers voted to forgo their increased honoraria allocation to support a further round of training.

INDONESIA – launch of a new bursary program

For over 15 years, we have supported our partners at Lua Lemba in Rote to provide small bursaries to students from kindergarten to university. Over this time, we have seen the cycle of change that flows from these bursaries – keeping kids in school who may otherwise drop out, making study at university a reachable goal, and tertiary educated graduates including nurses and teachers returning back to Rote to work and give back to their communities.

This year, we supported Lua Lemba to provide 35 bursaries to students from primary and high school and 40 bursaries to university students. We also expanded the bursary program – for the first time launching a bursary program with PEKKA Lodan Doe and the Nefo Ko'u Farmers Cooperative. In this first year, Nefo Ko'u awarded eight bursaries for university students and six bursaries for high school and technical students. PEKKA Lodan Doe awarded 42 bursaries to local girls and young women.

We also partnered with PEKKA to assist 17 women who had previously dropped out of school to undertake tutoring to complete their Senior High School bridging certificate. All 17 women passed and are now applying for public service employment.

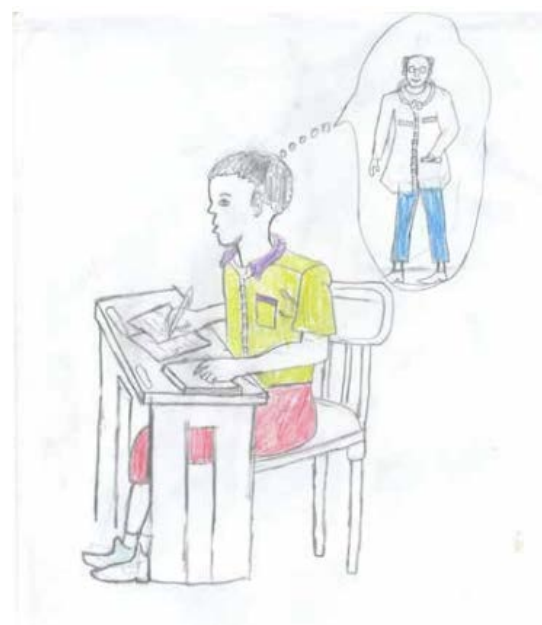
RWANDA – English Corner Workshops

This year we supported Club Rafiki to bed down a new program - the English Corner Workshops. These workshops are run by three teachers in two hour sessions every Saturday and Sunday with the same children attending workshops on both days. The teachers take a creative approach and the workshops often include excursions to inspire writing. Demand for the workshops is strong, with over 70 children attending each week. To celebrate the first full year of workshops, Club Rafiki has produced an anthology of stories written by the children.

DREAM COME TRUE

A story by Beatrice Uwase, 18 years old,
participant in **Club Rafiki's English Corner Workshop**

"I am a young girl I study in P5 I wish to be an excellent doctor. Is it possible for me to be a future doctor as I feel it now? Yes I will! Because I have a will there is a way. A wise saying say that Education is a key; When I heard that expression at the first time I was astonished at the meaning of the word, I asked myself what does a key do? the answer is it opens the door! Then I reeled that the wise word was refer to the fact that education will open so many doors for me and you. When I am in class I follow everything from my teacher, I like to ask questions where I don't understand well, every Friday our teachers give us many different homework that is my occasion to revise my lessons while I am doing them, I can't miss any homework. I do that because I want to be a doctor. Friends and colleagues let us value education because our dream will come true spot on through Education is a first step to the better mind for better life."



INDIA – 370 students in after-school tuition

In India, we partner with Mahalir Sakthi, the Program for Education and Awareness Building (PEAB) and Social Awareness for Society and Youth (SASY) to support a network of after-school tuition centres and year 10 coaching clinics targeted at disadvantaged children and young people, mostly from Dalit communities.

This year Mahalir Sakthi supported 162 students in ten after school tuition centres run in different locations in the Madurai slums. PEAB supported 185 students in five after school 'Village Education Centres' and 23 students in two year 10 coaching centres spread across six locations around Madhurantakum, a rural town 80 km from Chennai. These centres provide after school tuition and assistance with home assignments for students for five days per week. The tutors are all from the local communities they serve – some are attending tertiary studies at the same time as tutoring. PEAB's year 10 coaching tutors are employed at government schools during the day.

These centres have a long history of positive impact. Since Mahalir Sakthi's centres opened in 2005, over 3000 students have participated and 440 of these have gone on to tertiary study – a remarkable statistic for young people from Dalit communities. In 2018, for the first time, the success rate for Mahalir Sakthi's students sitting the Year 10 and year 12 exams reached 100%. The Indian National Exam at the end of Year 10, is a nationwide benchmark for students and a determining factor in further education and employment prospects. Without at least an attempt at this exam, only manual labour work options are available.

For PEAB, there has been good progress this year in the sustainability of the program. After a long search for suitable premises, the Year 10 Coaching classes moved into a rented house in early 2018. The new premises are larger and more secure than the previous former cement store and also offer enough space for the coaches to keep resources on site. Two of the Village Education Centres have been given permission to use the local school building for their evening classes. For some time, the classes have been held open air but now both children and tutors have much better lighting and a roof over their heads during classes.



Suruthi* is a young Dalit woman who attended one of PEAB's year 10 coaching centres. PEAB explains "Suruthi was part of our year 10 coaching centre. The evening tuition has helped her in a big way. She got 434 out of 500 in her class 10 exams. She is doing her nursing course at present. Her tutors helped develop her interest in social sciences and now she will be working in the area. She is one brave girl who has the ability to face the challenges." With Suruthi's strong sense of self and backed by the support of our partners at PEAB, she was able to not only stay in school, but graduate with a profession and return to give back to her community.

**Name changed for privacy*

Hard at work at PEAB's 2018 Summer Camp. Science was a big focus at this year's two day camp. The Camp was so popular that PEAB ran two camps back-to-back for 80 students.

rebuilding education in conflict zones

We have actively built connections with refugee communities in Australia to support ambitious programs in Afghanistan and South Sudan that rebuild the capacity of schools and teachers in fragile states undergoing conflict. Both of these partnerships bring together elders and families from across the local community to work towards a single unifying goal. Both are community-led and include significant financial and in-kind local contributions. Both are in rural areas with no other international organisations or assistance present. And in both instances, the program is managed in close partnership with former refugees Ali Reza Yunaspour and Santino Yuot who maintain a direct relationship with the community and have the knowledge, contacts and experience necessary to build a robust partnership and manage risk.

SOUTH SUDAN – launch of teacher training

The new Government of South Sudan inherited a country with very little education infrastructure and an acute shortage of qualified teachers. Infrastructure is shockingly inadequate across South Sudan but is even worse in the war ravaged and largely neglected north western corner of the country.

This year we grew our partnership with the Wedweil Community Development Fund. Working with the South Sudan Ministry of Education and the World Food Program, we supported a modulated teachers' in-service training program to be run in the summer school break in three month-long intensives over three years.

The first month-long teach training intensive was held in February 2018 and 60 teachers from across Aweil and Lol States graduated from the course. The second round of the course will be held in 2019 and a key focus then will be advocating to the Ministry of Education for greater participation by female teachers. This will require provision of safe women-only accommodation and amenities. We will also engage with prominent women political and community leaders to identify opportunities for the partnership to build gender equity across all its activities.

We also further improved the infrastructure at Wedweil School, supporting the community to install a working water pump to provide access to clean water and starting building work on a fence around the school. 150 teenagers now attend the Wedweil Community Secondary School. The previous Wedweil Primary School was made a Secondary School by the State Minister in 2017 in response to the improvements made and growing demand for secondary places.

AFGHANISTAN – support for 1,100 students across four schools

This year marks the 15th year that we have partnered in the Ghazni region, 12 years working across nine schools in Borjegai and now six years in neighbouring Jirghai, driven by the community's desire to educate their youth and boost student enrolment and outcomes, particularly for girls, across 21 primary and secondary schools.

This year, our partnership has grown stronger, maintaining trust and friendship, expanding into Maidan Wardak province and offering assistance across four new schools. Specifically, the partnership:

- Built a new school building with eight classrooms and a yard for Hamza Sayed Al-Shuhada High School in Jirghai with a current student enrolment of 280 students, including 120 girls. We also provided a water well and separate toilets for boys and girls in this school – an essential step to getting more girls in school. Students are currently housed in old tents and the build was completed in November 2018. Students will start in their new classrooms at the commencement of the new academic year in March 2019.
- Built a new school building with seven classrooms and a corridor for Ghalab Mid-Secondary School in Ghalab area of Behsud district. Until now, students were taught in old tents and a mosque. This build was completed in September 2018 and classes for 230 students (including 90-100 girls) began in October.
- Provided school furniture, including desks and chairs and library shelves, for Qaraqul High School in Behsud and Al-Mahdi High School in Batur area of Jirghai. Students previously sat on the floor. The furniture works were completed in August 2018 and have benefitted 550 students (220 girls) in these two schools.

Based on our experience in Borjegai, we expect that the new infrastructure will improve student enrolment, enhance education quality, encourage families to send their girls to schools and encourage female teachers to work in schools.

"I could not imagine this day in my life that students of remote Ghalab community attend their classes in a proper building. It is so joyful for our students, especially for young girls, to be able to move from mosque and old tents and attend their classes in this historic building. ... I am from Borjegai community and attended indigo-funded Koshkak High School. ... After completing my university, I returned and became the school principal in this school...After four years of work here, the joy and cheer that I saw today in the eyes of our students in the new classrooms brought tears in my eyes and helped me to understand what we can achieve when we work together for a common purpose." - Mr Muradi, Principal of Ghalab School and local elder, Afghanistan

"Six years ago, I took my first daughter out of school from grade 7 because we didn't feel safe for her to study in an open space. It was a common experience in our community...[However], we have allowed our second daughter to continue her schooling, when she reached grade 7 two years ago. It was because the new building, and now new furniture, gave us the confidence about her safety while she is in school...At the same time, our first daughter encouraged us and asked us to allow her sister to continue her education and complete high school." - Mr Mohammad Ali, a parent in Qaraqul High School



Students sitting in new desks and chairs at Qaraqul School in Behsud, Afghanistan

GENDER EQUITY THROUGH EDUCATION

By Partnership Coordinator Ali Reza Yunespour

Since the beginning of our partnership in Afghanistan in 2002, **Jirghai and Behsud communities** have made a noticeable improvement in gender equity in their communities. During the Taliban regime, no girl was able to attend the local mosques, which was the primary centre of learning in Jirghai and Behsud communities. Today, around 30-35% of students are girls in these communities. Girls make around half of the primary students in Jirghai and Behsud schools, but their enrolment is lower in secondary schools, particularly in Grades 10-12, a significant factor being that most families do not feel safe to send their teenage girls to study in open spaces.

The lack of safe education infrastructure and female teachers have been significant barriers to gender equity in the secondary schools. In recent years however, the Shura has taken lessons from our experience in Borjegai and made efforts to support female students and teachers in secondary schools. For example, some Jirghai and Behsud schools (including Imam Hussein High School, Shebar High School, Fatimeya School and Qaraqul High School) have hired female school graduates as school teachers. Ghalab Mid-Secondary School has also hired two female teachers this year. These teachers are girls who attended their primary and lower secondary schooling in this school and are now returning.

Gender equity remains a high priority for the Jirghai and Behsud schools and we are working with the Shura to ensure girls and young women receive quality education and are able to fully participate in decision-making. Recently, the Shura has included two female teachers and we are working with the Shura to encourage female students and teachers to take prominent roles in school activities.

Despite ongoing security and economic challenges in Afghanistan, our partner schools and communities have encouraged us to provide further support for rural education in Afghanistan. In forward planning with the community, we want to expand our education partnership from 16 schools between 2003 and 2018 to 25 schools in Borjegai, Jirghai and Behsud communities by 2020.

Together we can empower school principals, elders, teachers and families to initiate and bring positive change in their communities. We also see changes inside the families, where the first generation of girls and boys, who have attended schools, take more prominent roles in the education of their siblings and their own children. This generational change is the catalyst for more durable and sustainable community development in our partner communities in Afghanistan.



A quarterly GP health clinic in the slums of Madurai organised by Mahalir Sakthi, India

improving health outcomes and rights

This year a number of our partnerships continued to prioritise health needs with a focus on the right to health, sexual and reproductive health and HIV/AIDS.

INDIA – GP clinics reach women

In India, we partner with Mahalir Sakthi to support a series of health lectures and GP clinics targeting women in different locations in the slums – vital services in communities that lack health facilities and where women do not have the finances to access quality medical care. This year, we supported:

- Four health lectures attended by over 200 women covering topics such as sexual and reproductive health, birth control and HIV awareness.
- Four health lectures for children and young people covering topics such as managing menstruation, violence against women, sexual and reproductive health, nutrition advice and precautions against common and seasonal diseases.
- Four GP clinics, each one attended by over 80 women, bringing in 15 – 20 doctors, nurses and family planning specialists, offering advice on sexual and reproductive health and a general health check, including breast cancer examinations and vaccinations for children.

UGANDA – support for families impacted by HIV

In Uganda, the majority of our local partners' work is directed at supporting vulnerable children to stay in school. Alongside this work our partners run programs addressing the misinformation and resulting stigmatisation of families impacted by HIV. This year, our partners continued to support peer-to-peer counselling involving young people who they had trained in previous years and ran public outreach events offering public health information and voluntary counselling and testing for HIV/AIDS. At one of these events, over 150 people were tested for HIV and those found to be positive were referred to government support services.

RWANDA – 5,100 young people access sexual and reproductive health program

In Rwanda, we support Club Rafiki's Youth Friendly Centre, a sexual and reproductive health clinic that provides access to non-judgemental and confidential information, counselling and testing. Rates of HIV and teen pregnancy are acute where Club Rafiki operates. Kigali has the highest rate of HIV in Rwanda and a report produced for the Rwandan government in 2016 revealed that the rate of teenage pregnancy in Nyamirambo district is 9.4%. This study also found that 75% of girls who fell pregnant did so as a result of sexual violence and only 13% have sufficient sexual health knowledge. Sexual violence, limited knowledge of safe sex and teen pregnancy have a devastating effect on girls – dropping out of school, low self-esteem and trauma, poor maternal and child health and exacerbating poverty.

This year, we supported 6 part-time roles at the Youth Friendly Centre – three peer educators, two counsellors and one lab technician. In that time, Club Rafiki distributed 44,577 condoms and tested 4,262 young people for sexual transmitted diseases and pregnancy. Of the 1,015 girls and young women tested for pregnancy this year, 28% tested positive. This is down 8.4% from the previous year which Club Rafiki sees as in part due to a push by the Club to reduce teen pregnancy rates over the past two years.

We also continued to support Club Rafiki's innovative peer-education program whereby dancers from the Urban Dance School are trained as peer-to-peer educators in sexual and reproductive health. In this program, dance becomes the drawcard at public outreach events and the performers conduct information sessions on sexual and reproductive health to large crowds. This year, these events reached 5,717 people.

Club Rafiki dancers sharing sexual and reproductive health information at a public outreach event in Kigali, Rwanda



"I'm responsible of my life, I say no to young people pregnancy"

Mutesi, 21 year old woman

food security for health and economic wellbeing

Every day, one in nine people in the world go to bed hungry and we increasingly hear stories from our local partners about the impact climate change is having in their communities – drought in South Sudan, weather extremes in Tamil Nadu and Uganda, extended dry seasons followed by unreliable rains in Indonesia. As these impacts hit, some of our partners are moving to prioritise food security programs – both to feed themselves and their families and as an avenue to generate income from the sale of produce.

SOUTH SUDAN – water and fences first

Our partners at the Wedweil Community Development Fund want to establish a community garden in the grounds of Wedweil School. This is a school where students and teachers alike routinely arrive in the morning without having eaten breakfast and without food for the day. In South Sudan, malnutrition has soared, especially among children thanks to the dual drivers of famine – drought and conflict.

This year we supported infrastructure at the school with a view to establishing a community garden in 2020. We restored a well and water infrastructure so students and teachers can access fresh water without having to walk a long distance to the nearest well. We also supported the community to start building a fence around the school which will keep out long-horned cattle that roam through Wedweil. Once the fence is completed, our partners plan to establish a garden and community kitchen at the school.

UGANDA – seeds and beans in a challenging year

This year the district of Budaka in Uganda endured famine. This situation prompted the decision of some of our local partners to use funding to buy seed, cuttings and pulses to expand a food security program they trialled in 2016 to improve nutrition and in the hope of generating an income. This program sat alongside our partners' work to improve education and welfare outcomes for over 2000 children and young people impacted by HIV. Food security initiatives are especially important in a region where much of the productive land in the area goes unfarmed due to the loss of a generation of farmers and their skills, increasing the vulnerability of the community in times of climate change.

550 kilograms of beans, a variety of vegetable seeds, 28 sacks of cassava cuttings, passionfruit cuttings and groundnuts were distributed to more than 50 families to establish food gardens. Unfortunately, many of these gardens fell short of their objectives due to lack of rain, insufficient infrastructure and skills. A review of the project is scheduled for the second half of 2018, which will give us the information we need to work with our partners to assess the outcomes and to respond to lessons from the activities.



This season a **Nefo Ko'u member Pak Albert Mori**, who attended the March training, planted a cash crop of chillies. In June, Pak Albert sold 86kg of chillies, priced at approximately AUD 3.50 per kilo. This is more money than Pak Albert has ever had at one time. For this first time, Pak Albert has begun selling his chillies 'door-to-door' in the village every morning, which he is very proud of. When Pak Albert tells this story, he explains how at first he was nervous about selling his chillies door-to-door, as he was unsure of what response he would get. However, the response was positive and now he continues to go door-to-door, not even thinking twice about whether people will buy them or not. Not only has this assisted Pak Albert and his family financially, but it has also provided him with a greater sense of achievement and self-worth, and inspired others to follow his example with their own produce.

A successful harvest at the women-led Oebela cooperative garden in Rote

INDONESIA – three new women-led gardens

The remote islands of Eastern Indonesia are vulnerable to seasonal variation and struggle to produce enough food to sustain them through a long dry season and enough seed stock for the following year's planting. This year, we worked with our three partners to grow a network of cooperative gardens – establishing three new women-led cooperative food gardens equipped with seeds, tools and water and supporting a wider network of ten gardens through training and capacity-building. In March, we also supported a two-day training in permaculture and organic agriculture in Kupang, with attendees from all three community partners. The learnings from that training are already being implemented.

Our first cooperative food garden was established as a pilot project in M'bore village in 2002. From this small start, the network of cooperatives and gardens has grown over the past four years to 13 community food gardens across four islands in the region. These gardens support hundreds of families and the more established gardens have now grown to a stage where they have engaged with brokers and are growing crops for the domestic market. The simple water systems serve a threefold purpose: water is provided to sustain food production; as women and children spend less time carrying water, teachers report children are not sleeping at their desks and have more energy to walk to school and learn, and women have begun to establish small business enterprises. The gardens provide leadership opportunities for women and improve nutrition. Small incomes generated from sales of excess produce are used towards education costs, medicines and basic sanitary needs.

Our community partners are at the heart of our development work. They are diverse, ranging from very small volunteer-based organisations in their first few years of establishment to mature organisations that are larger than we are in Australia. In turn, the way each of our partnerships is structured varies in accordance with the needs and capacity of the community. In some cases, we work directly with an organisation governed by a local board or within existing local decision-making structures such as the Shuras in Afghanistan that bring together tribal and religious elders. In other communities, we have an in-country indigo foundation Liaison Officer who supports the community development activities and local partner groups. Two of our partnerships are strongly guided by an Australian-based Partnership Coordinator connected to the refugee community here and continuing connections to their country of origin.

The uniting criteria for forming and developing our partnerships is a shared commitment to our guiding principles – community ownership, sustainability, transparency and equity. We honour our partners' commitment to and connection with their own communities and the incredible impact they achieve with very small amounts of money.

We profile and acknowledge our partners in the following pages and we thank them for being part of the indigo foundation global community.

Farmers supported by Lua Lemba, Nefo Ko'u and PEKKA Lodan Doe come together for a training on permaculture and organic agriculture in March in Eastern Indonesia



building a cluster of support in Indonesia

Over the past two years, we have launched two new partnerships in Indonesia, joining our longest-standing partner Lua Lemba to create a cluster of three partners that can share learnings to boost their collective impact.

INDONESIA – Lua Lemba Education and Community Development Foundation

Lua Lemba is our longest-standing partner. They continue to be a volunteer-based organisation deeply rooted in the local community. Their committee, nominated and accepted at an annual open meeting, includes representatives from villages across Western Rote, from farmers to school principals to community leaders.

In 2002, we partnered with Lua Lemba to push to establish a senior high school in West Rote Island with classes held after hours in the existing junior high campus. Lua Lemba has since implemented wide range of activities – education, sexual and reproductive health, cultural strengthening, food security and enfranchisement activities in response to rapid social and climatic changes in their community.

INDONESIA – Nefo Ko'u Farmers Cooperative

The Nefo Ko'u Farmers Cooperative is one of our newest partners. It is a small cooperative of 25 families based in Apren village in the high mountains of Amarasi in West Timor, Indonesia. They are volunteer-based and have no office. People in Apren live a largely subsistence lifestyle and this is the first NGO to be established and operate in the community.

Nefo Ko'u was established in 2014 with the help of a local teacher, Andi Abineno, who had previously been the treasurer of Lua Lemba in Rote, and was keen to bring some of the learnings from Lua Lemba's programs back to Apren, his home village. An initial Letter of Understanding for funding a rotivator was signed between indigo foundation and Nefo Ko'u in August 2016 and since then we have seen the community's ambitions grow from food security, to bursaries and now, inspired by PEKKA's work, looking forward to establish programs to better enfranchise their community.

PEKKA Lodan Doe is the third member of the Eastern Indonesia partnership cluster (see profile under women-led partner organisations).



Scholarship recipients from the Women's Empowerment Centre in Kabul

partnering with women-led organisations

We actively seek to partner with and build the capacity of women-led organisations.

AFGHANISTAN – Women's Empowerment Centre (WEC)

This is the 7th year of our partnership with the WEC, based out of the Gawharshad Institute of Higher Education in Kabul. WEC's aim is to improve women's access to quality tertiary education in Afghanistan through a scholarship program for educationally and financial disadvantaged women and to act as a centre to build women's leadership.

We provided seed-funding to help WEC establish and since then, under the committed leadership of Director Nasima Rahmani, the Centre has gone from strength to strength, attracting funding from sources much larger than indigo foundation. As the capacity and status of WEC increased, their advocacy role has also grown. WEC has established itself as an active participant in campaigns and networks addressing the many life challenges Afghan women face, more recently working to end violence against women and girls. This partnership builds on our long-term commitment to the education of women and girls in Afghanistan, commencing with the Borjegai Schools Project in 2002.

AFGHANISTAN – Afghan Education Women's Services Organisation (AEWSO)

AEWSO is a recently established NGO based in Kabul. It was co-founded by Nasima Rahmani, who we have built a close and productive relationship with over many years through the Women's Empowerment Centre. It is difficult for organisations to find funding in their establishment phase and we hope that our support will catalyse the birth and strengthening of a new and important women-led organisation in Kabul.

AEWSO's aim is to break down the barriers that stop tertiary educated women finding work in Afghanistan and defend their rights in both the public and private sphere. It is an affiliate of Graduate Women International. AEWSO has a research and advocacy focus and in 2016, we partnered with the University of Technology Sydney to support AEWSO's first substantive project – a research project that sought to identify challenges and opportunities for Afghan graduate women in seeking employment.

INDONESIA – PEKKA Lodan Doe

PEKKA Lodan Doe is our newest partner. It is a grassroots network of 80 local women's collectives with a thriving base of 800 'PEKKA women' spread across the islands of Adonara and Lembata in Eastern Indonesia. It leads programs and advocacy work aimed at empowering women heads-of-household, including rural widows, abandoned and divorced women, who are amongst the poorest of the poor in Indonesia. There is a particularly high number of women-headed households in Eastern Indonesia as men commonly leave the poverty of their home villages to seek employment elsewhere. Some men are away for many years, while others never return. For those who earn enough money to send home, it is often prioritised for education for male children.

PEKKA Lodan Doe is a member group of the Indonesian national NGO PEKKA Empowerment for Women Headed Households, led by renowned feminist activist Ibu Nani Zulminarni. Initially formed from an organisation in support of war widows in Aceh Province, PEKKA has grown into a national body of international significance. Their structure as a federation of free-associating local groups gives us a space to build a partnership with the PEKKA's regional centre in Adonara.

INDIA – Mahalir Sakthi

Mahalir Sakthi means 'women power' in Tamil. Led by a team of formidable women, they run high impact education, health and advocacy programs in the slums of Madurai in Tamil Nadu with the aim of empowering children and women from Dalit and other marginalised backgrounds to break the cycle of violence, discrimination and poverty.

Despite longstanding constitutional safeguards against caste-based discrimination, human rights abuses – including rape and murder of women and girls – are endemic. Tamil Nadu has the second highest rate of atrocities against Dalit people in the country. The stigma of "untouchability" continues and children born today still face a life with poor education, health and life prospects. We have partnered with Mahalir Sakthi since 2012, supporting them to put all they have into improving the lives and defending the human rights of women and children living in the Madurai slums.

Women and girls from Mahalir Sakthi's tuition centres in the slums of Madurai take the lead



"In Indian context, women are the backbone of every family. Like a candle they melt self and help the family, husband, children and society. But they do not realise their power. ... Through education we try to empower the young people, to create decent and dignified life and to redeem human dignity. We need 'Women's Power' for this hard task and we are achieving it."

Guna Vincent, Founder and Director of Mahalir Sakthi in India

partnering with refugee communities

Our partnerships in Afghanistan and South Sudan were born out of connections with refugee communities in Australia. Our Partnership Coordinators Ali Reza Yunespour, Santino Yuot and previously Salman Jan are former refugees, community leaders in Australia and driving forces behind our education programs in their home regions.

SOUTH SUDAN – Wedweil Community Development Fund (WCDF)

WCDF is a small volunteer-run organisation, based in the village of Wedweil in South Sudan. Their purpose is to rebuild education opportunities in the extremely poor, food insecure and remote communities of Aweil and Lol states. WCDF established in 2014 to partner with indigo foundation and they have grown in capacity and ambition since then – from initially focussing on repairing the roof at their local school to now working with the South Sudanese Ministry of Education to support teacher training for 60 teachers across two states.

Our partner does incredible work in a country that has endured three decades of devastating civil war. Social and economic indicators for South Sudan place it amongst the poorest countries in the world. Capacity is extremely limited, reflecting the dire lack of education opportunities over several generations, and in recognition of that we are investing in building the capacity of our partner, including financial reporting, management, impact measurement and community engagement. We know the capacity of the very poor, war ravaged society in this remote part of South Sudan is extremely low and we believe our partner can play a pivotal role in building community confidence and skills.

Students and teachers at Wedweil Secondary School, South Sudan





Ghalab community and students gathering to celebrate the opening of their new school building in Jirghai, Afghanistan

“The improved infrastructure in our school in the past two years has encouraged families to send their girls to school, especially in high school. We had a new school building last year, and now furniture and library shelves this year. ... In previous years, our students used to miss out a few weeks of schooling in the beginning of the year, and we also used to close our schools before the end of the year because of the cold weather in this part of Behsud. This year was the first time that we started and finished our academic year on time. The results of students were much better, and I am sure it will help to improve further in the future. ”

Mr Ahmadzada, Principal of Qaraqul High School and member of the Jirghai and Behsud Shura, Afghanistan

AFGHANISTAN – Jirghai and Behsud Shura

We have worked with Hazara communities in the province of Ghazni in rural Afghanistan since 2003 to improve outcomes for local children with a particular focus on girls. For the first 12 years of this program, we partnered with the Borjegai community and works included building the first girls’ school in the province, providing textbooks, training teachers and funding construction works across nine schools. In 2015, with this construction work completed, we were able to exit Borjegai leaving a sustainable legacy for future students and the community.

Since 2012, we have partnered with communities in the neighbouring region of Jirghai – constructing two eight-classroom buildings for Shebar High School and Qaraqul High School and providing new furniture, library shelves, toilets and drinking water to five Jirghai schools. Together, the improved education infrastructure and learning materials have benefitted around 2,500 former and current students (including 750 girls). Students in these schools are now attending classes for the first time in safe and secure buildings.

This year, in recognition of the program expanding beyond Jirghai, our partner has been renamed as the Jirghai and Behsud Shura, made up of local tribal elders and school leaders. The main objective of the Shura is to enhance education infrastructure, ensure equitable access to education and improve education quality in rural Afghanistan, particularly in Ghazni and Maidan Wardak provinces.

In the last 12 months, for the first time, the Shura grew its membership to include two female teachers from Jirghai schools that we have previously supported. The inclusion of women in the Shura is a significant step to improve the participation of women in decision-making.

partnering with youth-focused organisations

Our partners in Namibia, India, Rwanda and Uganda have a clear focus on improving education and health outcomes for children and young people and on building their knowledge of and access to human rights.

NAMIBIA – Otjiwarongo Development Program Fund (ODPF)

ODPF was established in 2015 to partner with indigo foundation with the aim of addressing the increasing social vulnerability of young people in the marginalised and fast-growing township of Orwetoveni on the periphery of Otjiwarongo in Namibia's central highlands. This partnership is supported on the ground by our in-country Liaison Officer Monica Tjehiua.

Building a new organisation takes time, resources and committee capacity. The ODPF started its steep learning curve by overseeing a small activities program to seed-fund and support other local groups working on food security and empowerment of women and young people through small income generation activities. Since then, the Management Committee have developed their skills and networks and this year the Committee and beneficiaries undertook a week-long project management workshop facilitated by the Namibian Department of Trade.

This year our partner took an important step forward – gaining formal registration as a non-profit association under the Namibian Companies Act. This is no small feat and has enabled ODPF to start the process of securing a long-term lease of land from Otjiwarongo Municipal Council to establish a multipurpose youth centre. The Council had indicated willingness to allocate land for this purpose in 2015 but the way forward had been slow requiring council approval and advertising of the intention to lease the land for use as a multipurpose youth centre. This has now been done and the agreement to lease awaits final ministerial approval from the Ministry of Urbanisation and Local Government.

INDIA – Program for Education and Awareness Building (PEAB)

PEAB is a locally-driven program based in Madhurantakam and surrounding villages in Tamil Nadu, India. PEAB's purpose is to support highly marginalised rural Dalit children and young people to improve their education outcomes and in turn their employment prospects, through a network of Village Education Centres.

indigo foundation has worked with PEAB since 2006 with the support of in-country Liaison Officer Semmalar Selvi. In 2013, another local NGO, the **Social Awareness Society for Youths (SASY)** joined the partnership in their capacity as facilitators and campaigners for Dalit human rights initiatives. SASY has three decades of experience in Dalit advocacy and provides a supportive local structure for indigo foundation's partnerships with PEAB and Mahalir Sakthi.



The Otjiwarongo Development Program Fund leading community consultations at Tsaraxa-aibes about the proposed multipurpose youth centre



Young dancers from Club Rafiki getting ready for a public performance to share a 'no to drugs' message

RWANDA – Club Rafiki

Club Rafiki is a longstanding grassroots NGO that aims to improve the health and wellbeing of young people in the district of Nyamirambo in Kigali, Rwanda. Their centre is a rare haven in a district characterised by poverty and a lack of safe spaces and after-school activities. At Club Rafiki, young people can recognise their talents, build their confidence, learn skills and take control of their sexual and reproductive health.

We have partnered with Club Rafiki since 2013, initially supporting the launch of the Urban Dance School which has proved to be a magnet for young people. This year over 140 young people, as well as 60 young people from outlying villages, had access to free urban dance classes, which include information sessions on sexual and reproductive health.

Club Rafiki are fast building their capacity and networks in the community and with government. An absolute highlight of the past year was a visit to the Club by the President of Rwanda to open new basketball courts funded by another of the Club's partners, the Giants of Africa. This visit, and others by government ministers and community leaders, reflects the growing reputation of the Club and the contribution of its programs to the development of its community.

UGANDA – Gaalimagi HIV/AIDS Group, Iki Iki AIDS Community Initiative, Kakule HIV/AIDS and Grieved Families Association, NACOMAS, Munaku-Kaama Community Development Initiatives and Trinity Child Care Ministry

Our six partners in Uganda are small volunteer-based organisations that are either led by or accountable to families impacted by HIV/AIDS. Our partners work together over a network of villages in the Budaka region in the north east of Uganda to improve the education outcomes and welfare of over 2000 children and young people impacted by HIV/AIDS – all living in poverty, many from child-headed houses and facing stigmatisation.

In Uganda, 1.2 million children have been orphaned by HIV/AIDS. Traditional forms of kinship care for these children have become increasingly fractured as the number of orphans rises and children find themselves living in single parent or child headed households or in the care of distant relatives. Through this partnership, our partners come together for planning, support and mutual learning, supported by our wonderful in-country Liaison Officer Joy Katooko.

meet our team

our board

Lyla Rogan, Chair (from November 2017).

Lyla has extensive experience in governance, strategy, accountability and impact measurement in the public and non-profit sector. She has previously been Deputy Director of ACOSS, a university lecturer and consults in humanitarian and development sectors both in Australia and overseas.

Ron Switzer, Treasurer. Ron is chartered Accountant, CPA and graduate member of the Australian Institute of Company Directors. He has extensive professional experience, including as a former partner in KPMG, CFO of multinational companies and General Manager – CPA Australia (NSW).

Robin Brown, Secretary (from November 2017). Robin is an expert in consumer rights and advocacy. He founded the Foundation for Effective Markets and Governance and worked with Consumers International on the UN Guidelines for Consumer Protection. He has previously worked with AusAID and served on the Code Committee of ACFID and has been President of the ACT Council of Social Service.

Bianca Crocker. Bianca is an experienced fundraiser. She manages her own social purpose business and works with small and emerging charities to build sustainable funding models. She is a tutor for the Fundraising Institute of Australia's education courses. In 2014, she was shortlisted for a Telstra Business Women's Award, Young Business Woman of the Year.

Leigh Cupitt (from November 2017). Leigh has more than 30 years' experience working in indigenous health and in PNG, building capacity of organisations and staff. She has led high-impact initiatives in Aboriginal health, including developing the first joint Area Health Service – Aboriginal Medical Service Plan in NSW and as a Director in the Federal Office for Aboriginal and Torres Strait Islander Health.

Christine Edwards. Christine has extensive experience in the health, community and philanthropic sectors, including as CEO of two

hospitals in Victoria and as Chief Executive Officer of The Myer Foundation and Sidney Myer Fund. Christine's Directorship positions include the Centre for Eye Research Australia, Health Recruitment Plus and the Glenorchy Art and Sculpture Park.

Dr Susan Engel. Susan is a Senior Lecturer in Politics and International Studies at the University of Wollongong. She teaches and researches in the areas of development, international political economy and international relations. Susan previously managed development programs in East Timor and Mozambique, and worked in government, the private sector and for NGOs.

Gwyneth Graham. Gwyneth has extensive business and HR experience having worked in senior HR roles with corporations, including Ericsson, Telstra, GM Holden and Coles Myer. She holds post graduate qualifications in Organisational Change and Development and is passionate about leadership development, organisational culture and employee engagement.

Cressida Hall (to November 2017). Cressida is an anthropologist, writer and researcher. She has had a long career working in the arts as a literary agent, gallery curator and festival organiser.

Professor Shirley Randall AO. Shirley is internationally renowned for her work advancing the status and rights of women, with many years of service to international relations through education, gender and development, and public sector and institutional reform in Australia, the Pacific, Asia and Africa.

Sally Stevenson AO (Chair, to November 2017). Sally is a founder of indigo foundation and has 30 years' experience in community development, humanitarian relief and public health, in Australia and internationally with organisations such as World Health Organisation and MSF. She is the General Manager of Illawarra Women's Health Centre.

our patron

Libby Lloyd AM. Libby has a strong presence in the international and development community and was awarded an Order of Australia for her contribution to international relations and refugees. Libby has held senior positions in the Departments of Immigration and Community Services, with the UNHCR and large NGOs. Libby has been a President of UNIFEM Australia, Co-instigator and Board member of the White Ribbon Campaign/Foundation and Chair of the National Council to Reduce Violence against Women and their Children.

our staff

Jemma Bailey, General Manager

Libby House, Development Coordinator

Alice Martin, Financial Administrator

our partnership coordinators

John Bolger

Pat Duggan

Emily Jackson

Marnie Marin

Jean-Louise Olivier

Deb Raphael

Ali Reza Yunespour

Santino Yuot

David Wheen

Mandy Wheen

Caitlin Winter

our in-country liaison officers

Joyce Katooko

Semmalar Selvi

Monica Tjehiua

Rosine Uwamariya



Joyce Katooko facilitating a community meeting in Budaka, Uganda

indigo foundation in the community

As an organisation that truly values our relationships with people and the community, we are excited to share news from another year of remarkable activities and community support.

hosting activists and community leaders from the region

In September, we hosted a visit by renowned women's rights activist, feminist powerhouse and founder of Indonesian women's empowerment organisation, PEKKA, Ibu Nani Zulminarni. And in June we organised a number of events with prominent visiting Dalit rights activists Annie Namala and Paul Divakar. Annie is the Executive Director of Centre for Social Equity and Inclusion and was the driving force in establishing our long-standing partnership with PEAB and Paul is the General Secretary of India's National Campaign on Dalit Human Rights.

Both of these visits included small gatherings with indigo foundation supporters, as well as larger public events and meetings with DFAT. Annie and Paul also met with Senators in Parliament House which resulted in cross-party support for a Senate motion calling for stronger Dalit rights protection.

friends of indigo foundation

This year we launched 'friends of indigo foundation' with the purpose of bringing our community of supporters together face to face for small events in Sydney, Melbourne, Canberra and Wollongong to help engage and build connections, hear firsthand from our Partnership Coordinators and raise awareness of our mission and work. Thank you to everyone who has embraced this new initiative. We held two 'friends' events in Canberra and we look forward to it seeing it blossom and grow in all four cities in coming years.

indigo dinners and intimate events

Backed by incredible volunteer committees, we hosted three dinners across the year in Canberra, Sydney and Melbourne. The 8th Annual Canberra Dinner was held for the first time at the National Arboretum, with the support of Janet Jeffs from Ginger Catering, an MC double act by Virginia Haussegger AM and Alex Sloan and featuring Indonesian feminist activist Ibu Nani Zulminarni.

Our Sydney dinner was a night of warmth and generosity, wonderfully led by our MC Verity Firth and featuring Annie Namala and Paul Divakar who shared stories and insights into the Dalit rights campaign. Our Melbourne winter banquet at the Abbotsford Convent was again a success, thanks to our MC Helen Brown and our Partnership Coordinator, Ali Reza Yunespour, who spoke from the heart about our education program in his home region in Afghanistan.

And in Wollongong, supporters gathered for an intimate winter soiree at the home of Judy and John Mullan, enjoying the voice of Theresa Mullan and delightful pianist, Petru Teodorescu.



Robin, Ben, Ian and Nicholas on the final peak in Canberra

personal sporting challenges

We are fortunate to have so many committed (and fit!) supporters who are willing to put their own physical abilities to the test in an effort to raise awareness and money for our work with community partners. Huge thanks to Milena Marcetic, Ben Coutts, Alice Roughley, Colin Campbell, Steve Darvill and Lyla Rogan for tackling the best of Sydney's runs, to Robin Brown, Ben Loudon, Ian Robinson and Nicholas McSpedden-Brown for taking on the Rotary 5 peak cycling challenge in Canberra and to Pat Duggan, Chrissie Eves, Millie Shilland and Chris Smith for braving the waves at the Cole Classic.

international studies prize

In May, we presented the annual indigo foundation international studies prize at the University of Wollongong. Congratulations to the 2018 student recipient, Joshua Fahy

caring through the workplace

We'd like to thank and acknowledge University of Wollongong Cares, the Macquarie Group Foundation and the IAG Foundation for engaging their employees in supporting indigo foundation through their payroll giving programs. Board Member Dr Susan Engel attended a number of fantastic events and IAG have gone above and beyond in organising volunteer events to fold and mail our newsletters and appeals.

special thanks to our volunteers

indigo foundation is a proudly volunteer-based organisation. Our volunteer Partnership Coordinators and Advisors are at the heart of our work. We extend our heartfelt thanks to John Bolger, Pat Duggan, Emily Jackson, Marnie Marin, Jean-Louise Olivier, Deb Raphael, Ali Reza Yunespour, Santino Yuot, David Wheen, Mandy Wheen and Caitlin Winter for their enormous efforts this year.

To our Patron Libby Lloyd AM – thank you for your passion, your ideas and your eternal optimism about what indigo foundation and our community partners can achieve. We benefit enormously from your commitment, determination and sheer hard work.

Warmest thanks to:

- In-country Liaison Officers **Joyce Katooko, Semmalar Selvi, Monica Tjehiua** and **Rosine Uwamariya** for your integrity, professionalism and invaluable contributions.
- **Vaidehi Shah**, our Publications Officer, who has whipped indigo iNK into shape – bringing such fantastic research, writing and editing skills.
- **Ingrid Radford**, for holding all the balls in the air while coordinating our travel raffle.
- **Robin Brown** and **Alice Roughley** for kicking off friends of indigo in Canberra.
- **Isabelle Raphael**, our graphic designer extraordinaire, for your professionalism and creative skills, patience and speedy work.
- Our super Sydney team of **Ingrid Radford, Louise Coutts, May-Ann Wan, Supipi Jayawardena, Leigh Cupitt, Louisa Yasukawa** and **Deborah Raphael** for their tireless work organising and building our Sydney events.
- Our dynamo Wollongong team of **Theresa Mullan, Petru Teodorescu, Judy** and **John Mullan** and **Theresa Huxtable** for organising a special winter afternoon soiree in Wollongong. And to **Rhodri Emlyn Lewis'** event business, **Rustic Vintage Retro** for styling the event.
- **Supipi Jayawardena, Ali Reza Yunespour** and the **Yasukawa family** for preparing delicious feasts to be auctioned at indigo foundation dinners.
- **Mielle Roberts** and **Bianca Crocker**, as well as Gwyneth Graham, Ali Reza Yunespour and Marnie Marin for your hard work and determination in pulling off our third annual Melbourne winter banquet.
- **Louise Coutts** and the team at IAG for folding and posting our 2017 end of year appeal – the most efficient mail out we've ever done!
- Burgmann College for hosting our annual face-to-face February gathering. And to **David** and **Mandy Wheen** for generously hosting a lovely dinner.
- Our dynamic, hilarious and all-round wonderful MC's for bringing their magic to our Sydney, Melbourne and Canberra dinners – **Verity Firth, Helen Brown, Virginia Haussegger** and **Alex Sloane**. And to **Michael McCaffary** our fast-talking big-hearted auctioneer.
- Our unstoppable Canberra team of **Virginia Haussegger, Alex Sloane, Tritia Evans, Heather Chapman, Shelley Cooper, Di Van Meegan, Alice Roughley** and **Lyla Rogan** for pulling together yet another spectacular Canberra dinner.
- And finally to **Shirley Randell, Sally Stevenson** and **Pat Duggan**, for their hard work on the Development Sub-Committee and for always keeping our guiding principles front and centre of our partnerships.

Partnership Coordinators, volunteers and Board members contributed more than 5,000 volunteer hours in 2017/18.

many thanks to our organisational partners

indigo foundation receives essential support from foundations, community organisations and the corporate sector across Australia. We are grateful for the support of the following:



Planet Wheeler Foundation



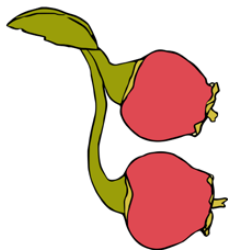
Rotary Clubs: Rotary Club of Ryde, Rotary Club of Macquarie Park, the Rotary Club of Singleton, Satellite E-Club of Ryde and the Rotary Club of Canberra, Burley Griffin



Insurance Australia Group Ltd



Nadia and Alf Taylor Foundation



Bilberry Blue Stocking Fund

University of Wollongong



University of Wollongong Cares



Macquarie Group Foundation

ashurst

Ashurst

RON SWITZER - TREASURER | year ending 30 June 2018

KEY FINANCIAL DATA	
Income	\$464,000
Expenditure	\$441,000
Surplus	\$23,000
Net Assets	\$185,000
Estimated volunteer time (not recorded as income)	\$350,000
Total 'income' including volunteer time	\$814,000
Administration costs as a % of recorded income	23%
Administration costs as a % of recorded income plus volunteer time	13%

income – where we receive our funding

Income for the year, net of fundraising costs, was \$419,000 (2017- \$363,000). Donations received totalled \$348,000 including significant donations from individuals and foundations for our current partnerships. The emphasis on building a strong and engaged community of supporters in Australia continued and a number of successful events were held in Canberra, Sydney and Melbourne. It was particularly pleasing to receive such strong support towards the end of the financial year.

expenditure – where we utilise our resources

Operational support for projects remained strong. Overall, \$249,000 (2017 - \$214,000) was allocated to development programs excluding the costs of the Development Coordinator. Direct community support by country is shown in the graph.

surplus

We made a net surplus for the year of \$23,000 (2017 - \$24,000). Whilst we aim to make a modest prudential surplus, the timing of project support payments that are shown as expenses can be lumpy, and can impact the results from year to year.

general support expenditure

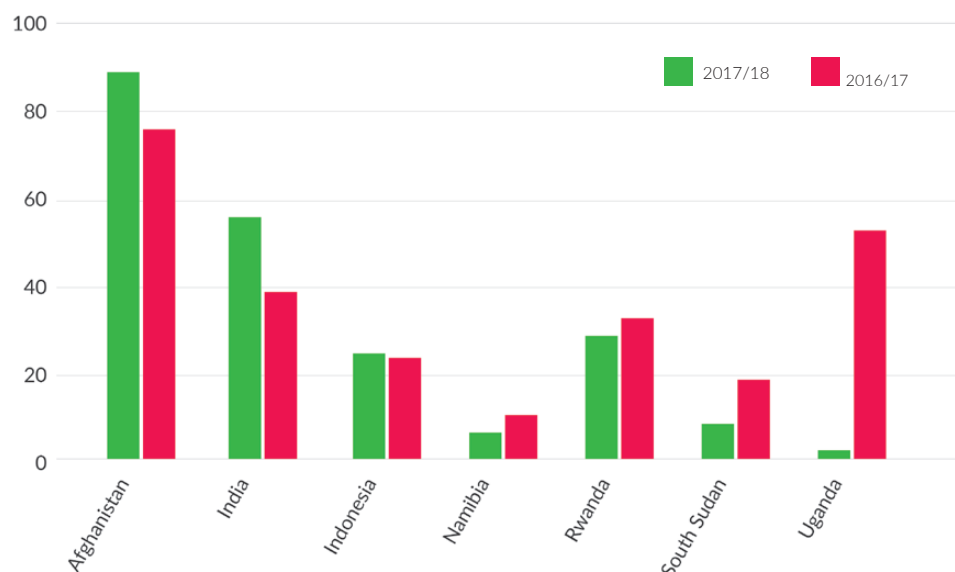
Country costs include technical support, relationship building and monitoring and evaluation visits by volunteer Partnership Coordinators to certain projects and excludes the Development Coordinator (53% FTE). The overall direct cost of our development program is over a quarter of a million dollars.

Administration costs continue to be tightly controlled and are currently 23% of total income. Administration costs have remained consistent following transitioning our former support contractors to staff positions, as ethically and legally required. We have two-part time management and administration personnel: General Manager (53% FTE) and Finance and Administration Officer (13% FTE).

indigo foundation is a volunteer-based organisation and although not recorded as income, we have calculated an estimated value for volunteer contributions. This figure is a conservative \$350,000. Incorporating the value of volunteer contributions, total administration costs as a percentage of total revenue is approximately 13%.

We have entered into Commitment Agreements to support each of our community partners. Whilst these current agreements do not give rise to a

EXPENDITURE BY COUNTRY



liability for accounting purposes, as they can be cancelled at any time, we are fully committed to supporting these projects as intended. The budgeted support payments over the period of these agreements are approximately \$221,000 (2017 - \$180,000).

We have a policy of holding sufficient funds to support all existing partnerships for the next six months. The Board has continued to strategically fund our projects in accordance with their individual plans. Continuing support from our valued donors is, as always, required and much appreciated for the longer term.

We have received donations for specific projects which are deferred until such time as those funds are expended in accordance with the relative commitment agreement. The amount deferred in respect of these projects at 30 June 2018 is \$136,000. In accordance with our accounting policies, revenue for those projects will be recognised and matched against committed project costs progressively over the life of the project.

valuing volunteers

As a relatively small charity, we depend significantly on the generosity of contributions of time and expertise of our volunteers. We acknowledge and express our appreciation for the enormous contribution of volunteers to the progress and success of indigo foundation.

We have estimated the 'value' of this contribution in an attempt to show the significance of these contributions and to demonstrate a more realistic perspective on the scale of our operations. For detail, please refer to the background notes below.

Whilst we have estimated the hours contributed and determined the value using published salary information, we recognise that the actual contribution by volunteers is immeasurable as freely given, often over and above expectations and in difficult circumstances. Their contribution is 'invaluable'.

BACKGROUND NOTES ON VOLUNTEER VALUE

Estimated volunteer hours include time contributed by Board Members, Partnership Coordinators and Advisors, members of our Development Committee of the Board, pro bono support and volunteers supporting our communications, events and fundraising.

Volunteer 'value' is based on the salary guidelines issued by the Australian Government – Department of Foreign Affairs "Recognised Development Expenditure".

There are no recognised standards for this measurement, these estimates are considered realistic and conservatively determined.

This unaudited information is provided for information only and is not reflected in the audited financial statements.

The full audited financial statements for the year ended 30 June 2018 are on our website.

balance sheet

AS AT 30 JUNE 2018

ABN: 81 765 707 413

CURRENT ASSETS	2018 (\$)	2017 (\$)
cash and cash equivalent	335,520	319,057
trade and other receivables	1250	320
inventory	469	1,719
other assets	4,284	455
TOTAL CURRENT ASSETS	341,523	321,551
TOTAL ASSETS	341,523	321,511

CURRENT LIABILITIES	2018 (\$)	2017 (\$)
trade and other payables	13,145	5,944
employee provisions	7,937	2,863
deferred revenue	135,877	131,531
other liabilities		19,569
TOTAL CURRENT LIABILITIES	156,959	159,907
TOTAL LIABILITIES	156,959	159,907
NET ASSETS	184,564	161,644

MEMBERS FUND	2018 (\$)	2017 (\$)
retained surplus	161,644	137,853
current year surplus/deficit	22,920	23,791
TOTAL MEMBER FUNDS	184,564	161,644

income and expenditure statement

YEAR ENDED JUNE 2018

ABN: 81 765 707 413

INCOME	2018 (\$)	2017 (\$)
administration fees	1,310	
contributions (members)	59	55
donations and grants received	367,940	343,502
fundraising activities	93,077	40,652
interest	1,582	1,661
TOTAL INCOME	463,968	385,871

EXPENDITURE	2018 (\$)	2017 (\$)
community development support	248,783	252,797
human resources expenses - management and administration	87,832	48,132
superannuation and annual leave provisions	15,875	8,277
organisational support	6,440	24,240
administration		
general administration	20,330	13,049
advertising and promotion	105	272
audit	7,100	3,500
bank and merchant fees	1,660	1,556
insurance	3,492	3,349
postage, stationery and printing	4,412	5,946
registration		304
fundraising costs	45,020	23,322
TOTAL EXPENDITURE	441,049	362,080
current year surplus/(deficit)	22,920	23,791
RETAINED SURPLUS AT BEGINNING OF THE YEAR	161,644	137,853
RETAINED SURPLUS AT END OF THE YEAR	184,564	161,644

auditor's opinion

We have audited the financial report of Indigo Foundation Incorporated, being a special purpose financial report, which comprises the statement of financial position as at 30 June 2018, the income and expenditure statement and statement of cashflows for the year then ended and notes to the financial statements, including a summary of significant accounting policies, and the statement by members of the committee.

In our opinion, the accompanying financial report of Indigo Foundation Incorporated is in accordance with Division 60 of the *Australian Charities and Not for Profits Commission Act 2012* and *Associations Incorporation Act 2009*, including: (i) giving a true and fair view of the association's financial position as at 30 June 2018 and of its financial performance for the year then ended; and (ii) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for profits Commission Regulation 2013*.

basis for opinion

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

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

emphasis of matter - basis of accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the basis of fulfilling the association's financial reporting responsibilities under the *ACNC Act* and *Associations Incorporation Act*. As a result, the financial report may not be suitable for another

purpose. Our opinion is not modified in respect of this matter.

responsibilities of the committee for the financial report

The committee of the association is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *ACNC Act* and the needs of the members. The committee's responsibility also includes such internal control as the committee determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

The committee is responsible for overseeing the association's financial reporting process.

auditor's responsibilities for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the committee.
- Conclude on the appropriateness of the committee's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.


report on other legal and regulatory requirements

Incorporated must meet the following requirements:

- The accounts and associated records must be properly kept in accordance with the Act and the regulations;
- Money received as a result of fundraising appeals conducted during the year must be properly accounted for and applied in accordance with this Act and the regulations; and
- The incorporated association must remain solvent.

In our opinion the committee of the Indigo Foundation Incorporated has satisfied their obligations as required under the Charitable Fundraising Act 1991 and Charitable Fundraising Regulation 2008.

Dated in North Parramatta on the 5th day of November 2018.

McCarthy Salkeld
 FCA
Jane Perry FCA
Director

McCARTHY SALKELD CHARTERED
ACCOUNTANTS



the first thing we offer is respect

support our work

We only exist as a result of the generosity of a huge range of supporters. Whether it is by making a small donation every month, volunteering your time or expertise, or by helping us raise funds and awareness about our partnerships, it is all critical to our objective of improving the lives of those in marginalised communities and building the power of small grassroots organisations.

Thank you for supporting indigo foundation and our partner communities.

governance: Indigo Foundation Inc ABN 81 765 707 413 is an incorporated association under the Associations Incorporation Act 2009 (NSW). Our registered address is PO Box 362, Figtree NSW 2525. We are a registered charity under the Australian Charities and Not-For-Profit Commission and we comply with the ACNC's Governance Standards.

charitable status: Indigo Foundation Inc is endorsed by the Australian Taxation Office as a charitable organisation (DGR1) As a tax deductible gift recipient, donations over \$2 to the indigo foundation Relief Fund for overseas projects are tax deductible for Australian taxation purposes

child protection: indigo foundation is a child-safe organisation. All staff and volunteers sign a Code of Conduct for Working with Children and Young People and all representatives visiting community partners have a current Working with Children Clearance.

feedback and complaints: To lodge a complaint or leave feedback with indigo foundation, please contact General Manager Jemma Bailey at jemma.bailey@indigofoundation.org or chair Lyla Rogan at lyla.rogan@indigofoundation.org. Our complaints policy and procedures are available on our website.

policies: Copies of key policies are available on our website, including our privacy policy, complaints policy and our anti-fraud and corruption policy.



PO Box 362

Figtree NSW 2525

AUSTRALIA



info@indigofoundation.org



www.indigofoundation.org
