



# ANNUAL REPORT 2019







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.

message from Lyla and Jemma ..... 2

where we work ..... 4

snapshot of 2018/2019 ..... 6

our strategy ..... 8

impact

    equity for women and girls ..... 10

    education and wellbeing for young people..... 14

    rebuilding education in conflict zones ..... 18

    improving health outcomes and rights ..... 22

    food security in a changing climate ..... 24

    safeguarding and building pride in culture ..... 27

profiling our partners ..... 30

challenges and lessons learned ..... 38

indigo in the community ..... 40

meet our team ..... 42

special thanks to volunteers and sponsors ..... 44

treasurer’s report ..... 46

auditor’s report ..... 50

the first thing we offer is respect

For 19 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, and is the foundation for sustainable change.

We support local community partners to empower women and girls, improve education and health outcomes and secure better livelihoods for families. 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.



## message from Lyla and Jemma



Lyla Rogan  
Chair



Jemma Bailey  
Executive Director

As we look back on 2018/19, we can take pride in our partners' achievements, in our continuing evolution as a principled and creative development organisation and in the incredible belief our supporters have in what we are doing together. This annual report heralds our 20th Anniversary in 2020. We are excited and committed to going from strength to strength into the future.

In that vein, we proudly share the stories of impact that our community partners are having; we highlight the distinctiveness of our community development approach; and, we demonstrate the ways an Australian-based organisation can effectively support community owned and led development in marginalised and highly resourceful communities. And we acknowledge and thank our people in Australia – our donors and supporters, our volunteers, our Australian partners and our staff and Board.

indigo foundation is serious in responding to and supporting the development priorities of our community partners. We are willing to ride the ups and downs of their development efforts and aspirations. Looking across our partnerships, we see the investments they choose are areas that will have a long-term multiplier impact in their communities.

This year saw us work across seven schools in Afghanistan (our largest commitment to date), and in South Sudan there was a two-fold increase in the number of teachers graduating from training. In response to the impacts of a changing and more unpredictable climate, our focus on food security continued to grow and women-led food gardens in Indonesia generated sufficient produce to generate an income and safeguard against a very dry season.

Across all of our partnerships, we keep a focus on the rights and leadership of women and girls. We see this in our partners' activities – such as Club Rafiki's sexual and reproductive health program and Mahalir Sakthi's work to train women and safeguard their rights at work – as well as in the way women and girls are included in decision-making and leadership. We joyously started a new partnership with Hako Women's Collective in the Haku district of Bougainville. Here we are supporting a women's collective of 400 plus members which is providing much needed safety, support and resourcing to address family and sexual violence.

In Australia, our passionate and skilled volunteers are the backbone of indigo foundation and we thank them for their longstanding and significant contribution. In 2018/19 we sought to learn more about the motivations and interests of our community of supporters who generously contribute their

passion, money and ideas. We acknowledge they make a choice because they value how we go about community partnerships and trust that small investments can go a long way in the hands of grassroots organisations. At the heart of our organisation in Australia and overseas is respectful and appreciative relationships that we know have a mutual benefit for our Australian based supporters and volunteers and our partner communities.

Our 20th Anniversary will mark the beginning of indigo foundation's next exciting chapter. We have every intention of holding on to and sharing what we have learned about community led development and to maintaining a strong network of passionate believers and supporters in Australia. We will continue to live by our guiding principles, take the necessary risks of long-term community development and stand with our partners in their development activities and advocacy.

2018/19 was a dynamic and positive year and we hope you appreciate learning more about what has been achieved.

With warmest thanks

Lyla and Jemma

GRADE 8 STUDENTS OF LAL BEG HIGH SCHOOL USING THE NEW DESKS AND CHAIRS IN THEIR CLASSROOM IN JIRGHAI, AFGHANISTAN





### **SOUTH SUDAN**

**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.

### **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**

**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.

### **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.

### **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.

### **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.

### **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.

### **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.

### **BOUGAINVILLE**

**Partner: Hako Women's Collective**

In Bougainville, we're launching a new partnership to support a Resource Centre and a Safe House for women and children feeling family and sexual violence.



**17** local grassroots partners across eight countries

**2,200** school students (up from 1,100 last year) across seven schools supported with new school buildings, new desks and chairs, clean water and toilets in Afghanistan

**74** women benefited from three new cooperative gardens in Indonesia, improving nutrition, generating income and building women's leadership

**6,076** instances of young people accessed sexual and reproductive health testing and counselling through Club Rafiki in Rwanda

**135** teachers (up from 60 last year) graduated from a one month teacher-training intensive course in South Sudan

**100%** pass rate for students sitting their year 10 and year 12 exams who attended after-school tuition centres in the Madurai slums in India

**1** research paper produced drawing on interviews with 54 young Afghan women about the barriers and opportunities for women entering the workforce in Afghanistan

**26** kindergarten teachers graduated from practical teacher training in Indonesia

**2,100** children and young people made vulnerable by HIV in Uganda supported through access to school materials, including uniforms, pens and books

**11** events and fundraising efforts organised by volunteers and supporters in Australia

**6,190** hours contributed by volunteers in Australia



## strategy 2017-2022

Since 2017, we have been guided by a five year Strategy with three overarching goals:

- Expand the impact of our work in communities, while retaining our commitment to being a principles driven, relationships based development organisation
- Develop and improve our support for, and management of, community partnerships through a growing and documented impact evidence base, appropriate support across the project cycle and a focus on accountability
- 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

## mid-term review of the strategy

In 2019 the Board undertook a mid-term review of the Strategy, inviting input from staff, volunteers and stakeholders. The review focused on: identifying progress and setbacks; reflecting on lessons learned; and, assessing where we needed to adjust or redouble our efforts. The review resulted in reaffirmation of the goals and focus areas in the Strategy and some adjustments to priority actions for the period to 2022.

Improving how we grow and assess the impact our partners are having, improving our support of community partnerships and growing our networks and relationships in Australia remain key priorities. We will strengthen our focus on relationships with asylum-seeker and diaspora communities that support communities in their country of origin and continue to invest in partnerships and in approaches that prioritise the interests, involvement and leadership of women and girls.

## progress on the strategy



### WOMEN AND GIRLS

We grew our investment in partnerships focused on women and girls, including expanding our partnership with Club Rafiki in Rwanda and launching new partnerships with women-led organisations PEKKA NTT in Indonesia and Hako Women's Collective in Bougainville.



### PROGRAM MANAGEMENT

We undertook two internal reviews – of our Board Development Committee and of Program Management – with over 90% of the recommendations from those reviews now implemented.



### PEER-TO-PEER COLLABORATION

For the first time, we brought together three community partners in Indonesia to share learnings, build a network of mutual support and boost collective impact



### DEVELOPMENT IMPACT

We began to review our approach to planning, monitoring and evaluation with community partners, held training for Partnership Coordinators and have strengthened the way we gather and share stories of impact.



### SUSTAINABILITY

We grew our income base across a diversity of sources (donations, community fundraising, events, foundations and grants) and we surveyed our supporters in order to strengthen these relationships.



### DEVELOPMENT STANDARDS

We reviewed our policies and practices against the Australian Council for International Development (ACFID) Code of Conduct and applied for membership.



### ACCOUNTABILITY

We strengthened our governance and introduced policies that underpin accountability including complaints, whistleblowing, conflict of interest and counter-terrorism.



### PEOPLE AND CULTURE

We transitioned core positions from being independent consultants to paid staff, strengthened our recruitment processes and introduced a new Volunteers Agreement.



## equity for women and girls

We work to progress the rights of women and girls, in all their diversity, and actively seek to partner with and build the capacity of women-led organisations. Empowering women has a powerful multiplier development effect for children, families and communities. This year we have maintained a strong focus on women and girls across all of our partnerships, strengthened the way we measure and evaluate gender justice and welcomed a new partner, the Hako Women's Collective in Bougainville

### BOUGAINVILLE – Launching a new partnership with a focus on violence against women



DORCÁS GANO, PRESIDENT OF HAKO WOMEN'S COLLECTIVE

This year we started working with a new partner, the Hako Women's Collective, an umbrella organisation for all women in the Haku community in Buka, Bougainville. In August 2019 we signed our first 12-month agreement to support the Hako Women's Collective.

Violence against women and children in Bougainville has reached epidemic levels. The UN estimates that three out of four Bougainville women have experienced physical violence at the hands of their partner, and the Haku region is a hotspot with the highest number of violence-related cases in the District Court. In the coming year we will work with the Hako Women's Collective to staff and resource the Safe House (*Meri Seif Haus*) where women and children fleeing family and sexual violence can seek sanctuary 24 hours a day, 7 days a week. While there, women receive advice and referrals for medical and legal services, and support to build a safer environment for themselves and their children.

We are also providing staffing and operating costs for the Hako Resource Centre (*Luman Hipakoko*). This is the only place locally where women can learn to read and write in a safe and supportive environment and where school students can access library resources. Meeting spaces are used for training in diverse areas such as life skills, leadership and community advocacy. The Resource Centre is the heart of the community, a place where all are welcome to meet, to exchange ideas and to help each other.

Mahalir Sakthi's tailoring training for women has transformed lives. Malathi\* is just one of the many women who have gone through the tailoring training. Malathi was left as a widow with two young children and no job prospects after her husband died in a truck accident. As Mahalir Sakthi writes:

*"Due to the stress of her in-laws she was unable to take any decision. I motivated her and encouraged her through Mahalir Sakthi. She learned tailoring in our centre and now she has got married again. Now she is a good tailor, self-earning and living happily."*

\*Name changed for privacy



MAHALIR SAKTHI IN INDIA CELEBRATING INTERNATIONAL WOMEN'S DAY THROUGH TRADITIONAL DALIT DANCING, 2018

### INDIA – helping women access pathways out of dangerous work

In India, our partner Mahalir Sakthi has continued to run innovative programs in the Madurai slums to support the rights of Dalit and Adivasi women and girls. Dalit and Adivasi women are often relegated to dangerous and degrading work, like scavenging, garbage removal, cleaning of latrines and domestic work, or to low-paid and hazardous industries like making incense. Mahalir Sakthi works with those women to build pathways out of dangerous and degrading work by strengthening their skills and, in the case of domestic workers, advocating for their rights at work.

In the 12 months to March 2019, Mahalir Sakthi helped 39 women to build skills in tailoring through a flexible training model that caters to women's skill levels and family commitments and gives them access to sewing machines for their own work. Of the 39 women, 16 already have employment in tailoring shops and the remainder are making items such as clothes, bags and towels for private sale. Our partner notes that the tailoring training is particularly appealing to Muslim women in their community because it allows them to learn skills and generate income from within their house where they lack family support to work outside of the home. Mahalir Sakthi piloted a second tailoring unit at Gomas Palayam, but will not continue at this location due to low community interest.

Mahalir Sakthi's Domestic Workers Union continues to go from strength to strength supporting women in the slums to fight for better rights at work. In the past year, 33 women registered with the Domestic Workers Union, giving them access to domestic work opportunities with certified employers and to advocacy for better pay and working conditions. The Union also hosted meetings throughout the year to share advice on pay, legal rights and a range of other work challenges.





FRISHTA SPEAKING AT THE LAUNCH OF THE ONE BILLION RISING CAMPAIGN IN KABUL, 2018.

indigo foundation continues to partner with the Women's Empowerment Centre in Kabul to support Afghan women to study at Gawharshad University in Kabul. In 2012, Frishta was one of the women who received a scholarship through the Women's Empowerment Centre. This scholarship meant she could continue her law studies at a time when her father could not afford tuition fees for her and her two brothers. With the support of the Women's Empowerment Centre, Frishta has graduated, gone on to get a second degree in political science from the American University of Afghanistan and has now returned to work at the Women's Empowerment Centre:

*"I am passionate about gender studies and women's rights with a keen interest in education and gender studies. Being an educated girl and an independent woman financially helped me to find a good life partner and different life than other girls in my country. I paid half of my marriage ceremony costs and instead I asked my in-laws to give me the freedom to make decisions on my own behalf. I have the right to divorce ... the right to get education, to have job and to have property."*

## AFGHANISTAN – understanding barriers to women's employment

This year we concluded our first project with the recently-formed Afghan Educated Women's Services Organisation (AEWSO): a two-year research project identifying challenges and opportunities for Afghan graduate women seeking employment, in partnership with the University of Technology, Sydney.

The research, based on interviews with 54 tertiary-educated women about their experience of employment in Afghanistan, revealed barriers to women entering the workforce, including:

- corruption, nepotism and a lack of merit-based assessment
- unequal pay rates and remuneration, with almost half of interviewees reporting that income was insufficient to meet their living costs
- family constraints and opposition to women taking up certain occupations
- harassment during travel to work and at work, and
- ongoing security issues, worsening in recent years.

The research is now finalised and is expected to be published in 2020. AEWSO will use the findings as a basis for the next round of its work supporting Afghan women's employment.

## INDONESIA – women graduates find employment

In Indonesia, our partner PEKKA NTT has delivered programs focused on empowering women and girls through education (formal and informal), food security and income, and social inclusion. One of the most valuable outcomes of the programs has been the noticeable increase in the confidence of many of the women working and volunteering at the PEKKA centres. PEKKA NTT is continuing to train more members to work at the centre helping in the gardens, preparing food, teaching classes at the women's empowerment school and assisting with administration of the lending and borrowing program.

In early 2018, with support from indigo foundation, PEKKA NTT assisted 17 young women from female-headed households who had previously dropped out of school to enrol in a bridging course and access books and tutoring for their Senior High School bridging exams. All 17 women successfully passed their exams and received their diploma and this year, PEKKA NTT reports that the majority of the 17 women have already found employment (for example, in the public sector or as kindergarten teachers) or taken up leadership positions in village-level government.

## RWANDA – "girls with dreams become women with vision"

This year, with indigo foundation support, Club Rafiki continued to roll out their successful 'Our Girls' program, piloting a number of initiatives to motivate girls and young women to grow as individuals, make informed choices about their sexual and reproductive health and contribute to their communities. This year, as part of 'Our Girls', Club Rafiki:

- ran 'Girls Space' – a weekly meeting time for girls to come together to discuss personal issues like challenges at school, relationships with peers and sexual and reproductive health
- ran a mentoring program, 'You Are Able' linking girls with successful Rwandan women to expand their horizons in education, work and life, and
- embarked on a pilot project to make re-useable, eco-friendly sanitary napkins to address young women's needs for sanitary products.

In addition to "Our Girls", Club Rafiki has worked hard to increase participation of young women and girls across all their programs, working to reassure and build trust with parents. This year, participation by girls in weekly dance classes has snowballed to over 60%, girls accounted for the majority of participants in English classes and were active in mixed gender debates. More girls are now involved – and taking leadership roles – in IT classes, peer education and communications.

GIRLS AND YOUNG WOMEN GATHERING FOR A MENTORING SESSION AS PART OF CLUB RAFIKI'S OUR GIRLS PROGRAM

*"Club Rafiki has brought a good change in our family, since my daughter started to come to this dance class, I saw a positive change in my daughter's life, she behaves nicely at home and always helps at home with household duties. Whenever she comes back from practice she continues with the household duties without complaining. I don't see any reason why I can stop her going to practice"*

- Mukantaganda Seraphine, mother of 16 year old girl who participates in Club Rafiki's dance school





## education and wellbeing for young people

The right to education is intrinsically linked to strong development outcomes for marginalised communities. In many of our partner communities there is a burgeoning population under the age of 30 whose contribution can be supercharged if given access to knowledge and training. From supporting formal classes and training teachers, providing bursaries for university studies through to after-school tuition and dance classes, education in all its forms provides a path out of poverty. Our partners determine the types of education activities and resources required based on knowledge of their community and repeatedly we see a cycle of tertiary educated graduates settling back in their communities to work.

### INDIA – 312 students supported across 18 centres in Tamil Nadu

In Tamil Nadu, Mahalir Sakthi and PEAB run a network of after-school tuition centres to help young people from disadvantaged backgrounds achieve their potential at school. This year, Mahalir Sakthi engaged 162 students at eleven centres across the slums of Madurai, while PEAB supported 150 students at seven centres in Madhurantakam and surrounding rural villages.

Despite challenges faced by our partners this year, such as a lack of permanent buildings and flooded tuition rooms during the rainy season, both partners are making significant positive changes in the lives of marginalised children through this intensive tuition support. A special focus for after-school tuition is for the Standard 10 exams, which allows students to go on to higher secondary school, vocational colleges or future employment with the government. 100% of their students at Mahalir Sakthi's centres and 90% of students at PEAB's centres passed their all-important year 10 and year 12 exams this year – an impressive statistic for first-generation learners from Dalit and other marginalised families.

Towards the end of 2018/19, Mahalir Sakthi made a decision to tighten their focus towards older students from 6th grade and above. This will lead to a drop in the number of students studying in the centres but it will allow our partners to focus their resources on students who are at risk of dropping out in the lead up to their major year 10 and year 12 exams.

Alongside the after-school tuition groups, Mahalir Sakthi and PEAB run programs that provide wrap-around support and develop life-skills. This year, Mahalir Sakthi offered special classes in English and General Knowledge for 72 children and PEAB took 92 children on an excursion to Chennai in May. PEAB also ran two Summer Camps with a focus on careers, education and creativity, with 80 children attending in total. PEAB also started the Ambu Thatha Children's Club to encourage reading and promote social awareness.

*PEAB and its local community provides long-term support for young people, like Shobana, to break the cycle of poverty and disadvantage. Shobana is an orphan from a Dalit village in Tamil Nadu. She lives with her Aunt and, as a high school student, attended PEAB's after-school tuition centre. She has now gone on to graduate high school, become a PEAB tutor and gain entry to college to pursue an undergraduate degree in social work. Shobana says that she was inspired by PEAB's community work and wanted the professional training which would help her work for the benefit of her community. PEAB supporters have sponsored Shobana's college tuition and hostel fees in the first year and they are now mobilising now to find support for the next two years to enable her to complete her social work degree.*

### Meet Yeni Sella, a bursary recipient from Rote in Indonesia. Interview by Armiyati Kasang

Yeni is in year 11 at school. She studies food technology at the vocational high school in Oengaut village. Yeni and her 7 siblings lost their parents and now Yeni lives with her extended family who are subsistence farmers in Sedoen village, West Rote.

**AK:** When did you first receive the bursary from Lua Lemba and how did it affect your ability to go to school?

**YS:** I first received the bursary in 2017. It is 240,000 rupiah per semester [approx. AUD24]. The bursary lightened up my stress about paying school levies and books. I am so happy to continue my education.

**AK:** What is an average school day like for you?

**YS:** I wake up at 5am and help clean and get the younger children ready. I have two younger siblings aged 10 and 2 and a baby cousin. I cook breakfast, and then leave for school at 6.45am. School is a 3km walk away and finishes at midday. When I get home from school I have lunch and help in the house. We all have a nap for half an hour in the hottest part of the day then I clean the yard, feed the pigs, bathe the babies and after dinner I do my homework. Sometimes I help harvest the gardens, now we are harvesting the ground nut crop. We do not have TV.

**AK:** What is your favourite part of school? What activities or subjects do you enjoy the most?

**YS:** My favourite part of my school is when my teacher comes into class and starts teaching. I love science.

**AK:** What do you want to be when you grow up?

**YS:** I want to be a teacher.



YENI SELLA RECEIVED A BURSARY  
IN 2017, SHE IS NOW IN YEAR 11

### INDONESIA – 121 bursaries across three islands in Indonesia

In the remote island communities of Indonesia, bursary programs targeting students at risk of dropping out of school and university studies are encouraging children and young people to become more empowered and independent, and to believe in their own abilities and self-worth. In the past year, our three partners, PEKKA NTT, Nefo Ko'u and Lua Lemba, administered 121 bursaries for primary, secondary and tertiary students. This support has kept students in formal education where there was a lack of resources or family support, particularly from female-headed households. All bursary recipients remained in school, passed their end-of-year exams and continued onto the next year of study.

In many of these communities, existing resources for education are often prioritised for the boys of the family, so this support has allowed girls from the same family to also attend school or university. It has also helped to alleviate some of the guilt and shame mothers feel about not being able to financially support their daughters' education and give them more opportunities. This support has also increased the confidence of recipients to plan for careers post-graduation. Whilst the transformative power of education on individual lives is immediately evident, this is multiplied in these communities through the return of bursary recipients as graduates to work as teachers, administrators, in health, tourism, fisheries and aquaculture.



## INDONESIA – planning for a new open-air reading room

Nefo Ko'u has furthered its focus on education with a new project to establish an open-air reading room, providing an opportunity for children in the village to improve their literacy skills outside of school hours. Members of Nefo Ko'u have worked together to build a shelter for the reading room in a traditional style, using materials from the surrounding jungle. The layered giant palm fronds that form the roof provide protection from both the rain and heat. Basic furniture is being sourced locally for the shelter, along with a starting selection of books. It is envisioned that, over time, the open-air reading room may provide a space for children and adults to share other skills and knowledge, such as organic gardening practices and local culture and arts.

## INDONESIA – 26 early childhood teachers attend practical trainings

Access to well-resourced and high-quality early childhood education programs is essential for young children to overcome disadvantage and establish a sound foundation for continuing education. We have invested in this by providing targeted support across 13 early childhood centres in Rote. This was in the form of stipends for 13 trainee teachers who were being paid only a 'soap wage' of \$10 per month. These stipends meant the trainee teachers had a living wage which in turn provided a confidence boost and facilitated their retention in the role. Resources were also given to 26 kindergarten teachers to attend a two-day practical teacher training workshop run by the Rote Department of Education. These workshops focused on training teachers on play-based and interactive techniques to teach the new curriculum to young students. A sample of interviews with participants shows that teachers felt they now had greater skills and confidence as a classroom teacher.

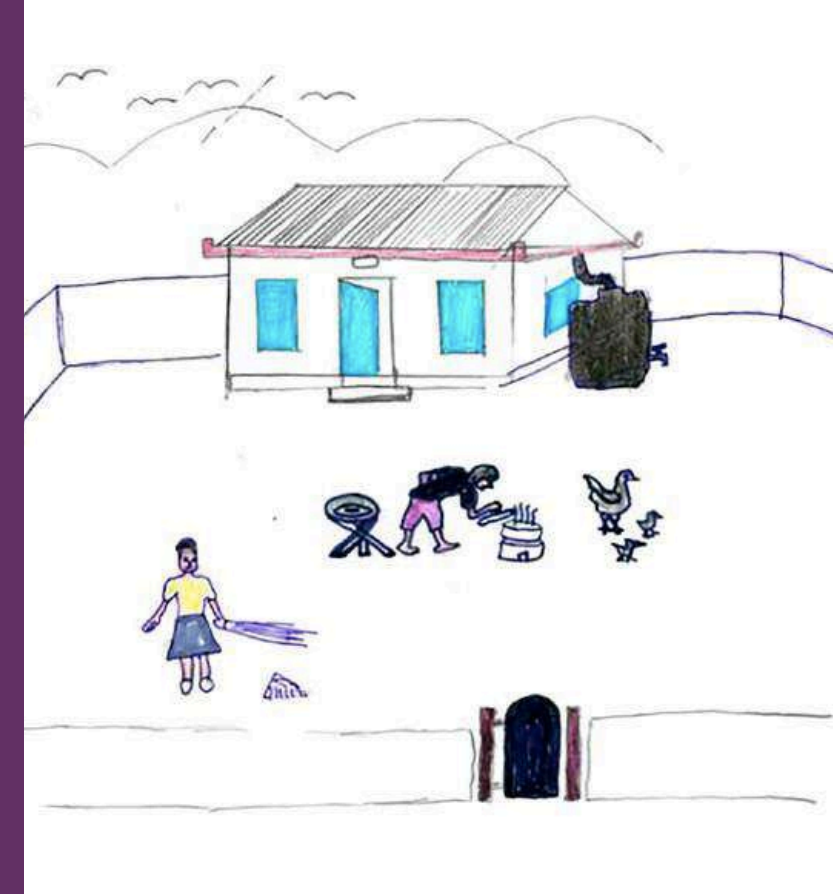
KINDERGARTEN TEACHER YERMI LETTE ATTENDED EARLY CHILDHOOD TEACHER TRAINING ORGANISED BY LUA LEMBA IN INDONESIA



## We Are All Equal

By Irankunda Abdoul Djalilu, a 15 year old participant in Club Rafiki's English Corner Workshops

"Many years ago in my country girls had not the same value and right as boys. Boys had right to go to school while girls stayed at home for doing many domestic works like to cook, to sweep, to collect grapes for cows and sheep, to care for their young sister or brother, to fetch water etc. Today things are changed girl and boy have the same right. The government empower girls through gender equality; I go at school with my sister, I feel happy when she has a first position in her class! This show us that a girl are able as a boy. When we are at home we help each other in different activities. Nowadays girls do the same activities as boys, there are some who are leaders, pilots, ministers, drivers, nurses, doctors ..."



"Five months ago my friend from school where I study introduce me to English corner teacher, I start to attend class and I never miss class even once and lucky me on the first of June I did participate in the Queen Commonwealth Essay Competition, honestly I was fortunate to be part of such privilege and it is all because of [Club Rafiki] program."

- Gihozo Zawadi, 15 years

## RWANDA – English Corner Workshops in demand

As Rwanda transitions to English as the main language, Club Rafiki is right on board in helping young people develop their skills and confidence in speaking, reading and writing in English. Piloted in 2017, the English Corner Workshop program provides innovative English classes for three levels of students for 4 hours each week and during school holidays. Demand for the workshops is strong, with workshops catering for over 100 children each week. Through the classes, young people have gained language and communication skills and further developed their social skills and self-confidence, all of which will increase their employment potential. Putting into practice what they learnt, students wrote and published, "The Rise of Hope", an anthology of stories based on their own lives and imaginations.

## UGANDA – 2,100 children access school supplies, uniforms

In Budaka, Uganda, HIV and AIDS has had a significant impact on households, leaving many families run by a single parent or an older child. In response, in the past year our five partners continued to support 2,100 children and young people to access educational supplies and other resources to enable their attendance at school. Several of our partners also supported vocational skills training for older adolescents and work to confront the stigma that families impacted by HIV continue to face, including training peer-to-peer counsellors and holding public outreach events on HIV/AIDS.



## rebuilding education in conflict zones

indigo foundation has built long-term partnerships with refugee communities in Australia to invest in improving education infrastructure and outcomes in conflict zones.

In 2003, we began working with the Hazara community in Western Sydney to build and rebuild schools in the Borjagai region (including Borjagai's first girls-only school), train teachers, purchase textbooks and improve infrastructure, such as ensuring that schools have female-only toilets.

More recently, in 2014, we built links with the South Sudanese refugee community in Sydney and have partnered to improve education infrastructure in the small village of Wedweil and, looking broader, have embarked on a teacher training program drawing in teachers from three states.

Both of these partnerships are strong because they are driven by the community – both in country and in Australia. Our Australia-based team members leading these partnerships, Ali Reza Yunespour and Santino Yuot, are former refugees and now leaders in their communities in Australia. These relationships mean that we are able to work in remote and difficult contexts, manage security risks and, working directly through the local community, produce high-impact and cost-effective outcomes.

### AFGHANISTAN – new buildings, infrastructure for 2,200 students across seven schools

Against a backdrop of conflict, economic hardship and political uncertainty, our Afghanistan Schools Program continues to make significant advances. The implementing environment is often challenging for our partner, having to manage security risks and respond to changes in priority by authorities or extreme weather events such as heavy snowfall. It is all too easy for hard-won gains to be lost in this context, and priorities may require adjusting. Nevertheless, we are proud this year that over 2200 students (including 800 girls) were able to access and continue their education in Jirghai and Behsud communities in central Afghanistan.

- **Enhanced school infrastructure to create a safe and comfortable learning space for students and teachers.** This year, new school buildings and classrooms have been constructed in Shadab High School, Dasht-e Mazar School and Hajar School in Behsud community supporting 1000 students. Floors have been cemented and doors and windows installed in Lal Beg High School and Dusa Mid Secondary School in Jirghai community. New desks and chairs were also provided and storage rooms created for school textbooks and learning materials which benefitted 1200 students from these two schools.
- **Improving girls' access to quality education in Jirghai and Behsud.** Building and enhancing school infrastructure such as shifting schools out of tents and into proper



CONSTRUCTION UNDERWAY ON THE NEW BUILDING FOR HAJAR MID-SECONDARY SCHOOL IN BEHSUD DISTRICT OF MAIDAN WARDAK. THIS BUILDING IS NOW COMPLETED AND STUDENTS WILL BEGIN THEIR STUDIES THERE IN 2020

classrooms and separate toilets is an important step to increasing the confidence parents have in sending their children to school. We hear from teachers and from parents that there is reluctance to send their girls to school if parents are concerned for their safety. This support is about much more than buildings. It enhances opportunities for girls to enjoy the same opportunities and respect as the boys in their communities. Whilst this is a long-term process, requiring patient investment, we are pleased with the current rates of enrollment for girls and, as our experience in Borjagai shows, we expect that the rate of enrolment and achievement of girls will increase as school infrastructure is improved. However, we continue to challenge ourselves to increase the enrollment rates, identify and train more female teachers, and more closely examine the retention and participation of girls in the classrooms.

- **Effective community ownership and investment.** Our partnership approach is built on a commitment to community-led development which we see exemplified by the Shura members who work hard to represent their respective school and community. As an example, members representing Shadab High School, Hajar School and Dasht-e Mazar School paid for transport costs and tools and provided accommodation and food for builders. In total, the Shura, community members and the schools we have partnered with this year have made financial and non-financial contributions of around AUD30,000 (inclusive of volunteer hours that each Shura member has spent for the planning, implementation and monitoring of work in seven schools). This is a significant contribution especially when we consider the extreme economic insecurity these communities face.



## SOUTH SUDAN – teacher training intake doubles to 135 graduating teachers

The South Sudanese people have endured over three decades of devastating civil war. Social and economic indicators for South Sudan place it amongst the poorest countries in the world, there is very little education infrastructure and an acute shortage of qualified teachers, especially in the war ravaged and largely neglected north western corner of the country where we work.

Our five year partnership with the Wedweil Community Development Foundation is focused on:

- training teachers from a network of schools across Aweil Centre, South and Lol States through a one-month intensive teacher training;
- improving infrastructure at the Wedweil Secondary Community School;
- establishing a community food garden in Wedweil, and;
- providing support and guidance to our local partner so it becomes a viable community development mechanism for Wedweil.

During the summer school break in early 2019, the teacher training course successfully trained 135 teachers from Aweil Centre, South and Lol States. This was an increase from the 60 teachers in 2018.

Importantly, the number of female teachers graduating from the course is growing. Of the 135 teachers who graduated in 2019, 12 were women. We will continue to advocate with the State Ministry of Education so the momentum for female participation in the course continues. This year we were able to secure a more permanent venue at the Teachers Training Institute in Aweil, which also provided safe accommodation for female teachers attending the course.

The trainers this year included: a science teacher, a head teacher from a local primary school in Aweil and a primary teacher from a school some distance from Aweil – all of whom were graduates from the 2018 training course. The trainers and the State Ministry of Education selected participants using simple criteria: already teaching at public schools; performance in a pre-course test; and performance at a brief interview. The World Food Program assisted with some food for teachers attending the course. The course graduation ceremony was attended by the State Ministers for Education and Finance, the Mayor of Aweil and a representative of the Governor.

*“The teachers were very excited to have their skills being upgraded and when they go back to their villages they will teach with confidence. The training brought together people who did not know each other so they had a chance to build relationships and build trust around the one goal so in the future they can keep working together to make education better in South Sudan”*

– Santino Yuot, indigo foundation Partnership Advisor,  
former refugee and a leader of the South Sudanese community in Western Sydney.



## CHALLENGES AND OPPORTUNITIES IN SOUTH SUDAN

Ongoing internal conflict, food shortages, internal displacement of people and limited capacity in both civil society and the public sector make working in South Sudan very challenging. It is a testament to our Partnership Advisor, Santino Yuot, as well as our partner and the schools and teachers we work with, that the partnership has been able to achieve so much.

This year was the second year we supported a month long intensive in-service teacher training course in Aweil, the capital of Aweil Centre State. This initiative grew out of a smaller teacher training course held in 2016 which attracted ten teachers from Wedweil School and 15 teachers from surrounding schools in South Sudan. In 2018, we scaled our ambition and started working with the Aweil state government’s Ministry of Education to support a larger training program. We continue to monitor and work on challenges at a program level, including:

- **Ensuring gender equity.** We seek to increase the number of female teachers participating in teacher training. The national average of female teachers as a proportion of male teachers is low at 12-14%. In 2018, only 2% of the teachers graduating from our intensive training were women. In 2019, we worked with the Ministry of Education to increase the number of female teachers in the training. We paid for women-only accommodation and for transportation for female teachers back to their villages. The number of female teachers participating in the training increased fourfold. In 2020 we will again fund additional support for female teachers to participate in the training. Our advocacy appears to be working, but continued engagement with State Ministry officials and advocacy with relevant local leaders is crucial.
- **Building the capacity of our local partner.** Our partner is a fledgling NGO that is volunteer-based and working in a very poor, war ravaged society in a remote area of South Sudan. Santino has been working with our partner to improve their governance but it has been difficult to organize more formal training. We are hopeful that financial and management training for our partner will take place in 2020 in Aweil.
- **Strengthening the evidence base.** It has been difficult to systematically gather information about the teachers attending the intensive training, their experience of the training and the community needs in Wedweil. Our Partnership Adviser, Santino, the driver of this project, is originally from Wedweil and knows the community well, but has not been able to systematically document answers to these questions. This is a complex task, requiring expertise – and thus a safe and secure local situation. We are planning for our Development Coordinator to accompany Santino to South Sudan next year, if the security conditions allow.

In the face of these challenges, we see opportunities:

- The commitment of the South Sudan Ministry of Education in Aweil to the in-service teacher training course. While the Ministry has limited resources to fund the course, they do have a willingness to ensure the training happens and to support recruitment of teachers. The support and ideas of Santino and our partner has been critical to making the course happen.
- The high motivation of the community, especially its young members, who have returned after many years of displacement to strengthen their home communities and teach. In a climate where the Government has little to offer those who return home to pursue teaching, the teacher training provides important skills-development and motivation.
- Working with others to expand impact. Santino is well connected with local community authorities and leaders. We are actively building a coalition of support for the teacher training, including reaching out to women political figures, UN agencies including the World Food Program and local community leaders .





"Our mind set must be ready to embrace the idea that healthy sexual reproductive health, the prevention of HIV/AIDS, to avoid pregnancy among teenagers and the danger of drugs abuse is the responsibility of each one of us, for a better tomorrow and a good development we need to practice a safe, healthy life."



ABOVE: AN OUTREACH EVENT IN NZOVE, CLUB RAFIKI DANCERS ATTRACT A CROWD AND LATER SHARE SEXUAL AND REPRODUCTIVE HEALTH MESSAGES. LEFT: SEXUAL HEALTH MESSAGES AT A CLUB RAFIKI OUTREACH EVENT IN NZOVE.

## improving health outcomes and rights

This year our partners in India and Rwanda have continued their focus on the right to health and improving health outcomes, with a particular focus on women and girls. Both partners provide women and girls with access to information and resources on sexual and reproductive health as well as offering testing and access to healthcare.

### RWANDA – Sexual health program reaches more than 100 young people each week

Kigali has the highest rate of HIV in Rwanda. In 2016 the rate of teenage pregnancy in Nyamirambo district was 9.4% and 75% of girls who fell pregnant did so as a result of sexual violence. Only 13% had 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 indigo foundation continued to support some staffing costs for Club Rafiki's Family Friendly Centre, which gives free access for young people to Sexual and Reproductive Health Rights (SRHR) educators, counsellors and a lab technician. The Family Friendly Centre offers free SRHR education, pregnancy and HIV testing, referrals and counselling. In the last year they provided pregnancy testing to 764 girls. The centre provides a safe option, especially for girls who are unlikely to approach a doctor or hospital.

At Club Rafiki 'health' has a broad definition and comes with a unique approach, reaching far beyond the Nyamirambo site. The dance school, which indigo foundation has funded since 2012 underpins Club Rafiki's SRHR program to prevent unwanted teenage pregnancy, HIV, and drug use. The dance classes draw young people into Club Rafiki – in the past year on average, more than 100 young people participated in dance classes weekly. Participants are given sexual and reproductive health information at the dance classes and a cohort of dancers are trained as peer educators. This year, Club Rafiki held a training and a refresher for new peer to peer counsellors.

Zawadi Usanase is a 15 year old girl being raised by a single mother in the suburbs. She has been able to access information on sexual reproductive health from Club Rafiki, which has given her the information she needs to make choices. Dancing with Club Rafiki has also given her confidence:

*"When I am dancing, I am doing sports, I feel good about myself. I develop confidence because I can't fail to stand in front of people and address them, for I am used to this and I have the exposure."*

Dance also becomes the drawcard at public outreach events.

Club Rafiki organised 11 outreach events this year, focused on conveying positive health messages to young people around drugs, HIV, contraceptives and unplanned pregnancy. One event can attract thousands of people. As well as providing information following dance performances, Club Rafiki sets up a tent where people can access HIV testing, counselling and referrals. This year, through the SRHR Program, including outreach events, Club Rafiki provided 6076 instances of voluntary HIV counselling and testing, over half of which were to women and girls. It facilitated 26 youth clubs reaching 4436 young women and men with messages on sexual and reproductive health. It also handed out over 68,000 condoms; 20,000 more than last year.

### INDIA – 267 attend GP clinics

In Tamil Nadu, our partner Mahalir Sakthi has continued to support much-needed healthcare and health promotion. In the Madurai slums, poor sanitation and nutrition impact on women's and children's health, with slum dwellers susceptible to malaria, influenza, dengue fever and other seasonal diseases as well as HIV/AIDS and STDs. Unsanitary conditions also place women at risk following childbirth.

This year, Mahalir Sakthi:

- held nine health lectures for women and young people with staff from the Family Planning Association of India
- supported 70 children to access vaccinations, and
- facilitated two full day free medical camps with 6-10 medical professionals including doctors, nurses, family planning and breast check specialists. These camps reached 181 people, while follow up camps in July and August 2019 reached a further 86 women.



## food security in a changing climate

Many of the communities we work with are at the frontlines of climate change and its devastating impacts. Our partners tell us of worsening dry seasons, water insecurity and extreme weather events. In turn, this leads to food insecurity and economic challenges. But we also see our community partners – in Indonesia, India, South Sudan and Uganda – working to confront these challenges and develop locally appropriate, climate-smart food security initiatives to build food security for their families and communities.

### INDONESIA – a network of women-run cooperative food gardens

According to the United Nations Development Program, Eastern Indonesia is at an extremely high risk of drought compared to other regions in Indonesia. This year has been particularly dry, posing increased challenges for our partners. Despite this, indigo foundation partners PEKKA NTT, Nefo Ko'u and Lua Lemba continued to strengthen women-run cooperative food gardens in their communities.

The three new cooperative gardens that PEKKA NTT and Lua Lemba started in 2018 are now fully established, while Nefo Ko'u's expanded garden continues to thrive. Produce grown in the gardens includes chillies, tomatoes, shallots, sweet potatoes, green beans, bok choy, water spinach, bananas, cashew nuts, papaya and coconuts. The produce provides a valuable source of food for our partners, and each of the gardens has produced enough food to sell the excess. Funds raised have been used to buy food, to support sending children to school and to cover basic living expenses, such as electricity. Some of the funds are also reinvested to buy new seeds for planting. PEKKA NTT's gardens have provided food and incomes for 74 women while Nefo Ko'u's gardens have supported 25 families.

In Rote, long-term indigo foundation partner Lua Lemba continued their successful food gardens this year. Lua Lemba's gardens are now self-sufficient and produce food for the community throughout the year without additional funding from indigo foundation, highlighting the success of the local community's persistence and hard work.

### INDONESIA – a training workshop sparks new opportunities for three partners

In July 2018, representatives from our three partners in Eastern Indonesia attended four days of face-to-face training on closed system organic food production in Rote. The training was conducted by GS Organik, a local permaculture consultancy experienced in working with grassroots communities, and covered agricultural techniques as well as growing and marketing small-scale crops for sale.

Since the training, our partners have been implementing their new skills and knowledge. Partners from PEKKA and Nefo Ko'u have been making their own organic compost and adopting principles they learned about hydroponics to nurture and grow crops from seed more efficiently. The organic food production practices learnt at the training have enabled PEKKA NTT and Nefo Ko'u to get

a greater yield from their crops, as well as ensuring the food they consume is more nutritious and better for their health. They are also taking risks and trying new crops. Gardeners from Lua Lemba who attended the training have prepared two hectares of land for growing pawpaw commercially and have taken a contract with a local guesthouse to supply salad vegetables. The Lua Lemba cooperatives are now working on a five-year plan to promote local awareness of organic food.

The representatives from Lua Lemba, PEKKA NTT and Nefo Ko'u who attended the training have also been sharing knowledge with other members of their organisations and broader communities. This has provided an opening for women in the groups to strengthen their confidence and leadership skills.

Mama Mary Suki is a cooperative garden member who attended the July organic gardening workshop. She was subsequently asked by members of her community to hold a workshop based on the training. Mary was reluctant to charge for the workshop but after some discussion with her family and Lua Lemba, she decided that local participants would attend for free but expats would pay the equivalent of AUD15 per day. Four expats and two local women attended the first workshop and a second workshop is already filled. This has been a significant income boost for Mary who has used the income to support her two children to start the new school year. Mary says:

*"Before the congress I would not be brave enough to think I could be a teacher. After hearing the PEKKA women talk about the work they do and listening to Pak Gesti [from GS Organik] I know I can share with others what I learnt about the compost making".*

STARTING UP THE NEWLY CONSTRUCTED HYDROPONIC SYSTEM AT THE TRAINING





## NAMIBIA – OtjiVeg goes from strength to strength

In Namibia, the Otjiwarongo Development Program Fund has, over a number of years, supported local youth-focused and income-generation initiatives in their community. One of the first initiatives led by our partner was OtjiVeg, an agricultural cooperative that is now self-sustaining and sells produce at the market and to local hotels and guesthouses. Since its establishment in 2013, OtjiVeg has provided income and fresh produce for its members and has contributed to an increased interest in market gardening across Otjiwarongo.



When Hendrick Morosi, then working as a security guard in Otjiwarongo, Namibia, learned that the local Council was opening up an area of land for agriculture, he saw an opportunity to realise a dream. Bringing together 15 others who were looking for work, Hendrick founded a cooperative market garden - OtjiVeg. Although they had no money, the group set to work clearing the ground and persuaded national and local government agencies to provide training and resources to fence the site and plant seedlings.

The challenges of planting through a heavy wet season on land four kilometres out of town took its toll on members and by early 2014 there were only three men and four women committed to the venture. Not daunted by falling numbers, Hendrick negotiated free water to the plot for three months to boost early growth and, by mid-2014, the plot was producing maize, tomatoes and green peppers. The three men in the group rotated sleeping on the land so they could cut and cook maize each morning to sell in the market.

In July 2014, Hendrick joined the newly-established Otjiwarongo Development Program Fund (ODPF). In 2015/16, the small activities program, funded by indigo foundation, gave OtjiVeg the capacity to develop the water supply, provide shading, expand the vegetable plots and introduce poultry.

In 2018 the Council opened up another small scale agricultural project further from the town centre. Hendrick and two partners formed a company and successfully obtained a lease and a substantial government grant for materials and equipment. The first purchase will be a truck which will enable him to transport both workers and produce. There will be plenty of challenges in developing the new site but Hendrick, now Vice-Chair of ODPF, sees endless opportunities – employment creation, a schools program to engage students in hands on learning and an expanded profit-sharing venture.

## SOUTH SUDAN – a new women's garden is born

In South Sudan, food security is a critical concern, with the World Food Program warning of a looming famine in 2020. In 2019, Wedweil, the small village where our partner is based, faced damaging rains just before harvest and continued high prices for staples such as sorghum, making this year another very challenging one for families.

This year, a group of 30 women in Wedweil took the first steps to establish a community garden to provide a secure food supply for their families. After several years of planning and discussions, the women of the Wedweil community food garden established their garden on land provided by village elders and planted their first crop, focusing on peanuts. This year, the Wedweil Community Development Foundation, indigo foundation's partner, supported some agricultural training for the women and in 2020 we want to support the women to purchase more seeds and improve their access to clean and secure water.



OUR PARTNER IN INDONESIA, LUA LEMBA, HOLDS AN ANNUAL CULTURAL FESTIVAL TO CELEBRATE ROTINESE CULTURE

## safeguarding and building pride in culture

The freedom for communities and individuals to practise and have pride in their local culture without discrimination is a fundamental human right. Retaining cultural practices and traditions provides a sense of belonging, identity and well-being within the community. It offers an opportunity for elders to pass on knowledge to the next generation which can be significant in drawing young people back to rural communities as they complete their education. We have long supported community partners that see safeguarding and building pride in culture as a powerful and integral part of their work.

## INDONESIA – over 300 people attend the Delha Cultural Festival

In 2010, Lua Lemba and indigo foundation launched the Delha Cultural Festival to preserve and celebrate the unique cultural history of the Rote community. This Festival has become an annual fixture in the Rote calendar, attracting large crowds from a network of Rotinese villages to celebrate traditional dance, music, food, dress and sports. As well as valuing Rotinese culture, the Festival has been an important mechanism to raise our partner's profile in the community and, more recently, to draw in financial support from local small businesses, in turn, strengthening Lua Lemba's self-sufficiency.

The most recent Delha Cultural Festival, held over one busy day in July 2018, was a fantastic success, attracting over 300 people. The theme this year was plastic pollution and protection of the local environment. Local officials opened the festival and schools prepared and showcased traditional art against a backdrop of sasando music, singing and 'foti' dancing. Highlights this year were the tightly contested canoe tug-of-war and displays of traditional Rotinese horsemanship. Riders in traditional costume rode in dramatically on Rotinese ponies, first parading to the crowd and then racing around the field as their riders swung down from the horse's saddle (with horse in full flight) to try to pick up a small ball from the ground.



## INDIA – summer camps teach and celebrate Dalit culture

Formerly known as ‘untouchables’ Dalit and Adivasi communities continue to be discriminated against, despite national laws making caste-based discrimination illegal. Tamil Nadu has one of the highest rates of atrocities committed against Dalit, Adivasi and other tribal groups by dominant caste groups and historically there has been little space to celebrate the rich cultural traditions of Dalit and Adivasi communities.

Tamil Nadu has been home to active Dalit political movements since the 1970s but in the 1990s they gained significant political traction. They articulated powerful discourses of heroism, honour and pride. In the state and across the country, Dalit movements have sought to highlight the key role of Dalits in Indian history and to instil pride in the Dalit community.

Our partners at PEAB and Mahalir Sakthi explicitly share and celebrate Dalit literature, music, dance and culture through activity programs for children and young people and other public events such as annual celebrations to mark International Women’s Day. Each year, PEAB holds an annual Summer Camp where children learn and practice Dalit dance and song with awards given out for the best performance. In May 2019, due to popular demand, PEAB held two Summer Camps with a total of 80 children attending.

## NAMIBIA – 250 people join together to clean-up informal settlements

Rapid urbanisation and a lack of housing for people living in poverty have led to the development of informal settlements on the outskirts of Otjiwarongo. These informal settlements have poorly constructed housing, limited waste management services and access to other essential government services. Plastic pollution and other types of waste are common, causing health problems and eroding community pride in their home.

In April this year our partners at the Otjiwarongo Development Program Fund organised an inaugural two day clean-up campaign of the informal settlements. They brought together over 250 volunteers and local organisations to clean up waste around the State Hospital and Orwetoveni Clinic sites, the Ombili informal settlement and council land allocated for a youth centre. Our partner’s efforts were recognised by council and attracted local television media. Our partner also played a key role in the Namibian National Clean-up Day in September.

LOCAL YOUNG PEOPLE JOIN IN THE CLEAN UP CAMPAIGN LED BY OUR PARTNERS IN NAMIBIA.



THE FESTIVAL HAD A THEME OF SUSTAINBILTY AND GARDENING

## INDONESIA – a Children’s Festival is launched

In July 2019, PEKKA NTT held its first biannual children’s festival, providing a unique opportunity for 70 children from Adonara Island to come together to learn about local traditions in cooking, dance, music and weaving. The festival aimed to promote pride and knowledge of local culture and traditions, and was a great success.

Many children and families arrived the night before, ready for a full day of activities. The children took part in preparing and serving food and showcasing dances and traditional dress unique to their village. The festival was attended by local government officials who spoke of the importance of maintaining knowledge and pride in local culture and tradition, while embracing change and progress in the community.

In the closing remarks of the day, the head of PEKKA NTT, Ina Dete Deram captured the sentiment of the festivities by observing that we all become better versions of ourselves when we are open to learning from anyone, regardless of age, gender or ethnicity. Ina Dete concluded that in the end, the most valuable ‘teacher’ for all of us is life itself.

Following the success of the inaugural Children’s Festival, PEKKA NTT held a second Children’s Festival at its centre in Lembata in October, with plans to hold two children’s festivals every year from now on, with the location rotating through different PEKKA sites on Adonara Island, Lembata Island and Larantuka.



## our community partners are the beating heart of indigo foundation

We recognise that each of our partner communities is unique – in the way they organise themselves, in the needs that confront their communities, in the priorities and solutions they seek to implement and in their capacity.

This means our community partners are diverse – ranging from mature long-standing organisations with paid staff and governed by a local board to fledgling volunteer-based community organisations that are in their first few years of establishment. In some cases, we work within traditional decision-making structures, such as the shuras in Afghanistan that bring together tribal and religious elders or the Nefo Ko'u Farmers' Cooperative in Indonesia that brings together families around a common goal.

All of our community partnerships have a Partnership Coordinator based in Australia who is the key point of contact and support for our local partners. In Afghanistan, Uganda, Namibia, Indonesia, India and Bougainville we also have a local Liaison Officer who provides invaluable support to the partnership team and our program management.

Our partnerships in Afghanistan and South Sudan were born out of connections with refugee communities in Australia and are driven in Australia by Partnership Coordinators and Advisors who are themselves former refugees. Ali Reza Yunespour (and formerly Salman Jan) for our Afghanistan project and Santino Yuot for our South Sudan project are community leaders in Australia and driving forces behind our education programs in their home regions.

The uniting criteria for forming and investing in a partnership 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 impact they achieve with very small amounts of money. And we thank them for being part of the indigo foundation global community.**

### AFGHANISTAN

#### Jirghai and Behsud Shura

In Afghanistan, generations have grown up knowing nothing but conflict and displacement. The current environment for ordinary Afghans continues to be fragile and, at times, volatile. This situation, coupled with extreme poverty, impacts negatively on lives, livelihoods and educational opportunities. Girls in particular may struggle to attend school, due to the distance they have



GRADE 8 STUDENTS OF LAL BEG HIGH SCHOOL IN JIRGHAI USING THE NEW DESKS AND CHAIRS IN THEIR CLASSROOM

*"I have no formal education myself because there was no school when I was growing up as a child in our community. However, my boys and girls have attended this school [Ghalab School, built in 2018] and I have been involved in all works that have led to the planning and completion of this building...our school principal, Mr Muradi, our former students, other elders and I met Ali Reza Yunespour three times in Kabul in 2016 and 2017. I also helped Mr Muradi and others with the collection of donations from community for this school... Today, I saw our children when they moved from the mosques and old tents to the new building. It was an incredible moment for me and honour for me to do this for our children and for our community... This building will benefit our children and grandchildren for decades."*

to travel, few female teachers and family concern about a lack of secure facilities in which to undertake their studies. In some communities, social norms restricting the movement of women and girls, early marriage and household responsibilities may also limit the ability of girls to attend school. Early restrictions placed on girls' education eventually translate to a lack of women leaders and representation of women's concerns in communities across Afghanistan.

Whilst much of the international effort to 're-build' Afghanistan has by necessity focused on large infrastructure and institutional capacity-strengthening programs, local partnerships with community-led organisations are demonstrating effective and transformative results. Since 2003, our partnerships in rural Ghazni and Maidan Wardak provinces with community councils ('shuras') have increased access to education by both girls and boys, through teacher training, providing schoolbooks and the construction of school buildings.

Our current partnership with the Jirghai and Behsud Shura provides equitable access to education and improves the quality of education in these communities. This is achieved through the rehabilitation and construction of school facilities such as classrooms, toilets and wells, providing furniture, textbooks and other school supplies, and training teachers.

We are proud to report the shura has continued to be engaged and inclusive this year, welcoming community elders, school principals, two male and two female teachers and student representatives to determine and guide our partnership activities. Our collective work in Afghanistan demonstrates the positive impact girls' education has, not only in terms of their own lives and future livelihoods, but also through developing confidence and leadership skills and in seeing positive models of women taking on leadership roles within the shura. It is hoped these outcomes will continue to positively reverberate through future generations.

#### Women's Empowerment Centre (WEC)

The Women's Empowerment Centre (WEC) was set up within the not for profit Gawharshad Institute of Higher Education in Kabul. Its aim is to provide a supportive environment for women to access quality affordable tertiary education and to participate actively in academic and public life.



Our partnership with the WEC began at its establishment in 2011 through a connection with WEC director and former UNIFEM Peace Scholar, Nasima Rahmani. indigo foundation provided seed-funding to help our partner establish a scholarship program for educationally and financially disadvantaged women and provide capacity building opportunities for female students. Since then, the WEC has gone from strength to strength – initiating academic and non-academic courses on gender, peace and women’s studies and becoming an active voice in campaigns and networks addressing the many life challenges that Afghan women face. We are now winding down our support for the WEC as it attracts a variety of donors following the promotion of the Gawharshad Institute of Higher Education to university status. We remain connected to Nasima Rahmani and, through her, are now also supporting the Afghan Educated Women’s Services Organisation.

### Afghan Educated Women’s Services Organisation (AEWSO), Afghanistan

The Afghan Educated Women’s Services Organisation (AEWSO) is a women-led organisation from Kabul established to break down barriers for tertiary educated women finding work in Afghanistan and defend their rights in both the public and private sphere. It was co-founded in 2017 by Nasima Rahmani (founding Director of the WEC), with whom we have worked since 2011. It is often difficult for organisations to find funding in their establishment phase and we hope that our support will catalyse and strengthen this new and important organisation for Afghan women.

Initially, AEWSO will focus on building an evidence base of the barriers facing women entering the Afghan workforce. 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. The research is now concluded and will inform the basis of AEWSO’s future programs.

## BOUGAINVILLE

### Hako Women’s Collective

The Hako Women’s Collective is an umbrella organisation for all women in the Hako community in Buka. They began their work in June 2006, with 650 women and 130 girls coming together seeking collective solutions to the problems they faced. From this gathering, a committed and dynamic volunteer-run organisation has developed which provides education opportunities, improves health and advocates for the rights of women and children.

Since 2006, women involved with Hako have consistently volunteered their time, ideas and energy towards improving their community, often through times of extreme need and with very limited resources. The collective has worked hard to fund and build a Resource Centre, including a library and a small two bed emergency safe house, the Meri Seif Haus, for women escaping family and sexual violence. The Resource Centre and Safe House are in demand from women and children in their local community and are staffed by a formidable group of over 40 local women volunteers.

We signed our first Commitment Agreement with the Hako Women’s Collective in August 2019 to provide staffing and operational support for the Resource Centre and Safe House for 12 months. In the spirit of collective solutions, Hako has determined that the salaried positions will be rotated regularly amongst its volunteers to ensure the benefits have a ripple effect throughout the community.”

## INDIA

### Mahalir Sakthi

Based in slums of Madurai in Tamil Nadu, we have partnered with Mahalir Sakthi since 2012, drawn to their principles and their impact. Mahalir Sakthi, meaning ‘women power’ in Tamil, is women-led, accountable to and respected by their local community and highly effective. Their aim is to empower women, children and young people from Dalit, Adivasi and other groups that face discrimination and violence in India due to caste, ethnicity or religion. While India has legal safeguards to prevent caste-based discrimination, acts of violence and discrimination persist and have increased over the past few years.

Mahalir Sakthi undertake a wide range of activities in response to priorities identified by the community. They run education and health programs and train community members on issues of power, politics, human rights, ethics and more. Their advocacy work is equally broad, ensuring that the local community receives appropriate health care, advocating for local services like drains and streetlights and helping community members access government services such as maternity benefits or birth or death certificates. One of their current focuses is preparing the next generation of female leaders for the organisation through training and mentoring programs.

### Program for Education and Awareness Building (PEAB) and Social Awareness for Society and Youth (SASY)

The Program for Education and Awareness Building (PEAB) is a grassroots organisation in Madhurantakam, a small town just under 90 km from Chennai, Tamil Nadu’s capital. Madhurantakam is surrounded by predominately agricultural villages and literacy remains a little below the national average. Children from the Dalit and Adivasi groups face barriers to education due to discrimination and caste-shaming experienced in local schools. Programs run by PEAB support highly marginalised children and youth through a network of eight Village Education Centres (VEC). The VECs provide support right through the school system with special coaching for children facing the all important Standard 10 exams.

indigo foundation has partnered with PEAB since 2006. As a small community-based organisation, driven by the local Dalit community, PEAB has worked hard on building sustainable structures and programs. In doing so, they are very well supported by our in-country Liaison Officers, Semmalar Selvi and Jabaraj Selveraj. Additional support comes from the Social Awareness for Society and Youth (SASY), a larger human rights organisation with over 30 years of experience in advocating for Dalit rights and provides financial management and mentoring for PEAB.

## INDONESIA

### PEKKA NTT

Translating from Bahasa Indonesia as “*Empowerment for Women Headed Households*”, PEKKA NTT (formerly PEKKA Lodan Doe) is a thriving grassroots network of local women’s collectives with an active base of over 2,600 women spread across the islands of Adonara, Lembata and East Flores in Eastern Indonesia. Women from PEKKA implement programs and undertake advocacy work aimed at empowering women heads-of-household, including rural widows, abandoned and divorced women.



PEKKA NTT is a member group of the Indonesian national NGO PEKKA, led by renowned feminist activist Ibu Nani Zulminarni. The partnership between indigo foundation and PEKKA NTT is directed to supporting activities that are not funded by the national PEKKA association but are high priorities for the community. Our first 3 year Commitment Agreement (from December 2017) includes funds for high school bridging courses, a network of cooperative food gardens and a bursaries program for girls and young women attending primary school through to tertiary studies.

### Lua Lemba Education and Community Development Foundation

As we celebrate indigo foundation's 20th anniversary in 2020, we acknowledge our longstanding partnership with the Lua Lemba Education and Community Development Foundation (Lua Lemba). Our work together has created a lasting impact on the lives of many children and adolescents in a remote and impoverished part of Eastern Indonesia. The community Lua Lemba began working with 20 years ago was often affected by drought and a corresponding hungry season, had little infrastructure, limited livelihood and education opportunities and a high number of women-headed households with next to no source of regular income.

Lua Lemba was established to address these challenges. It employs a volunteer model of operating, drawing skills and experience from the community to ensure legitimate representation of community concerns, and relevant and sustainable approaches to addressing these concerns. Providing support for education from early primary through to tertiary is seen as a catalyst for overcoming poverty and much of our partnership work continues to facilitate access to education through the bursary program. In addition to this, we have supported Lua Lemba to implement health and food security programs to improve access to sufficient nutritious food and provide a source of income for vulnerable, women-headed households. To foster a greater appreciation for cultural history, we have supported annual festivals celebrating traditional dance, food, attire and sports.

More recently, indigo foundation and Lua Lemba recognised our partnership had matured sufficiently to allow indigo foundation to transition out and re-direct resources to other communities. Lua Lemba has strong support from the local community and has been effective in engaging local authorities, strengthening networks and identifying alternative support for its programs. We are in the process of a phased withdrawal which is focused on internal capacity strengthening, as well as maintaining support for the existing bursaries so students can complete their chosen education program. We are proud that Lua Lemba can now stand on its own as a strong and viable local organisation and we are excited about what Lua Lemba will continue to achieve as the partnership winds down.

### Nefo Ko'u Farmers' Cooperative, Indonesia

The Nefo Ko'u Farmers' Cooperative is a small organisation of 24 families based in Apren village in the high mountains of Amarasi in West Timor, Indonesia. People in Apren live a largely subsistence lifestyle, with intermittent access to electricity and scarce water. Since its establishment in 2014, Nefo Ko'u has been slowly but steadily expanding in its membership, the number and size of member food gardens, and the scope of its programs to extend beyond food production.

Nefo Ko'u is one of our newest partners. We signed our second one-year Commitment Agreement in April 2019, which builds on the existing program by providing a second year of support for education bursaries, continued support for the gardens which are beginning to become self-sustaining and, an exciting new project to establish an open-air reading room to improve literacy and education outcomes for children and young people in Apren village.



THE OTJIWARONGO PROGRAM DEVELOPMENT FUND SUPPORTS LOCAL GROUPS THAT WORK WITH YOUNG PEOPLE, SUCH AS ASHWELL GRAPHICS AND THEIR DANCE TROUPE FOR YOUNG PEOPLE FROM THE INFORMAL SETTLEMENTS

## NAMIBIA

### Otjiwarongo Development Program Fund (ODPF)

Otjiwarongo Development Program Fund (ODPF) is a volunteer-run, grassroots organisation based in the informal settlements of Orwetoveni on the periphery of Otjiwarongo in Namibia's central highlands. ODPF formed 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. This partnership is supported on the ground by our in-country Liaison Officer, Monica Tjehiua and in Australia through the Rotary Club of Macquarie Park

Over the past four years, ODPF has gradually built its capacity and impact. While going through the process of establishing and securing registration with the Namibian government, ODPF has overseen a small activities program to seed-fund and support other local groups working on food security, empowerment of women, income generation and youth-focused sporting activities.

Over the past year, the plan to create a community centre for the youth of Orwetoveni has come closer to realisation. As a result of gaining formal registration as a non-profit association under the Namibian Companies Act in 2018, ODPF received approval from the Namibian government to negotiate a long-term lease for a plot of land with the Otjiwarongo Municipal Council. A newly elected management committee is now tackling the task of developing a business plan and hopes to embark on the construction of the first stage of the community centre in 2020.





THE ENGLISH CORNER WORKSHOPS ARE IN STRONG DEMAND IN KIGALI, RWANDA

## RWANDA

### Club Rafiki

In Rwanda, Rafiki means “friend” and friendship and support is just what Club Rafiki offers young people, many from extremely poor families. Based in the predominantly Muslim district of Nyamirambo in the capital Kigali, Club Rafiki promotes all aspects of youth inclusion and development, striving to contribute to a better future for the youth of Rwanda. Given 79% of the population of Rwanda is below 35 years of age, the relevance and demand for the activities offered by Club Rafiki is hard to dispute. During 2019, there were 387,000 instances of young people accessing the activities (including outreach events and classes); 100,000 more than in 2018.

In a district characterised by poverty and a lack of safe spaces, Club Rafiki is a vital and diverse hub filled with talented staff and participants. Young people are given a voice in the activities and management and interactions between staff and young people are respectful, open, supportive and empowering. Club Rafiki prides itself on offering all activities without discrimination and is increasingly prioritising the inclusion of girls and young women in these.

Club Rafiki celebrated its 45th year of operation in 2019, and our partnership reached an 8 year milestone. Much of indigo foundation’s support to date has focused on activities such as dance classes, English classes, the Our Girl program and sexual and reproductive health rights services. As Club Rafiki continues to develop other partners and networks, as well as strengthen internal capacity and governance, we will continue to be flexible and open as to how we support them to continue their vital work.

## SOUTH SUDAN

### Wedweil Community Development Foundation (WCDF)

Since 2014, indigo foundation has partnered with the Wedweil Community Development Foundation (WCDF) to build education opportunities in the extremely poor, food insecure and remote communities of Aweil and Lol states, South Sudan. Social and economic indicators for South Sudan place it amongst the poorest countries in the world. Civil society capacity is very limited – there are no other local or international non-government organisations (NGOs) operating in Wedweil. In that challenging context, WCDF is establishing as a small community-based organisation powered by volunteers and governed by a local board.

Our partnership has three main components. The first is to improve education opportunities in Wedweil village, about two hours’ drive from the state capital Aweil. By 2017 we had helped improve infrastructure (toilets, water supply, classrooms) at Wedweil Primary School, which was transitioned to a secondary school by the then State Minister for Education after he visited in 2017. Since then, enrolments have grown by more than 25%, including young women returning to study after dropping out of school during the heightened conflict. The second component has a wider geographical reach through support of the government’s month-long teacher training program held annually in Aweil. The third component, which started to gather more momentum in 2016, is working with a collective of women to support a new cooperative food garden.

## UGANDA

### Gaalimaji HIV/AIDS Group, Iki Iki AIDS Community Initiative, Kakule HIV/AIDS and Grieved Families Association, NACOMAS and Trinity Child Care Ministry

Budaka is a rural district in the north east of Uganda. The majority of the population lives a precarious existence dependent on subsistence-level agriculture which is often affected by drought and other environmental changes. The impact of HIV and AIDS on the community has been profound, leaving many households headed by single parents or older children, and experiencing high levels of poverty.

In 2008 indigo foundation began a partnership with six nascent community organisations in Budaka in response to the high levels of stigma and marginalisation of people living with HIV and AIDS experienced there. Largely run by volunteers, these local groups support children and young women and men to access education opportunities; providing school supplies, psychosocial support and community wellbeing activities to increase the acceptance of people living with HIV and AIDS. We have also supported a number of our partners to undertake income generation and food security activities.

We took the difficult decision this year to transition out of our Ugandan partnership. We are committed to a carefully phased transition and will continue to provide educational materials for children for the new school year. We will also support training to strengthen governance and internal operations and help to link our partners to other local resources. Whilst transitions of this nature are never easy, we have appreciated the positive engagement by the partners in this decision and the final planning, facilitated by our dedicated in-country Liaison Officer, Joy Katooko.



## challenges and lessons learned

Community development and supporting local groups to build their power and impact is complex. It is not a direct path from A to B and, as an organisation, we strive to be honest about the challenges we and our partners face. To that end, here we reflect on some of the challenges and lessons learned that we and our community partners have grappled with this year.

### managing risk in fragile environments

Working in Afghanistan and South Sudan continues to be challenging with ongoing civil conflict and volatility. We have worked in Afghanistan since 2003 and South Sudan since 2014. Over the last 12 months both countries have experienced heightened tensions and instability. In South Sudan, there have been ongoing delays for leaders of the peace process to form a transitional government and ongoing drought has exacerbated food insecurity.

In Afghanistan, an election scheduled for April 2019 was initially delayed and then marred by violence and low voter turnout. Over this period, our partners in Afghanistan have had to manage a tense and, at times, volatile operating environment. During the year we have closely monitored the security situation in Kabul and in Ghazni province, been flexible in line with community requests to change the mix of schools we are partnering with, modified the way building materials are transported and postponed a monitoring and evaluation visit by our Partnership Coordinator.

An important way that we manage risk in these countries is by having priorities and work driven by local communities and by keeping a low profile locally about indigo foundation's contribution. In Australia, we maintain close relationships with diaspora communities and have key roles held by former refugees from those areas where we work. These relationships ensure that our information and risk management is as locally accurate as it can be. By taking an approach of supporting local resilience and acceptance, and trusting our partners' knowledge, we have had no security incidents directly impacting our projects to date.

### maintaining momentum as fledgling community partners build capacity and trust

Many donors look to fund local partners that already have capacity to meet program prerequisites and the demands of donor accountability. At indigo foundation, we are open to taking calculated risks in communities where there is weak community infrastructure and often, no established local community organisations. Being in partnership with these communities means investing in and supporting groups and leaders to form and develop local organisations with capacities to engage their communities and manage funds.

There are challenges with this work however, both for indigo foundation and for our partners. In Namibia we work with a fledgling organisation, the Otjiwarongo Development Program Fund. The path for our partner to establish, achieve government registration as an NGO and secure a lease from their local council has taken much longer than we anticipated when our partnership formed in 2014. Maintaining momentum has been difficult at times. We have managed this partly through supporting a range of small activities which has allowed our partner to build their capacity and develop trust with the local community.

In Indonesia, the Nefo Ko'u Farmers' Cooperative established in 2016 as a collective of farmers. They have no office, no paid staff, initially not even a shared bank account. Nefo Ko'u has steadily grown from focusing specifically on food gardens to now running a bursary program and have ambitions to expand their work. This year they made the decision not to grow but to keep their bursary program at the same size for a subsequent year to consolidate and ensure that the next phase of growth is managed well.

### ensuring we support our partners and volunteer Partnership Coordinators well

Over the past two years we have conducted two significant reviews of our approach to program management and the way we support partners to achieve their development goals. As we continued to grow, these reviews were timely to take stock of our current program management processes and ensure we 'walk the talk' of our guiding principles and our community led development model.

Specifically, we reviewed the terms of reference, membership and processes of the Development Committee of the Board, which meets quarterly and provides advice to the board on our partnerships. All recommendations have now been implemented. And we undertook a detailed review of our program management approach, drawing on over 20 interviews with staff, volunteers, board and community partners. We are taking the next 12 months to implement these recommendations.

We are fortunate to have a highly skilled, dedicated and diverse team of volunteer Partnership Coordinators. Ensuring they are well supported in a virtual organisation is something we are committed to. We continue to find creative ways for them to share experience and skills, as well as recognising the significant contribution they make to our work.

### making decisions about when to exit a partnership

In the last 12 months we took the difficult decision to make a phased exit from our Uganda partnerships. Following consultation with our partners, we will see out the period of our current three-year Commitment Agreement, with tapering funding for capacity strengthening and a modification of activities. This wind down marks 10 years of working with our Ugandan community partners.

This has been a difficult decision to make because the communities remain marginalised and poor, and grassroots organisations we supported had ambitious agendas. However, we realised we have limited capacity to give those groups the support they need to undertake, evaluate and learn from their activities, and to grow as community based organisations. Travel to Uganda is very expensive and it became difficult to justify the more frequent visits that were required to effectively steward our resources. In 2018, we contracted a locally based consultant to undertake an independent review and had extensive internal discussions ahead of taking a decision. Our Development Coordinator visited Uganda to explain our decisions and work with partners on a phased exit strategy which will run into 2020.



## indigo foundation in the community

As a small organisation, we place a high value on building honest and meaningful relationships with our community of supporters in Australia. This year has been another busy and rich year of events, partnerships and community support.

### our biggest dinners to date

Backed by generous and highly-skilled volunteer committees, we hosted our two biggest dinners yet in Canberra and Sydney in March. The 9th Annual Canberra Dinner attracted over 260 people and was held at the National Arboretum with the generous support of Janet Jeffs from Ginger Catering. The night was in the best of hands with an MC double act by Virginia Haussegger AM and Alex Sloan AM, our South Sudan Partnership Coordinator Santino Yuot spoke about his recent visit to his home town of Wedweil and we proudly featured a video made for the dinner by a group of young people at Club Rafiki.

Our Sydney dinner almost over stretched capacity of the Moore Park Golf House, as we celebrated 15 years of working in Afghanistan. Our MC Verity Firth ensured the night was warm and wonderful, Partnership Coordinator Ali Reza Yunespour spoke from the heart of the changes he had seen over 15 years in his home region of Borjagai and attendees had a chance to learn (with varying degrees of success) traditional Afghan dancing.

PARTNERSHIP COORDINATOR ALI REZA YUNESPOUR AND MEMBERS OF THE AFGHAN COMMUNITY AT OUR SYDNEY DINNER



LEFT: 420 PEOPLE DANCED THE NIGHT AWAY AT THE WOLLONGONG LIVE MUSIC TRIVIA NIGHT. RIGHT: SUSAN ENGEL PRESENTS CAITLIN CRAFT WITH THE INDIGO FOUNDATION INTERNATIONAL STUDIES INDIGO FOUNDATION PRIZE AT THE UNIVERSITY OF WOLLONGONG



### comedy, trivia and Elvis

What do comedy, trivia and Elvis have in common? They made our other events in Sydney, Wollongong and Canberra truly memorable! In Sydney we held our first comedy for a cause featuring four cracking comedians and the wonderful Dan Lloyd as MC. In Wollongong, our tireless volunteer committee organised the largest music trivia night the Illawarra has seen, with 400 people at the St Mary's Star of the Sea College testing their smarts and then dancing into the night. In Canberra, over 110 people bought the sidewalk to life at the Spices of Melacca restaurant in Mawson as Bollywood and 1960s crooners made it a very fun night for all. And in Adelaide, long-time supporter Sarah Kelly hosted a special afternoon tea with Ali Reza Yunespour and our South Australian supporter group who have maintained a long-term commitment to our partnership in Afghanistan.

### caring through the workplace

We'd like to thank and acknowledge University of Wollongong Cares, Qantas Group, the Macquarie Group Foundation and the IAG Foundation for engaging their employees in supporting indigo foundation through their payroll giving and grants programs. Board Member Dr Susan Engel represented indigo foundation at a number of fantastic events at the University of Wollongong and IAG has allowed teams of their staff to devote time to printing and stuffing envelopes for indigo foundation mailouts.

### Billberry Riders take on the hills

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. This year the good people at Bilberry Bluestocking Fund organised the 4th annual Sea to Summit bike ride, riding from sea level in Nowra to the peak of Mt Kosciuszko. Why not join them for a riding challenge in 2020 – or take on the Cole Classic swim, City to Surf run or a challenge of your own?

### international studies prize

In May, we presented the annual indigo foundation international studies prize at the University of Wollongong. Congratulations to the 2019 recipient, student Caitlin Craft.



## meet our team

### our board

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

**Ron Switzer, Treasurer.** Ron is a Chartered Accountant, CPA and a Graduate 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.** 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.** 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 Epilepsy Foundation, and is a community member for the Public Health and Disaster Committee for the Australasian College for Emergency Medicine.

**Dr Susan Engel (to November 2018).** 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.

**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.

**Fyfe Strachan (from November 2018).** Fyfe has more than ten years' experience in policy, advocacy and program design with Australian state and federal governments and for NGOs in Australia and overseas, including Oxfam and ActionAid. She has worked in Ghana and Vietnam, and facilitated training workshops in over 10 countries on advocacy program design, implementation and evaluation.

### 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.

### founding chair

**Sally Stevenson AM.** Sally was the initiator and founding Chair of indigo foundation, and served as Chair for over 15 years. Over the past 30 years, Sally has worked in community development, humanitarian relief and public health, in Australia and internationally, with organisations such as Medecins sans Frontieres and the World Health Organisation. She was awarded an Order of Australia for services to the community in Australia and overseas. Sally is currently the General Manager of the Illawarra Women's Health Centre.



ALI REZA YUNESPOUR AT THE NEWLY-BUILT KOSHKAK HIGH SCHOOL JIRGHAI, AFGHANISTAN, 2016

### our staff

Jemma Bailey, Executive Director

Libby House, Development Coordinator  
(to August 2019)

Christina Northey, Development Coordinator  
(from August 2019)

Alice Martin, Financial Administrator

### advisors and board committee members

Susan Engel

Jude Finch

Zoe Mander-Jones

Rob Mitchell

Murray Proctor

Sally Stevenson AM

Anna Whelan

### partnership coordinators

John Bolger

Pat Duggan

Susan Engel

Emily Jackson

Deb Raphael

Alice Roughley

Ali Reza Yunespour

Santino Yuot

David Wheen

Mandy Wheen

### in-country liaison and support officers

Andi Abineno

Joyce Katooko

Marilyn Havini

Semmalar Selvi

Monica Tjehiua

Jabaraj Selveraj

### operational support

Isabelle Raphael, graphic design

Vaidehi Shah, publications officer



## special thanks to our volunteers

indigo foundation has been a proudly volunteer-based organisation for almost 20 years. We benefit enormously from the skills, experience, integrity and sheer hard work of our volunteers. We extend our heartfelt thanks to the following:

Warmest thanks to:

- Our team of hard-working and highly skilled Partnership Coordinators, Advisors and In-country Liaison Officers – their professionalism, skills and diversity are at the core of our organisation.
- **Vaidehi Shah**, our Publications Officer, for her formidable writing, editing and coordinating skills.
- **Isabelle Raphael**, our ever-generous, highly-talented graphic designer extraordinaire
- **Alice Roughley**, for going above and beyond in undertaking a Review of our Program Management
- **Theresa Huxtable** and our dynamo Wollongong team of **Rowan Huxtable, Sally Stevenson, Jenny** and **Keith Hopkins, Alice Martin** and **Lyn Read** for organising the biggest music trivia night that Wollongong has seen. Thanks as well to our trivia night MC **Bronwyn Neilsen** and musicians **John Littrich and his band**.
- **Milena Marcetic and the fantastic team at IAG** for mucking in to fold and post our *indigo* iNK.
- Our unstoppable Sydney team of **Ingrid Radford, Louise Coutts, Deborah Raphael, Supipi Jayawardena, Libby Lloyd** and **May-Ann Wan** for organising our first ever comedy night and for selling out the Moore Park Golf House for our Sydney dinner.
- Long-term volunteer and supporter **Sarah Kelly** for organising a wonderful afternoon tea with **Ali Reza Yunespour** for our Adelaide community of supporters.
- **Robert Wong of Spices of Melacca** and **Nina and Johnson Pearce of JP International College** for organising a fun and fabulous evening of delicious food and entertainment, in Mawson, Canberra.
- To the Billberry Bluestocking bike riders – **Robin Brown, Ben Loudon, Ian Robinson, Matt Kelso, Karin Laird** and **Allan Asher** – for taking on the 4th annual Sea to Summit bike ride.
- **St Basil's Village** in Randwick for hosting our annual face-to-face February gathering.
- Our exceptional MCs, **Verity Firth, Virginia Haussegger, Alex Sloane** and **Dan Lloyd** for bringing their hilarity, dynamism and magic to our Sydney and Canberra events.
- The many people and organisations who donated prizes for our auctions and raffles – these thoughtful and generous contributions are a huge boost at our events.
- To our fast-talking, incredibly entertaining live auctioneers – **Michael McCaffary** in Sydney and **Louise Harget** in Canberra.
- **Bianca Crocker**, along with **Gwyneth Graham**, for organising a very fun Melbourne feast. Thanks as well to jazz band **Superfluuous Velvet** and for making the night so special.
- Our Canberra dream team of **Virginia Haussegger, Alex Sloane, Tritia Evans, Heather Chapman, Di Van Meegan, Alice Roughley, Robin Brown, David** and **Mandy Wheen** and **Lyla Rogan** for pulling together yet another spectacular Canberra dinner.
- Long-term volunteer and supporter **Moksha Watts** for championing us in her workplace for a Qantas side-by-side grant.
- University of Wollongong interns **Kate Elliot-Rudder, Tahlya Smith, Hayley Hocking, Teresa Masima, Veronica Bakouris** and **Caitlin Craft** for their thoughtful contributions and willingness to jump in to any task with enthusiasm.
- And finally, to **Leigh Cupitt, Shirley Randell, Sally Stevenson** and **Jude Finch** for their hard work and the thoughtful engagement they bring to the Development Committee of the Board and for always keeping our guiding principles front and centre of our partnerships.

**Partnership Coordinators, volunteers and Board members contributed more than 6,000 volunteer hours in 2018/19.**

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.

## many thanks to our organisational partners

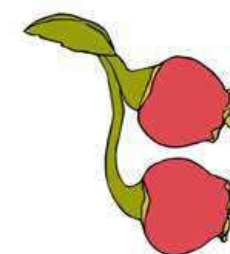
indigo foundation receives essential support from foundations, community organisations and the corporate sector across Australia. We are grateful for the support of the following:



Planet Wheeler Foundation



Insurance Australia Group Ltd



Bilberry Blue Stocking Fund



Macquarie Group Foundation



Navitas Education Trust



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



Nadia and Alf Taylor Foundation

University of Wollongong



University of Wollongong Cares



Ashurst



Qantas



KEY FINANCIAL DATA	
Income	\$459,000
Expenditure	\$436,000
Surplus	\$23,000
Net Assets	\$208,000
Estimated volunteer time (not recorded as income)	\$370,000
Total 'income' including volunteer time	\$829,000
Administration costs as a % of recorded income	23%
Administration costs as a % of recorded income plus volunteer time	12%

income – where we receive our funding

Income for the year, net of fundraising costs, was \$420,000 (2018 - \$419,000). Donations received and total fundraising activities totalled \$457,000 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, Melbourne and Wollongong. 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, \$252,000 (2018 - \$249,000) 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 (2018 - \$23,000). 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

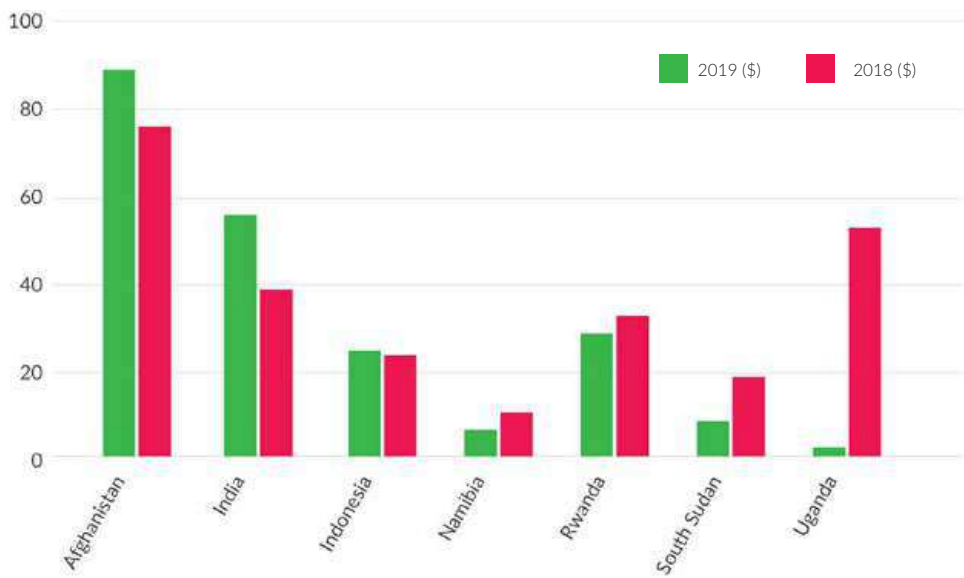
Country costs include technical support, relationship building and monitoring and evaluation visits by volunteer Partnership Coordinators to certain projects and excludes the Development Coordinator (53% FTE). The overall direct cost of our development program is over a quarter of a million dollars.

Administration costs continue to be tightly controlled and are currently 24% of total income. Administration costs have remained consistent during the year. We have two-part time management and administration personnel: General Manager (53% FTE) and a 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 \$370,000. Incorporating the value of volunteer contributions, total administration costs, as a percentage of total revenue is approximately 12%.

We have entered into Commitment Agreements to support each of our community partners. Whilst these current agreements do not give rise to a liability for accounting purposes, as they can be

EXPENDITURE BY COUNTRY



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 \$162,000 (2018 - \$221,000).

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 relevant commitment agreement. The amount deferred in respect of these projects at 30 June 2019 is \$129,000. 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 generous 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 it is 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 audited financial statements in full for the year ended 30 June 2019 are on our website.



## balance sheet

AS AT 30 JUNE 2019

ABN: 81 765 707 413

CURRENT ASSETS	2019 (\$)	2018 (\$)
cash and cash equivalent	353,484	335,520
trade and other receivables	3,709	1,250
inventory	3,552	469
other assets	2,051	4,284
<b>TOTAL CURRENT ASSETS</b>	<b>362,796</b>	<b>341,523</b>
<b>TOTAL ASSETS</b>	<b>362,796</b>	<b>341,523</b>

CURRENT LIABILITIES	2019 (\$)	2018 (\$)
trade and other payables	15,999	13,145
employee provisions	10,142	7,937
deferred revenue	128,716	135,877
other liabilities	278	
<b>TOTAL CURRENT LIABILITIES</b>	<b>155,135</b>	<b>156,959</b>
<b>NET ASSETS</b>	<b>207,661</b>	<b>184,564</b>

MEMBERS FUND	2019 (\$)	2018 (\$)
retained surplus	184,563	161,644
current year surplus/deficit	23,098	22,919
<b>TOTAL MEMBER FUNDS</b>	<b>207,661</b>	<b>184,563</b>

## income and expenditure statement

YEAR ENDED JUNE 2018

ABN: 81 765 707 413

INCOME	2019 (\$)	2018 (\$)
administration fees		1,310
contributions (members)		59
donations and grants received	361,932	367,940
fundraising activities	94,909	93,077
interest	1,727	1,582
<b>TOTAL INCOME</b>	<b>458,568</b>	<b>463,968</b>

EXPENDITURE	2019 (\$)	2018 (\$)
community development support	252,231	248,783
human resources expenses	85,042	87,832
superannuation and annual leave provisions	17,484	15,875
organisational support	10,199	6,440
general administration	13,020	20,330
communication and marketing	5,647	105
audit	3,600	7,100
bank and merchant fees	1,250	1,660
insurance	4,079	3,492
postage, stationery and printing	3,749	4,412
fundraising costs	39,168	45,020
<b>TOTAL EXPENDITURE</b>	<b>435,469</b>	<b>441,049</b>
current year surplus/(deficit)	23,098	22,920
<b>RETAINED SURPLUS AT BEGINNING OF THE YEAR</b>	<b>184,563</b>	<b>161,644</b>
<b>RETAINED SURPLUS AT END OF THE YEAR</b>	<b>207,661</b>	<b>184,564</b>



## 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 2019, 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 2019 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 7th day of November 2019.

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.

**safeguarding against sexual exploitation and abuse.** Indigo Foundation Inc pursues the highest degree of care and protection in our operations in Australia and overseas. Our policies on Working with Children and Young People and Prevention of Sexual Exploitation and Abuse are on our website. All staff and volunteers sign a Code of Conduct for Working with Children and Young People and all representatives visiting community partners must have a current Working with Children Clearance. While images from our partnerships have been used throughout this report, these images do not necessarily represent the individual profiled. In this annual report, we use pseudonyms for children's names and, for adults, names have been changed where requested to protect identities.

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

**policies.** We are committed to being a transparent organisation and copies of key policies are available on our website, including our Privacy Policy, Anti-Fraud and Corruption Policy, Control of Funds and Counter-Terrorism Policy and Conflict of Interest Policy.



PO Box 362

Figtree NSW 2525

AUSTRALIA



[info@indigofoundation.org](mailto:info@indigofoundation.org)



[www.indigofoundation.org](http://www.indigofoundation.org)

---