

ANNUAL REPORT 2017

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PURPOSE AND VISION

International Women's Development Agency will advance and protect the rights of diverse women and girls. We do this with a clear vision that one day we will achieve gender equality, for all.

A MESSAGE FROM OUR CHAIR

This has been another challenging but inspiring year for women across the world. While women are closing the gap in critical areas such as health and education, the gaps between women and men on economic participation and political empowerment remain wide and progress painfully slow. At a time when more efforts are needed to accelerate progress, aid funding has been dramatically reduced and the geopolitical landscape has entered a period of rapid change.

IWDA, with our partners and supporters have risen to these challenges and have undertaken some really fantastic work during this year as this report outlines, such as the very successful Myanmar Women Members of Parliament mentoring program linked to our regional Women's Action for Voice and Empowerment Program, the Cambodian Banteay Srei safety and security program and the commencement of the Women's Leadership Pathways Longitudinal Research project.

I would like to thank our outgoing CEO Joanna Hayter for the critical role she has played in making this success possible. Over the last seven years Jo has led IWDA through a significant phase of growth in its work for the benefit of women and girls in Australia, the region and the world. Jo leaves IWDA in a very strong position for the future and I thank her for this and for the dedication and passion she has brought to IWDA throughout. I am also pleased to welcome IWDA's new CEO Bettina Baldeschi.



Before being named CEO in November 2017, Bettina held a number of leadership roles across IWDA, in the Individual Deprivation Measure program and Communications and Fundraising portfolios.

Bettina has demonstrated a strong love for and commitment to IWDA and its work in advancing and protecting the rights and opportunities of women and girls across the world. We invite you to continue the journey with us on the next exciting chapter of our story.

A big thank you to the amazing IWDA staff and my fellow directors for their dedication and expertise through an extremely busy and formative year, and to our partners, funders and supporters. It's a privilege and an honour to have the opportunity to work with such a wonderful group of people in advancing gender equality for all.

Kirsten Mander

A message from our Chief Executive Officer

Jo recorded a video message. This is the transcript.

Hello, Jo Hayter here, I'm the CEO at International Women's Development Agency and it's great to be able to share with you a bit of a snapshot about what the last year's been like for us as you're probably reading our digital annual report. You know it's been a really impressive and important 12 months at IWDA.

It was the year that we introduced our new strategic plan and that saw us expand and restructure and take on a whole range of innovations. We have major support from Australian Aid and the Government of the Netherlands and of course our loyal foundations and individual supporters. Because of that, our program work, the coalitions, the movement building and the partnerships that we spend our work on every day have really flourished. I would have to say that IWDA's sustainability and influence has never looked stronger so we are all feeling proud of a really good year's work.

As you probably know, our programs and collaborations to advance women's leadership participation and women's safety and security and women's economic empowerment have been a common pathway for us for many years. All of that work has been implemented on time and has been able to demonstrate impact and change in the lives of diverse women and girls that we're working with every day.

This year we really tightened up our goals and strategies to ensure that we are fully aligned with our sustainable development goals. We think that the 2030 agenda is a great world map and we want to be a part of helping it to succeed but we also want to be a part of holding our government to account.

We have ensured that 32 years of our work in Australia, the region and the world has really had a bit of lift in terms of communications and messaging this year. That's not just to share information and to be accountable to you, but of course it is to be educative, informative and genuine in our wish to be transparent and exchange what we know can work.



It is interesting that at a time when so many people are backing away from advocacy or being intimidated by advocacy, we actually went the other way and established a new Research, Policy and Advocacy team, and it was really exciting that we very deliberately included systemic change as one of our new goals in the strategic plan.

It continues to be so thrilling to see how the Individual Deprivation Measure is really gaining traction and respect, and it doesn't matter if it's in Australia, or any of the countries in our region or in the global political and gender data platforms including the United Nations General Assembly and Commission on the Status of Women – it's exciting work and it continues to build.

This will actually be my last Annual Report message to you. After seven wonderful years, it's time for me to hand over to our next leader. I have to say that it has been an absolute honour and a privilege to have worked with so many great women and so many extraordinary partners and peers in our region, we have so many brilliant volunteers and so many genuine supporters of our work. I have worked with the keenest of advocates and the smartest of colleagues who have shared our vision of truly dramatic and transformative change in this world. I have been so proud of our feminist approach and determination, from the very first day that I walked into this job until the very last moment that I leave the building. IWDA's feminist approach really makes a difference to gender and development outcomes. IWDA has become one of the world's most significant women's rights organisations.

We are agile, we are specialist, we are motivated, we are an inspirational organisation, and it has been my pleasure to be a part of this.

So thank you to everyone and I hope I see you around – and thank you again for being with us on this journey.

OVER THE LAST YEAR...

IWDA has become a strong voice in Australia, in the region and throughout the world.

Our research, policy and advocacy has influenced transformative and systemic change for women.

Working with our partners, we have achieved positive change in women's lives including in political and young women's leadership, in supporting women survivors of violence and engaging in peace building and conflict resolution, influencing law reform and social behaviour change to strengthen women's rights and by increasing women's control over economic resources.

848

Women assumed leadership positions

2,500

Women survivors of gender-based violence were provided with support services

209,000

People worked with us to achieve change in women's leadership, safety and economic empowerment

116

Influencing resources created in research, policy and advocacy space

3607

Policy and legislative reform papers were developed by IWDA and partners

332

Women's Human Rights Defenders were supported

526

Women have increased access to financial services

8

Collective action coalitions were led by IWDA

15

Policy and legislative reform papers were developed by IWDA and partners

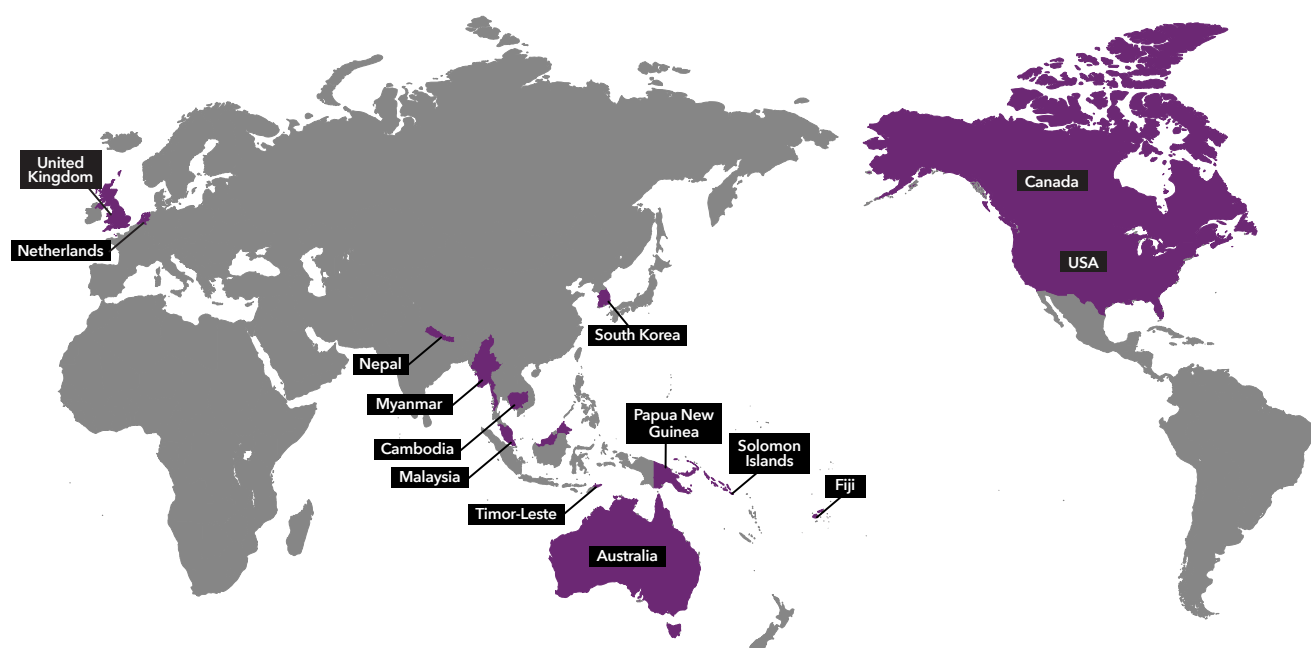
29,929

Women have accessed training and other support services to enable them to participate in governance or decision-making processes at the community and/or sub-national level

6,422

Women sex workers, garment workers, farmers and community activists were provided with information, training and leadership skills in Cambodia

We continue to work with powerful and influential partnerships and coalitions throughout Asia Pacific and the world.



SUPPORTERS

\$1,541,654

TOTAL RAISED 16/17

3,061

TOTAL NUMBER OF
DONORS

62,795

TOTAL NUMBER OF
SUPPORTERS

THANK YOU

We couldn't have done this without our program partners across the Asia Pacific, and our 60,000+ supporters who believe in achieving global gender equality.

DONOR SHOUT OUT



YABBO

"I have long had a passion and concern for global social justice, and I am not afraid to call myself a Feminist. I have met wonderful IWDA women over the years and believe their work is vital – it is about women supporting women, demonstrating the central role they play in development." - Yabbo

Yabbo is a passionate human rights and gender equality activist. And, luckily for us, an incredible supporter of IWDA, she's been organising fundraising events to support our partners for over 25 years.



AUSTRALIAN AID

Australian Aid makes up almost a third of IWDA's total income showing Australia's commitment to investment in addressing gender inequality globally.



DEANNE WEIR

"My focus has always been on women and girls and trying to do things that can benefit them. They are the most marginalised people in society. We're just wasting such precious resources by not creating more opportunities for women and girls." - Diane

Deanne Weir donates to IWDA and multiple local and international women's organisations every year.



Ministry of Foreign Affairs of the Netherlands

GOVERNMENT OF THE NETHERLANDS

IWDA acknowledges the generous support and partnership of the Government of the Netherlands in our WAVE program.

CIVIL AND POLITICAL PARTICIPATION



29,929 Women across the Asia Pacific region have taken part in leadership training

848 Women assumed regional or national leadership roles as a result of our programs

64 Women's groups, organisations and coalitions have been supported to increase women's representation and leadership

Throughout 2016-2017 IWDA and our partners have supported diverse women to achieve and advance in formal and informal leadership roles across a variety of sectors. This includes government, law, public service, human rights, community leadership, economics and finance, disaster and risk reduction management, industrial relations and labour rights, water, sanitation and hygiene, NGO/CSO management, media and communications, land management and land rights.

CAMPAIGNING GRANTS FOR WOMEN IN CAMBODIA

IWDA program partner, Amara, provided small grants for women campaigning in elections. The grants were used for transportation to villages, campaign clothing and materials. Women who received the grant said they felt more confident, were able to travel further to conduct campaigning and had more opportunities to disseminate policy messages.

Twenty-nine of the 44 women who received the grants were elected. One elected female commune councillor said, "the grant was very important, not just for me, but for all women. We don't have much budget to use for campaigning ... (so) I used this for transportation to reach far away villages to conduct my campaign."



Yok Khoan Ung, CEO of Amara. Photo: Gemma Carr

MYANMAR MEMBERS OF PARLIAMENT (MPS) MENTORING PROGRAM

IWDA is also working with Akhaya Women in Myanmar to implement formal political mentoring for six recently elected women MPs from diverse ethnic groups, regions, and political parties in Myanmar. With IWDA support, Akhaya Women is the first organisation to successfully implement such a model in Myanmar.

The pilot launched in January 2017 and has focused on building relationships based on common experiences as elected representatives. The connection with mentors and mentees is showing positive results with the MPs working together to improve outcomes for women, including presenting Bills to parliament, parliamentary working groups, affirmative action, confidence in communications and campaigning and the celebration of women MPs.



The Myanmar MPs with Leonie Morgan of EMILY'S List and Jen Clark of IWDA. Photo: Kira Sharkie

LEADERSHIP FOR GARMENT WORKERS IN CAMBODIA

In Cambodia, the United Sisterhood Alliance (made up of four organisations: Workers Network for Unity, Workers Information Centre, Messenger Band and Social Action for Change), have done extensive work in promoting leadership skills, confidence and activism within their communities.

This year women garment workers successfully negotiated resolutions in three legal cases where they had not received fair treatment under the law. Workers Information Centre provided workers' rights training for 1,595 garment workers, as well as specific mentoring and capacity development on analysis, negotiation and communication for factory workers.

In total, United Sisterhood has reached 6,422 women sex workers, garment workers, farmers and community activists with information, training and leadership skills.



Staff members at Worker's Information Centre in Phnom Penh. Photo: Marta Kasztelan

YOUNG WOMEN LEADERS IN PAPUA NEW GUINEA

Through the Australian Aid funded Young Women's Leadership Program with Bougainville Women's Federation, over 150 young women from 4 districts in Bougainville have accessed ongoing leadership training and development support including establishing district level young women's associations.

This has increased the opportunity for young women to connect, build alliances and develop district plans aimed at increasing their opportunities and set the agenda for the future.



Florence of Bougainville Women's Federation.
Photo: Jessica Jones

STORIES FROM THE FIELD

TIMOR DOUBLES THE NUMBER OF WOMEN VILLAGE CHIEFS IN RECENT ELECTIONS

The percentage of women in Parliament in Timor-Leste is one of the highest in Asia Pacific, with 38% of parliamentarians currently women. But at a local level, where decisions affecting the everyday lives of communities are made, the picture is very different - two years ago, only 11 of the 442 elected Village Chiefs were women.

In November 2016, this all changed. Timor-Leste's historic Village election saw the number of women Village Chiefs double, with many more women elected Hamlet Chiefs or women's representatives to Village Councils.

[**LINK TO READ MORE**](#)



3607 Women survivors of violence received services such as counselling

332 Women's Human Rights Defenders worked with our partners

173,850 People have been provided with awareness raising or training on gender issues and women's equal rights. That's six times more than last year

During 2016-17, IWDA partners provided support services for survivors of gender-based violence to over 3600 women. This included legal assistance, referral and crisis assistance, safe emergency accommodation and support services, counselling and support for individual women, peace mediators, police and health centres, support services to sex workers, and peer support programs for survivors of violence. IWDA partners also worked with male perpetrators.

PEACE BUILDING IN MYANMAR

This year Women's league of Burma made history. Together with a group of strong, diverse women's rights activists, Women's League of Burma travelled to the United Nations in Geneva to present their findings on how the Myanmar Government has failed their commitments to the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).

Eighty-two organisations participated in consultation workshops that led to the final report. By preparing a Shadow CEDAW Report, Women's League of Burma and its sister organisations showed the reality of what is still happening to women in Myanmar, and held the Government accountable.

Earlier this year, Karen Women's Organisation, an ethnic women's rights group based in Karen State, released a statement on the current conflict in Rakhine State and the impact it's having on the Rohingya people.



Participants of gender-based violence prevention training in Myanmar. Photo: Bethia Burgess

[LINK TO VIEW STATEMENT](#)

WOMEN, PEACE AND SECURITY COALITION ROUNDTABLE DISCUSSIONS

The Women, Peace and Security Coalition roundtable discussions brought together voices of diverse women to discuss what peace and security actually means in practice. IWDA's Research, Policy and Advocacy team were responsible for managing the communications, including developing a communications pack for roundtable leads in each city, which included briefing information and promotional materials for the events, and promoting the event through social media platforms.



Sector leaders attending Women, Peace and Security Roundtable event at IWDA office in Melbourne

NEW PARTNER FAMILY SUPPORT CENTRE FOCUSING ON CHILD PROTECTION IN SOLOMON ISLANDS

Family Support Centre, IWDA's newest partner in Safety and Security programming in Solomon Islands, implemented their first outreach training in preventing and responding to violence against women under the Family Protection Act (2014). New alliances with the police and Public Solicitor were made as a result of the training and four exceptional volunteers identified to convene three local committees focused on supporting women experiencing violence. training and leadership skills.



Donna Makini and Pionie Boso of Women's Rights Action Movement in Solomon Islands. Photo: Gemma Carr

[LINK TO VIEW STORY](#)

WOMEN'S HUMAN RIGHTS DEFENDERS (WHRDS) BECOME COMMUNITY LEADERS

In PNG, the Nazareth Centre for Rehabilitation training for Women's Human Rights Defenders (WHRD), focused on supporting new and existing WHRDs to carry out initiatives related to gender-based violence, gender inequality and peace in communities. Arising from Nazareth's work a total of 507 people (277 women, 230 men) had increased understanding of issues such as Gender Based Violence, human rights, women's rights, roles of WHRDs and peace and conflict resolution.



Women from Nazareth Rehabilitation Centre traversing a flooded road. Photo: Elena Leddra

BOUGAINVILLE WOMEN'S HUMAN RIGHTS DEFENDERS FORUM

In March 2017, Nazareth Centre for Rehabilitation held their third Bougainville Women Human Rights Defenders (WHRD) Forum in Tunuru, Arawa, which gathered 271 WHRDs from all 13 districts of Bougainville.

WHRDs were able to discuss priority issues, such as response to and prevention of violence against women and children, sorcery related violence, rape and incest, conflict resolution and peace building, working with communities and men, women's leadership and roles in maintaining peace and security in the lead up to 2019 Bougainville Referendum. WHRDs reflected on achievements, challenges and plans of Women Human Rights Defenders.



A participant of the Bougainville Women's Human Rights Defenders Forum. Photo by Elena Leddra

STORIES FROM THE FIELD

THE NEW SERVICE CONNECTING RURAL WOMEN SURVIVORS IN SOLOMON ISLANDS TO CRISIS SUPPORT

Roughly two-thirds of women aged 15-49 will experience physical or sexual violence. But social stigma, difficulty accessing justice and rural isolation mean many women don't speak out against abuse. IWDA partner Family Support Centre are a lifeline across the archipelago.

They are the only secular organisation in Solomon Islands providing free counselling and in-house legal services to survivors of sexual and physical violence. This year, Family Support Centre are expanding their services to reach women in rural areas who have never before had access to support in the wake of violence.

[LINK TO READ MORE](#)

THE WOMEN-RUN RADIO STATION SAVING LIVES DURING NATURAL DISASTERS IN FIJI

Imagine you're living on a small island in Fiji, and you hear rumours that a cyclone is heading your way. You don't know when the cyclone will hit, or how bad things will get. You're worried about your home and loved ones. You're not sure how easy clean water will be to come by. If you're pregnant or care for small children, the panic intensifies.

Last year, thousands of women across Fiji were in this position. But thanks to a community radio station run by IWDA Partner FemLINKPACIFIC, they were ready.

[LINK TO READ MORE](#)



“Before we were included in the women’s group no one recognised us and we did not have enough capacity to manage a business, we did not have confidence to speak out to many people, and could not make decisions in my family.”

- A leader for the Remmajeleleju group in Timor-Leste

IWDA has sustained partnerships that increased women’s access to safe and equitable employment during the year. The programs throughout Solomon Islands, Cambodia and Timor-Leste have strengthened women’s technical skills and capacity to develop markets for their products, and has led to increased peer learning and collaboration.

WEST ‘ARE’ARE ROKOTANIKENI ASSOCIATION (WARA) SAVINGS CLUBS SKYROCKET

IWDA has partnered with WARA for nine years. In this time, WARA’s savings club has given women a space to come together, learn more about managing finances, and store their savings safely.

This year, we have seen their savings club skyrocket, reaching a total of 1.5million Solomon Islands dollars or almost \$250,000 AUD. WARA is now working to diversify their funding into superannuation plans and funding for women’s education and health.

LAND RIGHTS IN PAPUA NEW GUNIEA

From a history of environmental protection and sustainable land management programs, Wide Bay Conservation Association’s Matrilineal Clan Land Rights project has been piloted in three communities. The project documents clan histories, geologies and land boundaries as an expression of sovereignty and to support women’s role in negotiating land ownership and boundaries.

This process continues to support clan groups to retain their respect for women as custodians of the land and allows women to be fully involved in decision making in any planned development.

NEW RESEARCH COLLABORATION FOR GARMENT INDUSTRY REFORM IN CAMBODIA

The Women's Action for Voice and Empowerment program, a partnership funded within the Government of the Netherlands Funding Leadership and Opportunities for Women program, supports a significant new research and data collection initiative led by United Sisterhood - Workers Information Centre (WIC), in collaboration with Monash University and Focus on the Global South.

The research will use feminist participatory methods to analyse the impact of economic liberalisation and trade policies on the living and working conditions of garment workers and capture key areas for reform to improve the lives of women workers.



Members of the United Sisterhood Team

STORIES FROM THE FIELD

INTERGENERATIONAL EMPOWERMENT THROUGH SAVINGS CLUBS

Growing up, Janet was only allowed to attend primary school - her parents, like many of their generation with daughters, didn't want her attending secondary school. Janet didn't learn about gender, decision-making or managing her own finances.

That all changed when she joined West 'Are'Are Rokotaniken Association (WARA) in 1999. WARA is a women-led, volunteer run savings club that gives women a space to come together, learn more about managing finances, and store their savings safely. Now, Janet's daughter Anita is a member of WARA, and has big plans for her future.

[LINK TO READ MORE](#)

THE WOMEN RUNNING THE VILLAGE OF LALAWA

Felizarda is the leader of a women's group supported by IWDA Partner Covalima Community Centre. Through the women's group, these phenomenal women learned about leadership, savings and financing, and gender equality. The group has empowered the women to do amazing things, from becoming hamlet leaders to acting as Village Chief.

On top of being leaders, these women are also small business owners, producing and selling vegetables, virgin oils, baskets and tais cloths. By taking their finances into their own hands, these women are supporting their families and gaining the confidence and power to speak out in their communities.

[LINK TO READ MORE](#)

SYSTEMIC CHANGE



Each year IWDA's research and advocacy influences the development of policies, attitudes and behaviours. The goal of our research and advocacy is to generate gender equality outcomes in Australia, the region and the world. Here are some highlights of our key initiatives in 2016-17.

IWDA PARTNERS TAKE THE INTERNATIONAL STAGE AT THE COMMISSION ON THE STATUS OF WOMEN

In March, representatives from IWDA and our Women's Action for Voice and Empowerment (WAVE) and WeRise programs attended the Commission on the Status of Women (CSW) in New York.

CSW is the largest gathering of the 193 United Nations Member States focussed on the promotion of gender equality and women's empowerment. Being part of a global forum mobilised women to participate and be heard, especially important for women from the Pacific, a region which is often underrepresented in global forums like CSW. Alongside her sisters from women's organisations across Asia Pacific, Dr Alice Pollard explained the challenges women face in attaining leadership.

LINK TO PRESENTATION

The sixty-first session on the Commission on the Status of Women saw the We Rise Coalition amplifying women's voices from across Asia and the Pacific. Two feminist skill-building camps brought together feminist activists from across Fiji to create strategies to ensure the well-being and self-care for activists.

The Individual Deprivation Measure (IDM) was also showcased as part of CSW, during an official Interactive Expert Panel on Data and Gender Statistics. DFAT presented on the IDM noting that 'Australia thinks there are multiple and intersecting ways that people experience inequality and poverty. So we are really supportive of a tool that can draw out these intersections.' The IDM was acclaimed as 'innovative' and 'critical to closing the gender data gaps.'

COALITIONS DRIVING CHANGE

The We Rise Coalition, a Coalition of four, independent, feminist organisations – Diverse Voices and Action for Equality, femLINKpacific, Fiji Women's Rights Movement and International Women's Development Agency have been instrumental in bringing direct voice of Pacific women to a range of high-level policy engagements, knowledge and skill-building workshops and public advocacy at national and regional levels.

AUSTRALIAN AID INVESTING IN GLOBAL GENDER DATA

In February, the Australian Government officially announced a \$9.5million investment in the Individual Deprivation Measure over the next four years. The initiative positions Australia at the frontier of poverty measurement. It is a partnership between The Australian National University (ANU), International Women's Development Agency and the Department of Foreign Affairs and Trade.

Investment in the Individual Deprivation Measure is an integral part of Australia's long-term commitment to closing gender data gaps in the Indo-Pacific region and globally. This bold move by Australian Aid sees Australia as world leaders in investment in addressing the global gender data gaps.

LINK TO IDM WEBSITE

IDM COUNTRY STUDIES

In 2017, IWDA engaged a research consultancy organisation based in Kathmandu, Inter Disciplinary Analysts (IDA), to implement the IDM Nepal study. 1,692 individual participants from 803 households completed the IDM survey in Nepal, including an additional 310 people with disabilities, to allow further insights into the relationship between functional difficulties and poverty.

The Nepal study was the first IDM study to use a digitised survey running on Android™ tablets to inform our approach to incorporating technology to support IDM uptake and use. Our goal is for the IDM to be globally available, with technology facilitating data collection, storage and security by 2020. The current IDM Program is continuing to explore and resolve technical aspects of the IDM alongside data collection in additional countries, contexts and populations.

FOCUS ON THE SUSTAINABLE DEVELOPMENT GOALS AND THE 2030 AGENDA

Through our work on the Global Goals for Sustainable Development (SDGs), IWDA has worked to hold the Australian Government accountable to the SDGs. With a strategic focus on four priorities – women’s leadership, resourcing, measurement and public engagement, IWDA has promoted Australia’s role domestically, in the region and in the world.

We have produced a blog series to increase public knowledge of the SDGs and the significance of this agenda. IWDA has also pursued a cross-government advocacy focus on Australia’s resourcing and coordination of SDGs work and the role of diverse women and women’s rights organisations as leaders on the 2030 agenda.

[LINK TO BLOG SERIES](#)

DO NO HARM

IWDA continues to resource work on the relationship between domestic and international women’s rights organisations to advance action on SDG Goal 5 on gender equality. Given the increased focus on women’s economic empowerment programming through Australian Aid, IWDA has worked to ensure that the intersections between women’s economic empowerment, violence against women and women’s leadership inform this work.

INFLUENCING GOVERNMENT INQUIRIES AND POLICY REVIEWS

In late 2016, the Australian Government announced it was developing a Foreign Policy White Paper to guide Australia’s international engagement over the next five to ten years. IWDA worked to develop a comprehensive white paper submission which included 52 practical recommendations focused on gender equality and women’s empowerment.

[LINK TO PAPER SUBMISSION](#)

FEDERAL BUDGET ANALYSIS

IWDA continues to generate comprehensive annual analysis of the Federal Budget in partnership with ACFID and National Foundation for Australian women. This year our Gender Analysis of the Federal Budget Report drove a series of Senate Estimates questions about the gender equality priorities of the Turnbull Government and received national media coverage in print media and radio. IWDA’s stand-alone analysis focused on transparency and accountability on gender equality expenditure allocations in the Australian aid program.

Read more and watch the discussion:

[LINK TO READ MORE](#)

ASSOCIATION FOR WOMEN'S RIGHT IN DEVELOPMENT (AWID) 13TH GLOBAL CONFERENCE

IWDA facilitated the participation of our partners from Fiji, Cambodia, Myanmar and Solomon Islands in the Association for Women's Right in Development (AWID) 13th global conference 'Building Collective Power for Rights and Justice'.

This saw close to 20 women in our network working together at the forum and IWDA facilitating partnership workshops. Without IWDA's investment in mobilising representatives from our partner organisations, the Pacific region would have been largely unrepresented.



Attendees, including CEO Joanna Hayter, at AWID Conference

STORIES FROM THE FIELD

FIRST NATIONAL WOMEN'S FORUM IN THE SOLOMON ISLANDS

This year, the first ever National Women's Forum was established in the Solomon Islands. Led by Women's Rights Action Movement. Six women's rights organisations, who have never worked together before, co-convened the forum and signing a Memorandum of Understanding.

The forum brought together 65 women from urban and rural areas, representing the first opportunity for rural women to be engaged in a forum like this. The forum produced an outcome statement with recommendations for how the Solomon Islands Government could better serve the women of their country, which will form the roadmap for ongoing advocacy and collective action within the Solomon Islands women's movement.

[LINK TO READ MORE](#)

FIRST PACIFIC FEMINIST FORUM

Regionally, the We Rise Coalition was instrumental in hosting the inaugural Pacific Feminist Forum, with 130 participants from across 13 countries attending. The forum resulted in unanimous endorsement of the first Pacific Feminists Charter for Change. The Charter sets a framework for feminist organising, movements and policy work on key gender equality challenges in the Pacific.

[LINK TO READ MORE](#)

GOVERNANCE AND FINANCE

OUR BOARD 2016 - 17

International Women's Development Agency is a not-for-profit company limited by guarantee and governed by a board of nine independent, non-executive members who serve on a voluntary basis without remuneration.

The Board of Directors is responsible for directing IWDA's activities towards achieving our vision and purpose while living our core values. The Board is responsible for approving IWDA's strategic direction, monitoring its implementation and fulfilling stakeholders' expectations. It is accountable for IWDA's overall performance, compliance with relevant laws, codes of conduct and ethical standards and for the oversight of its risk management.

The Board also appoints the Chief Executive and delegates the operational management of IWDA with the powers, authorities and delegations determined by the Board. The Board meets not less than six times a year. This year the Board held seven meetings, including the Annual General meeting in November 2016.

The Board has established three committees to assist in the discharge of its obligations, consider issues referred and delegated by the Board, and make recommendations:

- The Remuneration and Nominations Committee assists and advises the Board on human resources, nomination and governance responsibilities
- The Finance, Risk and Audit committee assists and advises the Board on key financial, audit, financial systems, compliance matters and risk
- The Investment Committee provides advice to the Board on matters relating to the management of the IWDA Foundation investments

Kirsten Grace Mander Chair

LLM, FAICD, FGIA, FRMIA

Appointed 25 November 2014



Kirsten has over 20 years' experience in the private, government and not for profit sectors, and has acted as general counsel for some of Australia's top companies including Australian Unity, Sigma Pharmaceuticals and Smorgon Steel Group. She has worked extensively overseas in Asia, the Pacific and former Soviet Union.

Kirsten is Chair of the Victorian Reproductive Treatment Authority, a director of rt Health, Swinburne University, Peninsula Health, the Australian Centre for Health Research and the Consultative Council for Clinical Trial Research and is a former director of the Law Institute of Victoria and Women's Circus.

Sandhya Chakravarty

Grad AICD, CPA, MBA, MEC, BEC

Appointed 22 August 2016



With an executive career spanning more than 25 years across major international organisations including Australian Red Cross, Boston Consulting Group, Bristol-Myers Squibb, and Ingersoll-Rand, Sandhya has gained extensive experience through holding various senior financial and management positions.

Her expertise includes strategy, shared services, financial compliance, policy, risk management, technology and process transformations, change management and governance.

Gemma Hardie

BA

Appointed 25 November 2014



Gemma is a marketing and fundraising professional, with over 15 years' experience in the not-for-profit sector in a range of charities including Wesley Mission Victoria, World Vision, Heart Foundation and Guide Dogs Victoria.

A committed advocate for the not-for-profit sector, she is passionate about community engagement and mobilisation and has a strong background in volunteer management, advocacy and public education activities.

Bronwyn Hazel Lee

BOC, MAAPD

Appointed 21 July 2016



Bronwyn is currently Director, Development and External Relations at the Foundation for Young Australians, where she leads public affairs, government engagement, research and advocacy, partnerships and fundraising.

She has a deep practical and theoretical knowledge of the community sector with over fifteen years experience working with non-profits, including World Vision Australia and the Australian Youth Climate Coalition.

Ernestine Rozario

**BEC, CA, FAICD, Grad Dip
Bus Information Systems**

Resigned 21 November 2016



Ernestine has over 25 years' experience as a professional in risk management and assurance. Her experience includes public practice, telecommunications, manufacturing and mining across multinational corporations in Australia and Asia Pacific.

She has over ten years' experience as a Board Member and Treasurer for the not-for-profit organisation WISE Employment, and has held previous board and committee roles with Road Trauma Support Services Victoria and Environment Victoria. She is currently a Senior Manager with Toll Group.

Philippa Taylor

**MBA, Grad Dip AdEd, BBus,
GAICD, CertProf AHRI**

Appointed 22 August 2015



Philippa is an experienced and successful non-executive director and advisor to boards and leaders within the corporate, government and non-for-profit space.

She is an experienced business leader in enterprise wide initiatives across culture, leadership, governance, sales, corporate effectiveness and information systems. She is currently a director of Western Leisure Services Limited and a mentor to a number of boards through Leadership Victoria.

Linda Elizabeth Kelly

BSocWk, PhD

Appointed 21 July 2016



Linda is an international development professional, trainer and facilitator, and has held senior management positions with Australian based international NGOs including World Vision and Oxfam. Her specialisations include monitoring and evaluation, community development, gender, inclusive practice, international non-government organisational development and capacity building.

Since 2001 she has been the Director of Praxis Consultants, a privately owned company specialising in strategic management, program design, research and evaluation for international and domestic organisations at project, program and policy levels. In 2014 she also joined the Institute for Social Change at La Trobe University as Co-director.

Susan Gail Harris Rimmer

BA (Hon), LLB (Hons), SJD

Appointed 17 November 2015



Susan is an Associate Professor at the Griffith University Law School and an Australian Research Council Future Fellow. She has more than 15 years' experience as a lawyer, researcher, campaigner and policy analyst. Susan is an Adjunct Reader at the Asia-Pacific College of Diplomacy at the ANU and a Research Associate at the Development Policy Centre, Crawford School, ANU.

She has previously worked for the Australian Council for International Development (ACFID), the UN High Commissioner for Refugees, and the Parliamentary Library. Previous board positions include UN Women National Committee Australia and Australian Lawyers for Human Rights, and she is currently a board member of the Refugee Council of Australia.

Carolyn Ireland

BAC, EMBA, CPA, Grad AICD

Appointed 17 August 2016



Carolyn has over 20 years experience working in a variety of senior finance and treasury roles, and is currently Group Treasurer at Australian Pharmaceutical Industries Ltd with turnover in excess of \$3.5 billion. Previously she has held senior roles with Epworth Healthcare, Australian Unity, GBS Venture Partners, Macquarie Bank and KPMG.

IWDA FOUNDATION

The IWDA Foundation was established in 2007 following a generous donation from a supporter who wanted to see the difference her gift could make to women and girls in her lifetime. Through further support and investment, the Foundation continues to grow.

OUR PEOPLE

The passion and dedication of our staff, Board, partners, volunteers, interns, pro-bono supporters and associates has been nothing short of extraordinary. Together we are a powerful force for women's rights and gender equality for all.

Thank you for your commitment achieving gender equality for all and realising women's rights across the world.

IWDA STAFF

ALEJANDRA PINEDA

DONNA MCSKIMMING

JESSICA JONES

ALISON HILL

ELENA LEDDRA

JESSICA WAITE

AMANDA SCOTHERN

EMILY ELLIS

JESSIE PRITCHARD

ANN-MAREE NOBELIUS

EMMA KUCELJ

JO CRAWFORD

BERNICE THOMPSON

GEMMA MUIR

JOANNA HAYTER

BETHIA BURGESS

GENEVIEVE WALKER

JULIA NICHOLSON

BRIANNA DAVIDSON

HELEN WILSON

KIM GASPERINO

BRONWYN TILBURY

JANNEKE KOENEN

KYLIE FISK

CAROLINE LAMBERT

JEMMA RAYNER

LAURA BISHOP

CHELSEA COLLINS

JEN CLARK

LISA VETTORI

LIZ CAMERON	TARYN BRANAGH	YI FAN
LUCY SWANSON	TRACY MCDIARMID	REBECCA HEITBAUM
MEGHAN COOPER	CANDICE PEARS	CARLY SMART
MY LINH NGUYEN	PHILIPPA HENTY	DIMPLE GUPTA
OLIVIA HARTIGAN	JANET DAVIS	DONNA DAVIES
ROCHNA BANERJEE	SHALINI HARTOG	FIONA BELL-SCOTT
SALLY BARBER	FELICITY RORKE	JESS JACOBSON
SANGITA SINGH	STEPHANIE WALTERS	KERRY BROGAN
SARAH KERNOT	STEPHANIE LUSBY	LAUREN COUTTS
SHARON SMEE	KIM BERRY	SUZI CHINNERY
SHELLEY BOURKE	JEN BRANSCOMBE	
SUZANNE FLETCHER	TESS CONNOLLY	

OUR VOLUNTEERS AND INTERNS

GEMMA HALLETT	CHELSEA RIPPER	JORDYN BEAZLEY
AMIE CHURCHILL	BRONWYN STANGE	ALEXANDRA HEAD
PHOEBE DANAHER	LING TOONG	DEBORAH BURTON
PHILIPPA HENTY	TAMARA PENA-PORRAS	CELESTE KOENS
DIMPLE GUPTA	CHO BOE	ISOBEL HAMMEL
BELINDA ATCHISON	FELICITY MASHURO	SUZY MORTON
SHALINI HARTOG	KETI RISTESKA	YASARA PALDANO
MAGDALENE RULE	TAYLOR STEVENS	THARAKA PERERA
GABRIELLE ANGELONE	ELIZA WILKINSON	ALINA HAMILTON
SIÂN KILGOUR	NINA CALLEJA	
SARAH BRACKENRIDGE	SOCHEATA CHEUNG	

GENDERWISE ASSOCIATES

ABIGAIL DE LA CRUZ	DI WATTS	JULIE KLUGMAN
ALISON BARCLAY	DI KILSBY	JULIET WILLETS
ANA LAQUERETABUA	DIANE MCDONALD	JULIET HUNT
ANILA AFTAB	DONNA CLAY	KAGAN SOPHIA
ANN FITZPATRICK	ELIZABETH COX	KATHRYN ROBERTSON
ANN WIGGLESWORTH	ELLA KAUHUE	KATHY WILSON
ANNA TREMBATH	EMELE DUITUTIRAGA	KATY SOUTHALL
ANNALIZE STRUWIG	FRONIGA GREIG	KELLIE WOIWOD
ANNE SMYTH	GABRIELLE HALCROW	KIRI DICKER
ANNIE KENNEDY	GAIL WHITEFORD	LARA FERGUS
ANOUK RIDE	GEORGIA RIDE	LEA DAVIS
ARAIA THOMPSON	GILLIAN FLETCHER	LEE FITZROY
AUDREY MANU	HAMIDAN BIBI	LEONIE MORGAN
BARB O'DWYER	HEATHER BROWN	LESLEY CLARK
BEVERLEY HERBERT	HELEN ROSENBAUM	LESLEY HOATSON
BULOU DAIANA TAOBA	HELENA PALMQVIST	LESLEY THORNTON
CAROL DOVER	JACQUI TRUE	LINDA KELLY
CAROL NELSON	JAN COSSAR	LINDEN DEATHE
CHARMAINE RODRIGUES	JANE DANIELS	LUCY MACMILLAN
CHRISTINE BROWN	JANET HUNT	LUDMILLA KWITKS
CINZIA PEDROTTI	JANET COLLIER	LUKE ABLETT
CIRILA P. LIMPANGOG	JILL JAMESON	MANON VAN ZUIJLEN
CLAIRE ROWLAND	JOSE (JOANNA) MOTT	MARGUERITE BENNETT
DEBORAH NICHOLSON	JOSEPHINE KAMA	MARIA DIMOPOLOUS

MARION BROWN	ROS DAVID	SUZETTE MITCHELL
MARION JACKA	ROSALEE VAN LEEUWEN	TANYA NOTLEY
MARTHA MACINTYRE	ROSE MAEBIRU MARTIN	TEGAN MOLONY
MARY HAWKINS	ROSIE WHEEN	TESSA WALSH
MARY FAY MAENI	RUTH OWENS	THERESE MCCARTHY
MAYA CORDEIRO	RUTH BOWEN	TRICIA PETERS
MEGAN PEARCE	RUTH MAETALA	VALERIE JUNE STANLEY
PATRICE BRAUN	SANDRA BERNKLAU	VANESSA JOHANSON
PATRINA DUMARU	SARAH BOYD	VIJAYA JOSHI
PAULA GLEESON	SASHA EARLE	VIRISILA BUADROMO
PRIYA D. CHATTIER	STEPH LUSBY	WENDY POUSSARD
RATHI RAMANATHAN	SUE FINUCANE	WIN MAR HAN
REBECCA SPENCE	SUE CANT	THERESA (TESS) NEWTON CAIN
	SUSAN HARRIS RIMMER	

OUR PARTNERS AND SUPPORTERS

Fem LINK Pacific	West 'Are 'Are Rokotanikeni Association	Shan Women's Action Network
Fiji Women's Rights Movement	Family Support Centre	Women's League of Burma
Banteay Srei	Christian Care Centre	Akhaya Women
Bougainville Women's Federation	Centro Comunidade Covalima	Amara
Eastern Highlands Family Voice	Karen Women's Organisation	Banteay Srei
Nazareth Centre For Rehabilitation	Palaung Women's Organisation	United Sisterhood
		The Messenger Band

Workers Information Centre	Oxfam	Equality Rights Alliance
Women's Network for Unity	WaterAid Australia	Global Gender and Climate Alliance
Voice for Change	Aust. Volunteers International	Aust. Women Against Violence Alliance
Wide Bay Conservation Association	Burnet Institute	National Foundation for Australian Women
Women's Rights Action Movement	Alola Australia	Research for Development Impact Network
Asisténsia Legál ba Feto no Labarik	Diaspora Action Australia	La Trobe University
Fundasaun Alola	International Women's Rights Action Watch	Institute for Human Security and Social Change
Gender and Development Cambodia	Asia Pacific Women's Alliance for Peace and Security	The Foundation for a Just Society
Rede Feto	The International Sexual and Reproductive Health and Rights Consortium	Australian Council for International Development
*ANU SSGM		
*ANU Crawford School	Aust. Civil Society Coalition on Women, Peace and Security	
Live and Learn International		

IWDA's strategies aim to build our influence, size and sustainability, and to capitalise on our unique position as Australia's leading feminist international development agency.

FINANCE

JULY 2016 - JUNE 2017 IN REVIEW

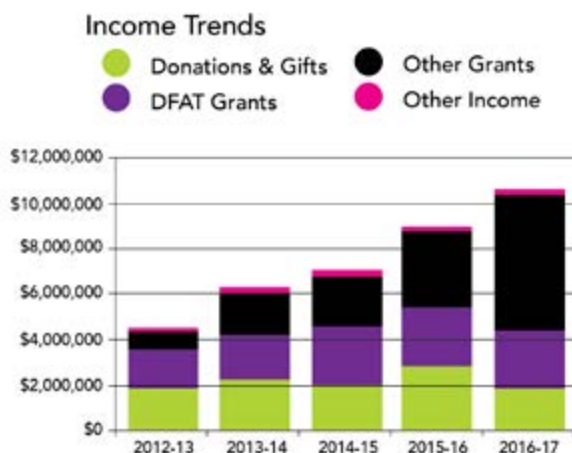
Our total income grew by 19% over the last financial year to reach \$10.64 million this year, further strengthening our year on year growth since 2010/11. This growth resulted in increased activity across all areas of our work including direct support to our program partners. Year one of the strategic plan has seen a 43% growth in grants income and 1% reduction in donations and gifts from the Australian public.

OUR INCOME

Our revenue grew by \$1.68 million this year to reach a total high of \$10.64 million. This achievement reflects our continued effort to diversify our income and recognises the increased activity generated within our programs and research collaborations and more broadly across the organisation.

Grant income represents 81% of our total income and grew by 43% in 2016/17. This is based on a combined Grants total of \$8.59mil, of which 29.81% is sourced directly from the Australian Government's Aid Program.

IWDA's income from our Empower program increased regular giving by 16% this year, raising \$663k in total and providing sustainable income to IWDA's work. The IWDA Foundation supported with core funds distribution of \$363k.



OPERATING RESULT

At the end of June 2017, IWDA realised an operating surplus of \$46k. Our Equity at the end of the financial year totalled \$634k of which \$288k is in our Special Purpose Reserve and is restricted to funding certain programs or projects in future years.

OUR EXPENDITURE

We continued to allocate resources to accelerate change and our direct distribution to International Program Partners rose by 17%. Our total Program expenditure increased by 32% in alignment with the increased grant income.



MOVING FORWARD

Our income target for the coming year is \$13.20 million.

IWDA is a member of the Australian Council for International Development (ACFID) and a signatory to the ACFID Code of Conduct. If you have a complaint, compliment or suggestion about any aspect of our organisation, please contact HR and Office Coordinator on 03 8373 2500 or iwda@iwda.org.au. More information about a breach of the Code can be accessed at www.acfid.asn.au.

To report a breach please send a complaint form to complaints@acfid.asn.au.

IWDA is also a member of the Fundraising Institute of Australia and is guided by its Code of Ethics and Professional conduct.

EMPOWERING WOMEN TO LEAD



ABN: 19 242 959 685

Financial Statements
For the year ended 30 June 2017

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DIRECTORS' REPORT FOR FINANCIAL YEAR ENDING 30 JUNE 2017

The directors present this report on the International Women's Development Agency (IWDA) for the financial year ended 30 June 2017.

Non Executive Directors

The names of each person who has been a director during the year and to the date of this report are:

Sandhya Chakravarty	Appointed 22 August 2016
Gemma Hardie	
Carolyn Ireland	Appointed 17 August 2016
Linda Elizabeth Kelly	Appointed 21 July 2016
Bronwyn Hazel Lee	Appointed 21 July 2016
Kirsten Grace Mander	
Ernestine Rozario	Resigned 21 November 2016
Susan Gail Harris Rimmer	
Philippa Taylor	

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal Activities

The principal activity for IWDA is to create transformative change for women and girls in the regions in which we work. We work in partnership and develop evidence to influence decision makers in our pursuit of gender equality. Our focus is on: women's civil and political participation, safety and security, economic empowerment, systemic change and organisational sustainability.

Short-term and Long-term Objectives

During the financial year the organisations short-term objectives were:

- Continue to strengthen our programs by partnering with others in the Asia Pacific region to advance women's human rights
- Continue to be a catalyst for change and position IWDA as a leader on gender and development issues in line with thematic priorities
- Continue to build an enduring organisation to ensure IWDA's growth and financial sustainability

The organisations long-term objectives:

IWDA's vision is gender equality for all. Our purpose is to advance and protect the rights of diverse women and girls.

Strategies

To achieve its stated objectives, IWDA adopted the following strategies:

Continue to work in partnership with women's organisations and advocates in our region to amplify women's power and priorities

Women's safety and security programs continue to be strengthened

Communities are supported in ownership of, and access to, resources

Structural reforms that advance women's rights and gender equality continue to be advocated for

IWDA continues to develop as a sustainable and accountable organisation

Key Performance Measures

The organisation measures its own performance through the use of both quantitative and qualitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the organisation and whether our short-term and long-term objectives are being achieved

Operational and Financial	2017		2016	
	Actual	Benchmark	Actual	Benchmark
Tied income (Government and other grants) to total income	80.7%	70.0%	67.1%	68.4%
Untied (fundraising) income to total income	19.3%	30.0%	32.9%	31.6%
Fundraising cost ratio	35.2%	30.0%	28.7%	29.0%
Fundraising expense ratio	6.3%	10.0%	6.2%	9.2%
Accountability and Administration to total expenditure	4.8%	10.0%	7.4%	20.0%

Information on Non- Executive Directors**Sandhya Chakravarty**

Qualifications	Graduate Australian Institute of Company Directors, Certified Practicing Accountant, Master of Business Administration, Master of Economics, Bachelor of Economics
Experience	With an executive career spanning more than 25 years across major international organisations including Australian Red Cross, Boston Consulting Group, Bristol-Myers Squibb, and Ingersoll-Rand, Sandhya has gained extensive experience through holding various senior financial and management positions. Her expertise includes strategy, shared services, financial compliance, policy, risk management, technology and process transformations, change management and governance.
Special Responsibilities	Finance, Risk and Audit Committee member, Investment Committee member

Gemma Hardie

Qualifications	Bachelor of Arts
Experience	Gemma is a marketing and fundraising professional, with over 15 years' experience in the not-for-profit sector in a range of charities including Wesley Mission Victoria, World Vision, Heart Foundation and Guide Dogs Victoria. A committed advocate for the not-for-profit sector, she is passionate about community engagement and mobilisation and has a strong background in volunteer management, advocacy and public education activities.
Special Responsibilities	Finance, Risk and Audit Committee member, Investment Committee member

Carolyn Ireland

Qualifications	Bachelor of Accounting, Executive Masters of Business Administration, Member of Institute of Chartered Practicing Accountants of Australia, Graduate Australian Institute of Company Directors
Experience	Carolyn has over 20 years experience working in a variety of senior finance and treasury roles, and is currently Group Treasurer at Australian Pharmaceutical Industries Ltd with turnover in excess of \$3.5 billion. Previously she has held senior roles with Epworth Healthcare, Australian Unity, GBS Venture Partners, Macquarie Bank and KPMG.
Special Responsibilities	Finance, Risk and Audit Committee Chair (since Nov 2016), Investment Committee Member, appointed Chair (June 2017)

Linda Elizabeth Kelly

Qualifications	Bachelor of Social Work, PhD
Experience	Linda is an international development professional, trainer and facilitator, and has held senior management positions with Australian based international NGOs including World Vision and Oxfam. Her specialisations include monitoring and evaluation, community development, gender, inclusive practice, international non-government organisational development and capacity building. Since 2001 she has been the Director of Praxis Consultants, a privately owned company specialising in strategic management, program design, research and evaluation for international and domestic organisations at project, program and policy levels. In 2014 she also joined the Institute for Social Change at La Trobe University as Co-director.
Special Responsibilities	None

Bronwyn Hazel Lee

Qualifications	Bachelor of Commerce, Master of Applied Anthropology and Participatory Development
Experience	Bronwyn is currently Director, Development and External Relations at the Foundation for Young Australians, where she leads public affairs, government engagement, research and advocacy, partnerships and fundraising. She has a deep practical and theoretical knowledge of the community sector with over fifteen years experience working with non-profits, including World Vision Australia and the Australian Youth Climate Coalition.
Special Responsibilities	None

Kirsten Grace Mander

Qualifications	Board Chair Master of Laws, Fellow of the Australian Institute of Company Directors, Fellow of the Governance Institute of Australia, Fellow of the Risk Management Institute of Australasia
Experience	Kirsten has over 20 years' experience in the private, government and not for profit sectors, and has acted as general counsel for some of Australia's top companies including Australian Unity, Sigma Pharmaceuticals and Smorgon Steel Group. She has worked extensively overseas in Asia, the Pacific and former Soviet Union. Kirsten is Chair of the Victorian Reproductive Treatment Authority, a director of rt Health, Swinburne University, Peninsula Health, the Australian Centre for Health Research and the Consultative Council for Clinical Trial Research and is a former director of the Law Institute of Victoria and Women's Circus.
Special Responsibilities	ex-officio to all committees

Directors Report continued.....

Ernestine Rozario

Qualifications	Bachelor of Economics, Graduate Diploma Business Information Systems, Chartered Accountant, Fellow of the Australian Institute of Company Directors
Experience	Ernestine has over 25 years' experience as a professional in risk management and assurance. Her experience includes public practice, telecommunications, manufacturing and mining across multinational corporations in Australia and Asia Pacific. She has over ten years' experience as a Board Member and Treasurer for the not-for-profit organisation WISE Employment, and has held previous board and committee roles with Road Trauma Support Services Victoria and Environment Victoria. She is currently a Senior Manager with Toll Group.
Special Responsibilities	Finance, Risk and Audit Committee member

Susan Gail Harris Rimmer

Qualifications	Bachelor of Arts (Honours),
Experience	Susan is an Associate Professor at the Griffith University Law School and an Australian Research Council Future Fellow. She has more than 15 years' experience as a lawyer, researcher, campaigner and policy analyst. Susan is an Adjunct Reader at the Asia-Pacific College of Diplomacy at the ANU and a Research Associate at the Development Policy Centre, Crawford School, ANU. She has previously worked for the Australian Council for International Development (ACFID), the UN High Commissioner for Refugees, and the Parliamentary Library. Previous board positions include UN Women National Committee Australia and Australian Lawyers for Human Rights, and she is currently a board member of the Refugee Council of Australia.
Special Responsibilities	Remuneration and Nomination Committee member

Philippa Taylor

Qualifications	Masters of Business Administration, Graduate Diploma Adult Education, Bachelor of Business, Graduate of the Australian Institute of Company Directors, Certified Professional Australian Human Resources Institute
Experience	Philippa is an experienced and successful non-executive director and advisor to boards and leaders within the corporate, government and non-for-profit space. She is an experienced business leader in enterprise wide initiatives across culture, leadership, governance, sales, corporate effectiveness and information systems. She is currently a director of Western Leisure Services Limited and a mentor to a number of boards through Leadership Victoria.
Special Responsibilities	Remuneration and Nomination Committee chair

Meetings of Directors

During the financial year, 7 meetings of directors were held. Attendances by each director were as follows:

Director	Number eligible to attend	Number attended
Sandhya Chakravarty	6	5
Gemma Hardie	7	6
Carolyn Ireland	6	6
Linda Elizabeth Kelly	7	5
Bronwyn Hazel Lee	7	7
Kirsten Grace Mander	7	6
Ernestine Rozario	3	2
Susan Gail Harris Rimmer	7	5
Philippa Taylor	7	6

Directors Report continued.....

IWDA is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity. At 30 June 2017, the total amount that members of the company are liable to contribute if the company is wound up is \$50.

ACFID Code of Conduct

These financial reports have been prepared in accordance with relevant legislation, accounting standards and requirements set out in the ACFID Code of Conduct. They provide a true and fair view of the financial position and performance and the organisation is able to pay its debts as and when they fall due.

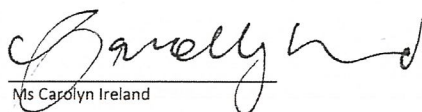
Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2017 has been received and can be found on page 5 of the financial statements.

The directors' report is signed in accordance with a resolution of the Board of Directors.

Director:


Ms Kirsten Grace Mander


Ms Carolyn Ireland

Dated this

10th

day of

October

2017

**Auditor's Independence Declaration to the Directors of International Women's Development
Agency and Controlled Entity**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2017, there have been:

- (i) No contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit, and
- (ii) No contraventions of any applicable code of professional conduct in relation to the audit.

ShineWing Australia

ShineWing Australia
Chartered Accountants

Hayley Underwood

Hayley Underwood
Partner

Melbourne, 10 October 2017

**Consolidated Statement of Comprehensive Income
for the year ended 30 June 2017**

		Consolidated		IWDA	
	Note	2017 \$	2016 \$	2017 \$	2016 \$
Revenue					
Donations and Gifts					
- Monetary		2,414,587	2,385,342	1,877,764	2,765,629
- Non-monetary		-	-	-	-
Legacies and bequests		27,231	65,657	27,231	65,657
Grants					
Department of Foreign Affairs and Trade		2,559,779	2,594,530	2,559,779	2,594,530
Other Australian		1,879,857	622,180	1,879,857	622,180
Other overseas		4,148,059	2,796,085	4,148,059	2,796,085
Investment income		768,865	635,145	139,315	100,114
Other income		131,303	16,483	11,513	16,483
Total Revenue	3	11,929,681	9,115,422	10,643,518	8,960,678
Expenditure					
International Aid and Development Programs Expenditure					
International programs					
Funds to International programs		5,139,198	4,602,678	5,139,198	4,602,678
Program support costs		3,900,433	2,200,411	3,900,433	2,200,411
Community Education		574,078	432,667	574,078	432,667
Fundraising costs					
Public		542,162	533,661	542,162	533,661
Government, multilateral & private		141,592	190,055	141,592	190,055
Accountability and Administration		538,856	651,206	519,037	635,458
Non-Monetary Expenditure		-	-	-	-
Total International Aid and Development Programs Expenditure		10,836,319	8,610,678	10,816,500	8,594,930
Domestic Programs Expenditure		-	-	-	-
Total Expenditure	3	10,836,319	8,610,678	10,816,500	8,594,930
Excess/(Shortfall) of Revenue over Expenditure		1,093,362	504,744	(172,982)	365,748
Other comprehensive income					
Items that may be reclassified subsequently to profit or loss when specific conditions are met:					
Fair value (losses)/gains on available for sale financial assets		545,047	(1,132,139)	-	-
Reclassification of fair value gains on available-for-sale financial assets to profit or loss		(119,790)	-	-	-
Other comprehensive income for the year		425,257	(1,132,139)	-	-
Total comprehensive income / (loss) for the year		1,518,618	(627,395)	(172,982)	365,748

During the financial year, the entity had no transactions in relation to international political or religious adherence promotion programs.

The consolidated statement of comprehensive income is to be read in conjunction with the attached notes to the financial statements.

Consolidated Statement of Financial Position
as at 30 June 2017

		Consolidated		IWDA	
	Note	2017 \$	2016 \$	2017 \$	2016 \$
Assets					
Current Assets					
Cash and cash equivalents	4	7,930,622	7,105,017	6,724,736	4,578,366
Trade and other receivables	5	1,092,954	657,801	768,129	429,861
Inventories	6	3,205	273	3,205	273
Other current financial assets	7	514,443	-	514,443	-
Total Current Assets		9,541,224	7,763,091	8,010,513	5,008,500
Non-current Assets					
Property, plant and equipment	8	240,227	294,398	240,227	294,398
Intangible assets	9	107,189	127,600	107,189	127,600
Financial assets	10	9,244,901	6,329,646	-	-
Other non-current financial assets	11	64,278	47,290	64,278	47,290
Total Non-current Assets		9,656,595	6,798,934	411,694	469,288
Total Assets		19,197,819	14,562,025	8,422,207	5,477,788
Liabilities					
Current Liabilities					
Trade and other payables	12	353,363	260,317	346,803	253,817
Current tax liabilities	13	189,892	104,225	191,868	105,915
Provisions	14	243,871	173,316	243,871	173,316
Other financial liabilities	15	6,991,456	4,117,559	6,991,456	4,117,559
Total Current Liabilities		7,778,582	4,655,417	7,773,998	4,650,607
Non-current Liabilities					
Provisions	14	14,308	20,298	14,308	20,298
Total Non-current Liabilities		14,308	20,298	14,308	20,298
Total Liabilities		7,792,890	4,675,715	7,788,306	4,670,905
Net Assets		11,404,929	9,886,310	633,901	806,883
Equity					
Reserves	16	493,567	286,949	348,665	567,304
Retained surplus		10,911,362	9,599,361	285,236	239,579
Total Equity		11,404,929	9,886,310	633,901	806,883

At the end of the financial year, IWDA had no balances in the Assets held for Sale, Other Financial Assets, Investment property or Borrowings categories.

The consolidated statement of financial position is to be read in conjunction with the attached notes to the financial statements.

**Consolidated Statement of Changes in Equity
for the year ended 30 June 2017**

Consolidated

	Special Purpose Reserve \$	Investment Reserve \$	Maternity Leave Reserve	General Reserve \$	Retained Surplus \$	Total \$
As at 30 June 2015	197,845	851,784	35,334	30,000	9,405,333	10,520,296
Net surplus for the year	-	-	-	-	504,744	504,744
Total other comprehensive income	-	(1,132,139)	-	-	-	(1,132,139)
Transfer to (from) reserves	308,871	-	(6,591)	1,845	(310,716)	(6,591)
As at 30 June 2016	506,716	(280,355)	28,743	31,845	9,599,361	9,886,310
Net surplus for the year	-	-	-	-	1,093,362	1,093,362
Total other comprehensive income	-	425,257	-	-	-	425,257
Transfer to (from) reserves	(218,639)	-	-	-	218,639	-
As at 30 June 2017	288,077	144,902	28,743	31,845	10,911,362	11,404,929

IWDA

	Special Purpose Reserve \$	Investment Reserve \$	Maternity Leave Reserve	General Reserve \$	Retained Surplus \$	Total \$
As at 30 June 2015	197,845	-	35,334	30,000	184,547	447,726
Net surplus for the year	-	-	-	-	365,748	365,748
Transfer to (from) reserves	308,871	-	(6,591)	1,845	(310,716)	(6,591)
As at 30 June 2016	506,716	-	28,743	31,845	239,579	806,883
Net surplus for the year	-	-	-	-	(172,982)	(172,982)
Transfer to (from) reserves	(218,639)	-	-	-	218,639	-
As at 30 June 2017	288,077	-	28,743	31,845	285,236	633,901

Details of the purpose of each reserve are included in Note 16.

The consolidated statement of changes in equity is to be read in conjunction with the attached notes to the financial statements.

Consolidated Statement of Cash Flows
for the year ended 30 June 2017

		Consolidated		IWDA	
	<i>Note</i>	2017	2016	2017	2016
		\$	\$	\$	\$
Cash flows from Operating Activities					
Receipts from donations, grants and other income		13,479,773	11,195,787	13,039,831	11,263,189
Payments to employees, suppliers and overseas aid projects		(10,996,239)	(8,502,634)	(10,976,190)	(8,456,232)
Interest/ Dividends received		768,865	635,145	139,315	100,114
Net cash flows from operating activities		<u>3,252,399</u>	<u>3,328,298</u>	<u>2,202,956</u>	<u>2,907,071</u>
Cash flows from Investing Activities					
Net payments for property, plant and equipment		(48,532)	(241,281)	(48,532)	(241,281)
Proceeds from sale of property, plant and equipment		8,934	-	8,934	-
Purchase for available-for-sale financial assets		(9,100,000)	-	-	-
Proceeds from sale of available-for-sale financial assets		6,729,792	-	-	-
Deposits made		(16,988)	-	(16,988)	-
Net cash flows used in investing activities		<u>(2,426,794)</u>	<u>(241,281)</u>	<u>(56,586)</u>	<u>(241,281)</u>
Net increase in cash held		825,605	3,087,017	2,146,370	2,665,790
Cash and cash equivalents at beginning of the financial year		<u>7,105,017</u>	<u>4,018,000</u>	<u>4,578,366</u>	<u>1,912,576</u>
Cash and cash equivalents at end of year	4, 19	<u>7,930,622</u>	<u>7,105,017</u>	<u>6,724,736</u>	<u>4,578,366</u>

The consolidated statement of cash flows is to be read in conjunction with the attached notes to the financial statements.

Notes to the Financial Statements

1: General information

The financial statements and accompanying notes of International Women's Development Agency and consolidated group for year ended 30 June 2017 were authorised for issue on 10 October 2017. International Women's Development Agency is an Australian public company limited by guarantee under the Corporations Act 2001.

2: Summary of Accounting Policies

Basis of Preparation

International Women's Development Agency applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010–2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements and other applicable Australian Accounting Standards – Reduced Disclosure Requirements.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB), and the requirements of the Australian Charities and Not-for-profits Commission Act 2012.

The organisation is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code please refer to the ACFID website at www.acfid.asn.au.

The report is presented in Australian Dollars which is the Groups functional currency and amounts are rounded to the nearest dollar.

a) Revenue and Other Income

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the organisation and the revenue can be reliably measured.

Donations and Bequests are recognised as revenue when the funds are received.

Grant Revenue is recognised when the organisation obtains control of the grant, it is probable that the economic benefits gained from the grant will flow and the amount of the grant can be measured reliably. If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are met. If there is an obligation to deliver economic value directly back to the contributor of the grant, the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

Investment income is recognised when the right to receive consideration for the provision of, or investment in, assets has been attained. Dividend income is recognised when the right to receive a dividend has been established.

Revenue generated from the sale of goods and services is recognised at the point of delivery as this corresponds to the transfer of significant risks and rewards of ownership of the goods and services and the cessation of all involvement in those goods.

Other income is recognised when the right to receive the income is established.

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

b) Cash and cash equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks and other short-term highly liquid investments with original maturities of three months or less.

c) Available-for-sale investments

Initial recognition and measurement

Available-for-sale investments are recognised when the entity becomes a party to the contractual provisions to the instrument. This is equivalent to the date that the organisation commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Available-for-sale investments are initially measured at fair value and the transaction costs are recognised immediately as expenses in profit or loss.

Classification and subsequent measurement

Available-for-sale investments are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

They are subsequently measured at fair value with any remeasurements other than impairment losses and foreign exchange gains and losses recognised in other comprehensive income. When the financial asset is derecognised, the cumulative gain or loss pertaining to that asset previously recognised in other comprehensive income is reclassified into profit or loss.

Available-for-sale financial assets are classified as non-current assets when they are not expected to be settled within 12 months after the end of the reporting period.

All other available-for-sale financial assets are classified as current assets.

Impairment

In the case of available-for-sale financial assets, a significant or prolonged decline in the market value of the instrument is considered to constitute a loss event.

Impairment losses are recognised in profit or loss immediately. Also, any cumulative decline in fair value previously recognised in other comprehensive income is reclassified into profit or loss at this point.

Derecognition

Financial assets are derecognised when the contractual right to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset.

Notes to the Financial Statements

d) Trade and other receivables

Trade and other receivables include amounts from donors and any outstanding grant receipts.

Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

e) Property, plant and equipment

Each class of plant and equipment is carried at cost or fair value as indicated less, where applicable, any accumulated depreciation and impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

Depreciation

Items of plant and equipment are depreciated over their useful lives to the organisation commencing from the time the asset is held ready for use. Depreciation is calculated on a straight line basis over the expected useful economic lives of the assets as follows:

<u>Class of Fixed Asset</u>	<u>Depreciation Rate</u>
Office equipment (including computers)	33%
Furniture & fittings	20%
Leasehold improvements	20%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained earnings.

f) Intangible assets

Each intangible asset is carried at cost or fair value as indicated less, where applicable, any accumulated amortisation and impairment losses.

Intangible asset

Intangible assets are measured on the cost basis less amortisation and impairment losses.

Amortisation

Items of intangible assets are amortised over their useful lives to the organisation commencing from the time the asset is held ready for use. Amortisation is calculated on a straight line basis over the expected useful economic lives of the assets as follows:

<u>Class of Asset</u>	<u>Amortisation Rate</u>
Software	33%

The assets' residual values and useful lives are reviewed and adjusted, if appropriate, at each balance date.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained earnings.

g) Leased assets

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership, are transferred to the organisation are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amount equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

Leased assets are depreciated on a straight-line basis over their estimated useful lives where it is likely that the organisation will obtain ownership of the asset or ownership over the term of the lease.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

h) Trade and other payables

Trade and other payables represent the liabilities for goods and services received by the organisation during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

i) Impairment of Assets

At the end of each reporting period, the organisation assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the organisation estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where an impairment loss on a revalued asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

j) Taxation

Income Tax

The organisation is an income tax exempt charitable entity under Subsection 50-B of the Income Tax Assessment Act 1997. The organisation is a deductible gift recipient.

Goods and Services Tax (GST)

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

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented in operating cash flows included in receipts from customers or payments to suppliers.

k) Employee Benefits

Short-term employee benefits

Provision is made for the organisation's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the present value amounts expected to be paid when the obligation is settled. The organisation's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as part of Provisions in the statement of financial position.

Other long-term employee benefits

Provision is made for employees' annual leave entitlements not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements of obligations for other long-term employee benefits for changes in assumptions are recognised in profit or loss in the periods in which the changes occur.

The organisation's obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the organisation does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

l) Fair Value of Assets and Liabilities

The organisation measures some of its assets at fair value on a recurring basis.

Fair value is the price the organisation would receive to sell an asset or would have to pay to transfer a liability in an orderly (ie unforced) transaction between independent, knowledgeable and willing market participants at the measurement date.

As fair value is a market-based measure, the closest equivalent observable market pricing information is used to determine fair value. Adjustments to market values may be made having regard to the characteristics of the specific asset or liability. The fair values of assets and liabilities that are not traded in an active market are determined using one or more valuation techniques. These valuation techniques maximise, to the extent possible, the use of observable market data.

To the extent possible, market information is extracted from either the principal market for the asset or liability (ie the market with the greatest volume and level of activity for the asset or liability) or, in the absence of such a market, the most advantageous market available to the entity at reporting date (ie the market that maximises the receipts from the sale of the asset or minimises the payment made to transfer the liability, after taking into account transaction costs and transport costs).

For non-financial assets, the fair value measurement also takes into account a market participant's ability to use the asset in its highest and best use, or to sell it to another market participant that would use the asset in its highest and best use.

The fair value of liabilities and the entity's own equity instruments (excluding those related to share-based payment arrangements) may be valued, where there is no observable market price in relation to the transfer of such financial instrument, by reference to observable market information where such instruments are held as assets. Where this information is not available, other valuation techniques are adopted and, where significant, are detailed in the respective note to the financial statements.

m) Foreign currency transactions

Foreign currency transactions are converted to Australian currency at the rates of exchange applicable at the date of the transactions.

Foreign currencies held at balance date are converted to Australian dollars at exchange rates ruling at that date. Foreign exchange differences arising on translation are recognised in the statement of comprehensive income.

n) Comparatives

Comparative figures have been adjusted to conform to changes in presentation for the current financial year when required by accounting standards.

o) Basis of consolidation

The consolidated financial statements comprise the financial statements of IWDA (the parent organisation) and its controlled entity, The Trustee For IWDA Foundation, as at 30 June each year (the Group).

Subsidiaries are fully consolidated from the date on which control is transferred to the Group and cease to be consolidated from the date on which control is

The financial statements of subsidiaries are prepared for the same reporting periods as the parent organisation, using consistent accounting policies.

All interorganisation balances and unrealised profits from transactions between Group entities have been eliminated on consolidation.

Investments in subsidiaries are accounted for at cost less any impairment losses in the separate financial statements of the parent entity.

p) Critical Accounting Estimates and Judgements

The board members evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the organisation.

Key Estimates - Impairment

The group assesses impairment at each reporting date by evaluating conditions specific to the organisation that may lead to impairment of assets. Where an impairment trigger exists, the recoverable amount of the asset is determined.

Key Judgements - Employee Benefits

For the purpose of measurement, AASB 119: Employee Benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related services. As the organisation expects that most employees will not use all of their annual leave entitlements in the same year in which they are earned or during the 12-month period that follows (despite an informal organisation policy that requires annual leave to be used within 12 months), the directors believe that obligations for annual leave entitlements satisfy the definition of other long-term employee benefits and, therefore, are required to be measured at the present value of the expected future payments to be made to employees.

q) New accounting standards for application in future periods

The AASB has issued new and associated amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods.

AASB9: Financial Instruments and associated amending standards (applicable to annual reporting periods commencing on or after 1 January 2018).

AASB 9 replaces AASB 139 Financial Instruments: Recognition and Measurement and includes revised requirements for the classification and measurement of financial instruments, revised recognition and de-recognition requirements for financial instruments, revised impairment requirements and simplified requirements for hedge accounting.

The revised requirements include:

- simplifications to the classification of financial assets
 - simplifications to the accounting of embedded derivatives
 - an expected loss impairment model
 - the irrevocable election to recognise gains and losses on investments in equity instruments that are not held for trading in other comprehensive income.
 - a new model for hedge accounting that will allow greater flexibility in the ability to hedge risk, particularly with respect to hedges of non-financial items.
- The financial assets and liabilities of the Group consists of cash, fair value of available-for-sale financial assets, receivables and payables. Although the directors anticipate that the adoption of AASB 9 will have an impact on the Group's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

AASB15: Revenue from contracts with customers (applicable to annual reporting periods commencing on or after 1 January 2019).

This Standard will replace the current accounting requirements applicable to revenue with a single, principles-based model. Except for a limited number of exceptions, including leases, the new revenue model in AASB 15 will apply to all contracts with customers as well as non-monetary exchanges between entities in the same line of business to facilitate sales to customers and potential customers.

The core principle of the Standard is that an entity will recognise revenue to depict the transfer of promised goods or services to customers in an amount that reflects the consideration to which the entity expects to be entitled in exchange for the goods or services. To achieve this objective, AASB 15 provides the following five-step process:

- identify the contract(s) with a customer;
- identify the performance obligations in the contract(s);
- determine the transaction price;
- allocate the transaction price to the performance obligations in the contract(s); and
- recognise revenue when (or as) the performance obligations are satisfied.

The directors have made a preliminary assessment of the impact, which will result in the following adjustments on transition:

- identification and categorisation of performance obligations on each contract, which would influence the timing of revenue recognition on each contract deliverable which
- it is impracticable at this stage to provide a reasonable estimate of such impact.

AASB 2016-8: Amendments to Australian Accounting Standards - Australian Implementation Guidance for Not-for-Profit Entities (applicable to annual reporting periods beginning on or after 1 January 2019).

This standard adds appendix F to AASB 15 to provide additional guidance on the application of AASB 15 in the context of not-for-profit entities. It also adds Appendix C to AASB 9.

Although the directors anticipate that the above amendments may have an impact on the Group's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

Notes to the Financial Statements

AASB 1058: Income of Not-For-Profit Entities (applicable to annual reporting periods beginning on or after 1 January 2019).

AASB 1058 applies to transactions where the consideration to purchase an asset is significantly less than its fair value in order to support the entity to further its objectives. It also applies to volunteer services.

The following are the key requirements in this standard:

1. Income arising from the excess of the initial carrying amount of an asset over the related contributions by owners, increases in liabilities, decreases in assets, and revenue should be immediately recognised in profit or loss. For this purpose assets, liabilities and revenue are to be measured in accordance with the applicable standard;
2. A liability is recognised for the excess of the initial carrying amount of a financial asset (received in a transfer to enable the entity to acquire or construct a recognisable non-financial asset that is to be controlled by the entity) over any related amounts recognised in accordance with other standards. This liability has to be amortised to profit or loss as the entity satisfies its obligations under the transfer; and
3. An entity may elect to recognise volunteer services or a class of volunteer services as an accounting policy choice if the fair value of those services can be measured reliably, whether or not the services would have been purchased if they had not been donated. Recognised volunteer services shall be measured at fair value and any excess over the related amounts (such as contribution by owners or revenue) should be immediately recognised in profit or loss.

The directors anticipate that the adoption of AASB 1058 will have an impact on the Group's financial statements. The volunteer services valued as per the ACFID Code of Conduct (Refer Note 18) will be incorporated into the Consolidated Statement of Comprehensive Income.

AASB16: Leases (applicable to annual reporting periods beginning on or after 1 January 2019).

When effective, this Standard will replace the current accounting requirements applicable to leases in AASB 117:Leases and related Interpretations. AASB 16 introduces a single lessee accounting model that eliminates the requirement for leases to be classified as operating or finance leases.

The main changes introduced by the new Standard include:

- recognition of a right-to-use asset and liability for all leases (excluding short-term leases with less than 12 months of tenure and leases relating to low value assets);
- depreciation of right-to-use assets in line with AASB 116: Property, Plant and Equipment in profit or loss and unwinding of the liability in principal and interest components;
- variable lease payments that depend on an index or a rate are included in the initial measurement of the lease liability using the index or rate at the commencement date;
- by applying a practical expedient, a lessee is permitted to elect not to separate non-lease components and instead account for all components as a lease; and
- additional disclosure requirements.

The directors expect that the adoption of AASB 16 will result in lease assets and liabilities being recognised on balance sheet. Although the directors anticipate that the adoption of AASB 16 will have an impact on the Group's financial statements, it is impracticable at this stage to provide a reasonable estimate of such impact.

Notes to the Financial Statements

	Consolidated		IWDA	
	2017	2016	2017	2016
	\$	\$	\$	\$
Note 3: Revenue, other income and expenses				
The following revenue and expense items are significant in explaining the financial performance:				
a. Significant revenues				
Investment income	888,655	635,145	139,315	100,114
The Trustee For IWDA Foundation distribution	-	-	363,177	1,280,287
Donations and bequests received	2,441,818	2,450,999	1,541,818	1,551,000
b. Expenses				
Depreciation and amortisation of non-current assets	114,946	74,862	114,946	74,862
Employee benefits	3,557,370	2,587,607	3,557,370	2,587,607
Rental expense	150,385	144,073	150,385	144,073
Funds transferred to international programs	5,139,198	4,602,678	5,139,198	4,602,678
Note 4: Cash and cash equivalents				
Cash on hand	875	500	875	500
Foreign currencies on hand	-	31	-	31
Cash at bank	4,385,576	2,652,504	3,179,690	1,545,971
Short term investments - bank deposits	3,544,171	4,451,982	3,544,171	3,031,864
	7,930,622	7,105,017	6,724,736	4,578,366
Note 5: Trade and Other Receivables				
CURRENT				
Trade debtors	657,651	3,325	657,651	3,325
Prepayments	78,191	56,255	78,191	56,255
Accrued grant and other income	357,109	598,221	32,287	370,281
	1,092,951	657,801	768,129	429,861
Note 6: Inventories				
CURRENT				
Goods purchased for resale	3,205	273	3,205	273
Note 7: Other Current Financial Assets				
CURRENT				
Term Deposits	514,443	-	514,443	-
Note 8: Property, Plant and Equipment				
Office equipment at cost	180,649	158,253	180,649	158,253
Less accumulated depreciation	(101,491)	(68,833)	(101,491)	(68,833)
	79,158	89,420	79,158	89,420
Furniture & fittings at cost	76,280	74,760	76,280	74,760
Less accumulated depreciation	(31,421)	(16,559)	(31,421)	(16,559)
	44,859	58,201	44,859	58,201
Leasehold improvements	189,701	182,411	189,701	182,411
Less leasehold amortisation	(73,491)	(35,634)	(73,491)	(35,634)
	116,210	146,777	116,210	146,777
Total Property, Plant and equipment	240,227	294,398	240,227	294,398
Movements in carrying amounts				
Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year.				
	Consolidated/IWDA			
	Office Equipment	Furniture & Fittings	Leasehold Improvements	Total
	\$	\$	\$	\$
Balance at 1 July 2016	89,420	58,201	146,777	294,398
Additions	39,725	1,519	7,290	48,534
Disposals	(11,170)	-	-	(11,170)
Depreciation expense	(38,817)	(14,861)	(37,857)	(91,535)
Carrying amount at 30 June 2017	79,158	44,859	116,210	240,227

Notes to the Financial Statements

		Consolidated		IWDA	
		2017	2016	2017	2016
		\$	\$	\$	\$
Note 9: Intangible Assets					
Computer Software at cost		130,600	127,600	130,600	127,600
Less accumulated amortisation		(23,411)	-	(23,411)	-
Total Intangible Assets		<u>107,189</u>	<u>127,600</u>	<u>107,189</u>	<u>127,600</u>
Movements in carrying amounts					
Movement in the carrying amounts between the beginning and the end of the current financial year.					
	Note			Software Development	Total
				\$	\$
Balance at 1 July 2016				127,600	127,600
Additions				3,000	3,000
Disposals				-	-
Amortisation expense				(23,411)	-
Carrying amount at 30 June 2017	2(f)			<u>107,189</u>	<u>130,600</u>
		Consolidated		IWDA	
		2017	2016	2017	2016
		\$	\$	\$	\$
Note 10: Financial Assets					
NON-CURRENT					
Available-for-sale financial assets comprise:	2(c)				
Managed portfolio by MLC / Vanduard at fair value		9,244,901	6,329,646	-	-
		<u>9,244,901</u>	<u>6,329,646</u>	<u>-</u>	<u>-</u>
Note 11: Other non-current financial assets					
Deposits held as guarantee		64,278	47,290	64,278	47,290
Note 12: Trade and Other payables					
CURRENT					
Trade Creditors	2(h)	139,403	65,800	139,403	65,800
Business credit cards		23,471	24,548	23,471	24,548
Accrued expenses		190,489	169,969	183,929	163,469
		<u>353,363</u>	<u>260,317</u>	<u>346,803</u>	<u>253,817</u>
Note 13: Current Tax Liabilities					
CURRENT					
GST payable	2(j)	148,652	65,843	150,628	67,533
PAYG payable		41,240	38,382	41,240	38,382
		<u>189,892</u>	<u>104,225</u>	<u>191,868</u>	<u>105,915</u>
Note 14: Provisions					
CURRENT					
Provision for employee benefits - Annual leave	2(k)	179,741	136,380	179,741	136,380
Provision for employee benefits - Long service leave		64,130	36,936	64,130	36,936
		<u>243,871</u>	<u>173,316</u>	<u>243,871</u>	<u>173,316</u>
NON CURRENT					
Provision for employee benefits - Long service leave	2(k)	14,308	20,298	14,308	20,298
		<u>258,179</u>	<u>193,614</u>	<u>258,179</u>	<u>193,614</u>
Analysis of Provisions:					
Balance at 1 July 2016				2017	
Additional provisions raised during the year				\$	
Amounts used				193,614	
Balance at 30 June 2017	2(k)			258,048	
				(193,483)	
				<u>258,179</u>	

Notes to the Financial Statements

Note 15: Other Financial Liabilities

Grants Received in Advance

	2017	2016
	\$	\$
Department of Foreign Affairs and Trade	1,946,805	628,823
Netherlands Ministry of Foreign Affairs	3,146,267	3,000,711
Live and Learn International	23,556	40,343
Cardno Emerging Markets	109,973	131,497
Oxfam Australia	30,424	39,823
Australian National University - State, Society & Governance in Melanesia Program	1,561,449	72,470
Foundation for a Just Society	172,982	203,892
Total unexpended grant funds at 30 June 2017	<u>6,991,456</u>	<u>4,117,559</u>

Note 16: Reserves

Details of reserves included in statement of changes in equity

Special Purpose Reserve

This records donations which have been received as revenue and are restricted, giving rise to an obligation to a specific program or project in a future period.

General Reserve

The general reserve records funds which have been set aside for responding to critical issues and events.

Maternity Leave Reserve

This reserve records funds set aside for the employees' maternity leave in accordance with the organisation's policy.

Investment Reserves

This reserve records the changes in fair value of available-for-sale financial assets.

Note 17: Capital and Lease Commitments

Operating Lease Commitments

The property lease commitments are non-cancellable for the lease period completing in May 2020, with rent payable monthly in advance.

	Consolidated		IWDA	
	2017	2016	2017	2016
	\$	\$	\$	\$
Lease of Premises Payable				
within 1 year	219,025	150,155	219,025	150,155
later than one year but not later than five years	440,873	466,859	440,873	466,859
Total operating lease commitment	<u>659,898</u>	<u>617,014</u>	<u>659,898</u>	<u>617,014</u>

Note 18: Gifts in kind, pro bono and volunteer services

During the financial year, the organisation benefited by gifts in kind, pro bono and volunteer services, the value of which has not been included in the financial statements.

a. Gifts in kind

b. Pro bono and Volunteer services

	Consolidated		IWDA	
	2017	2016	2017	2016
	\$	\$	\$	\$
a. Gifts in kind	46,820	65,088	46,820	65,088
b. Pro bono and Volunteer services	166,581	189,400	166,581	189,400

Note 19: Financial Risk Management

The organisation's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable. The carrying amounts for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

		Consolidated		IWDA	
	Note:	2017	2016	2017	2016
		\$	\$	\$	\$
Financial Assets					
Cash and cash equivalents	4	7,930,622	7,105,017	6,724,736	4,578,366
Trade and other receivables	5	1,092,951	657,801	768,129	429,861
Other current financial assets	7	514,443	-	514,443	-
Available-for-sale financial assets	10	9,244,901	6,329,646	-	-
Other non-current financial assets	11	64,278	47,290	64,278	47,290
Total financial assets		<u>18,847,195</u>	<u>14,139,754</u>	<u>8,071,586</u>	<u>5,055,517</u>
Financial liabilities					
Financial liabilities at amortised cost:					
– trade and other payables	12	353,363	260,317	346,803	253,817
– current tax liabilities	13	189,892	104,225	191,868	105,915
Total financial liabilities		<u>543,255</u>	<u>364,542</u>	<u>538,672</u>	<u>359,732</u>

Notes to the Financial Statements

Note 20: Fair Value Measurements

The organisation has the following assets, as set out in the table below, that are measured at fair value on a recurring basis after initial recognition. The organisation does not subsequently measure any liabilities at fair value on a recurring basis, or any assets or liabilities at fair value on a non-recurring basis.

	Note:	Consolidated		IWDA	
		2017	2016	2017	2016
		\$	\$	\$	\$
Recurring fair value measurements					
Financial assets					
Available-for-sale financial assets	10	9,244,901	6,329,646	-	-
Total financial assets recognised at fair value		9,244,901	6,329,646	-	-

Note 21: Related party transactions

Distribution and management fees received from The Trustee For IWDA Foundation	-	-	376,441	1,289,574
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Note 22: Key Management Personnel

The names and positions of those having authority for planning, directing and controlling the organisation's activities, (other than the non executive directors), are:

Joanna Hayter, Chief Executive Officer	Donna Davies, Director of Finance and Business Operations
Alison Hill, Director of Strategic Engagement	Joanne Crawford, Team Leader IDM
Kim Berry, Director of Communications and Fundraising (resigned 10/3/17)	Donna McSkimming, Director of Programs
Caroline Lambert, Director of Research, Policy and Advocacy	

The total remuneration paid to key management personnel including superannuation was \$ 748,960 (2016: \$ 635,532)

Note 23: Member's Guarantee

IWDA is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$10 each towards meeting any outstanding obligations of the entity. At 30 June 2017, the total amount that members of the company are liable to contribute if the company is wound up is \$50.

Note 24: Events after the balance date

There were no significant events after the balance date.

Note 25: Organisation Details

The registered office of the organisation is:
International Women's Development Agency
Level 1
250 Queen St
MELBOURNE VIC 3000


The principal place of business is:
International Women's Development Agency
Level 1 and 4
250 Queen St
MELBOURNE VIC 3000

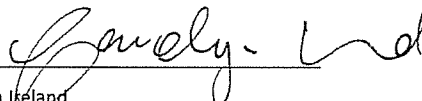
Directors' Declaration

The directors of International Women's Development Agency declare that:

- 1) The financial statements and notes as set out on pages 6 to 18, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - i) comply with relevant Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Regulation 2013* ; and
 - ii) give a true and fair view of the financial position as at 30 June 2017 and of the performance for the year ended on that date of the organisation.
- 2) In the directors' opinion, there are reasonable grounds to believe that the organisation will be able to pay its debts as and when they become due and payable with the continuing support of creditors.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulation 2013* .

Director: 
Ms Kirsten Grace Mander

Director: 
Ms Carolyn Ireland

Dated this 10th day of October 2017

INDEPENDENT AUDITOR'S REPORT TO THE DIRECTORS OF INTERNATIONAL WOMEN'S DEVELOPMENT AGENCY AND CONTROLLED ENTITY

Opinion

We have audited the financial report of International Women's Development Agency ("the Organisation") and its controlled entity ("the Group"), which comprises the consolidated statement of financial position as at 30 June 2017, the consolidated statement of comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors declaration.

In our opinion, the accompanying financial report of the Group is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a) giving a true and fair view of the Group's financial position as at 30 June 2017 and of its financial performance and cash flows for the year then ended; and
- b) complying with Australian Accounting Standards – Reduced Disclosure Requirements 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 Organisation in accordance with the auditor independence 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.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the Group's annual report for the year ended 30 June 2017, but does not include the financial report and our auditor's report thereon.

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

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

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

Responsibilities of the Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

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 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 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.

We 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 Group's internal control.

We evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

We conclude on the appropriateness of the director'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 Group'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 Group to cease to continue as a going concern.

We 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 directors 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.



We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them, all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

ShineWing Australia

ShineWing Australia
Chartered Accountants

A handwritten signature in black ink, appearing to read 'H. Underwood'.

Hayley Underwood
Partner

Melbourne, 11 September 2017