



Afghan Australian Development Organisation

**working in Afghanistan as the
Afghan Australian Development and Rehabilitation Organisation**

ANNUAL REPORT

**For the year ending 30 June, 2015
ABN 25 274 698 213**



\

The **Afghan Australian Development Organisation** (AADO) provides education and training in Afghanistan for those with minimal opportunities, in particular women, to foster sustainable livelihoods and professional skills development.

Working in Afghanistan as the **Afghan Australian Development and Rehabilitation Organisation**, (AADRO), AADO has a proven track record of high outcome, low cost programs which are delivered by local project staff with deep community networks and trusted relationships.

Highlights and Achievements– 2014-15

- Undertook a strategy review process to identify significant changes or trends in the external environment to consider in our next three year strategic plan
- 300 teachers graduated as Master Science Teacher Trainers in Kabul and in Sur-e-Pal
- Nine former street boys were trained in the trade of Carpentry over a 12 month period and all were immediately employed with a further nine currently training and due to graduate in May 2016
- 125 village women in 7 villages learnt about basic health, numeracy and literacy, followed by learning to sew which gave them a skill for their family as well as the possibility of earning an income
- Redeveloped our website and Facebook page
- A new partnership is being explored with Care Australia and Care International Afghanistan
- Developed and implemented our new fundraising plan, appointed a volunteer Fundraising Co-ordinator and tripled the number of fundraising events
- In the process of being endorsed as a member of the national co-ordinating body for NGOs in Afghanistan called (ACBAR) the Agency Co-ordinating Body for Afghan Relief.



President's Report

Despite the fact that the lives of millions of Afghans, including women and girls, have improved dramatically over the last decade, Afghanistan continues to face immense challenges and is one of the most difficult and insecure environments in which Australia delivers aid.

As Afghanistan's National Unity Government moves into its second year in office, it faces daunting political and economic challenges, together with increasing levels of insecurity and government division. The significant progress the country has made towards peace and prosperity over the last 13 years looks fragile.

Since the last AADO Annual Report went to print late last year, the Australian Government ended its military presence on the ground in Afghanistan. However, last month President Obama announced the US would halt military withdrawal, saying a prolonged American presence in Afghanistan was vital to its future. At this stage no change is planned to Australia's current commitment of 250 ADF members employed in non-combat roles.

It is a challenging time for AADO working in this insecure environment, but we have an experienced pair of hands in Dr Nouria Salehi and her trusted networks and our small and agile leadership team in Kabul is well connected and low profile. In June a Teacher Training program was temporarily postponed and relocated due to security concerns. More recently, a training program planned to commence in Jalalabad was postponed due to increased violence and attacks on civilians.

With insecurity and instability so widespread, NGOs must now plan to expect conflict and realise that large swaths of Afghanistan may become inaccessible outside of Provincial centres. Our risk management, including our networks of knowledge on the ground is critical in this environment.

This year, with the help of our skilled volunteer researchers, academics and trusted friends of AADO, the Committee of Management embarked on a strategy review process. We sought to better understand the changing external environment of our work, identifying significant changes or trends to consider in planning, and the impact on AADO's modus operandi. I wish to thank my colleagues on the Committee of Management for giving generously of their time and expertise this year.

Our strategic directions for the next 3 years will stay steadily focused on consolidating and growing our education and training activities, as we seek out new opportunities for nurturing education and training for Afghan women and their families.

The move to consolidate AADO's presence in Kabul as a local Afghan NGO, by applying for ACBAR endorsement will bring wider credibility, particularly in applying for funding from donors and governments.

Our work to put AADO on a more sustainable financial footing has seen an encouraging recent development with DFAT seeking to fund our Science teacher program, as a pilot, through an auspice arrangement with CARE Australia. CARE receives substantial Australian government funds under DFAT's *Empowerment through Education Program*. And has been active in Afghanistan for 19 years..

From August last year to April 2015, Jillian Hocking took up the new role of Communications and Development Manager to implement our income generation strategy. Jillian's experience of living and working as a journalist and trainer in Afghanistan and her communications and social media knowledge, together with her passion for Afghanistan and its people, brought to AADO fresh skills and a new approach that we wanted to trial and learn from its people, brought to AADO fresh



Skills and a new approach that we wanted to trial and learn from.

This year we continued to strengthen our funding efforts under Kim Shaw's Fundraising sub-committee. We had significant numbers of supporters enjoying another very successful celebration of Iftar in July 2014 and Nowruz (Afghan New Year) in March 2015. Volunteer Joshua Callanan joined Geeta Heffernan and Rosemary Marquardt on the sub-committee to institute a series of very successful Trivia nights.

On behalf of the Committee of Management, I wish to thank each of the generous donors and supporters of these events and all those who donated to AADO when they couldn't attend.

There is no doubt that AADO will need to think bigger and bolder than we previously dared if we are to significantly increase public and philanthropic involvement and financial support for our ambitious program of work in Afghanistan. We will again be calling on your support and your networks to help us achieve this, and we thank you for your support and for having already given so generously.

Sarina Greco
President

In Afghanistan today, only 5% of females aged 25 and over have achieved some level of secondary education compared to 34% for males. While 81% of girls are allegedly enrolled in primary schools, according to household surveys, just 46.4% of eligible girls actually attend.

Just 21.1% of eligible girls go on to secondary school. As a result, low levels of educational attainment is the reason for women achieving just 15% of the labour force participation.

<http://hdr.undp.org/en/countries/profiles/AFG>



Executive Director's Report

This year again, AADO's team in Kabul working as the Afghan Australian Development and Rehabilitation Organisation (AADRO) have done an amazing job. I know just how challenging it is running a small organisation like AADRO and I appreciate the enormous effort put in by local staff in our Learning Centre in Kabul, especially this year when conflict inside the country has an enormous impact on local people.

We farewelled our Operations Manager in Kabul, Farid Arian, who moved his young family closer to family support and welcomed Yousuf Kamal, whose background in security and logistics is proving useful in delivering our work in an insecure environment. Together with Saina Ahmadi, we have a strong leadership team in Kabul to implement our program of work.

Despite the challenges this year of security threats, AADO was able to deliver its Master Science Teacher Training Program. The terrible impact on families and communities of attacks on civilians is a continuing challenge, however the courage and resilience of the trainees was clearly evident and they were very motivated to make the most of their training opportunities. This year, a further 300 teachers completed their training. Our partnership with the National Science Centre in Afghanistan ensures we have the best Science trainers in the country working with our trainees delivering these proven and successful programs.

Our Vocational Training Program in Carpentry is a 12 month hands-on trade training course delivered at our workshop in Kabul and can only accommodate small numbers. A further 9 young men graduated in May this year, all of them going straight into jobs or starting their own small business.

In the villages, AADO's Life Skills training for women is progressing well. Although there have been significant gains for Afghan women and girls, there is still a need to continue to develop and empower Afghan women living in villages. It is wonderful to see strong and resilient women using their wisdom and past experience to keep their families together at this difficult time. These women join our literacy, numeracy and health programs with enthusiasm.

Finally, I wish to thank our Committee of Management who guide and support me, and I especially want to thank our donors and supporters for helping AADO improve the lives of Afghans.

I look forward to seeing what comes in the future and hope for peace and stability in Afghanistan.

Dr Nouria Salehi
Executive Director



AADO Volunteers 2014-15

Researchers and Program Development

Julian Hallowell, Lora Hares and Jill Murphy

Marketing and Promotions

Anna Osharov

Bruce Kirkman for bono design skills

AADO quarterly Newsletter

Rosemary Marquardt

Lexii Marquardt

Sally Morrison

Social Media

Jack Howes

Baheer Komak

Fundraising

Joshua Callanan Fundraising Volunteer Co-ordinator

Geeta Heffernan

Chris Keogh Auctioneer/MC

Sam Gilligan and Azmeena Hussain from Maurice Blackburn

Francesca Rizzoli

Financial supporters 2014-15

Planet Wheeler Foundation

Cabrini Health

Portland House

DFAT Direct Aid Program Australian Embassy in Kabul

We thank the following for prizes donated

Chris Young and *Prahran Market*

Dr Jeremy Watson *Brimbank Veterinary Clinic*

Gary Paddick and *Spokes Bike Shop* Abbotsford

Hajo Ohlert and *Champion Clothing*

Timur Salehi and *The Afghan Gallery Restaurant*

Leanne Borromeo and *Amcal Airport Pharmacies*

Endota Spa Fitzroy

Hello World Dandenong

Fitzroy Nursery



Intensive Science Teacher Training Program

The biggest challenge for expansion of education in Afghanistan today is poorly qualified or untrained teachers. Despite advances in education and curricula, only a small proportion of Afghan students currently complete secondary education, and even fewer are able to pass the demanding university entrance examination. Preparing teachers and developing their practical teaching skills remains the key to reversing this situation and this is where AADO can help. We know that lifting the skills and knowledge of the teachers leads directly to improved educational outcomes for students, especially in Science subjects that are critical to university entrance.

In 2014-15 AADO continued the Teacher Training in Kabul at the AADO Learning Centre and in Sur-e-Pal, a provincial centre, during the Summer school vacation period, overall training 300 teachers. This now means AADO has trained over 1,000 Master Science Teacher Trainers..

These Master Teachers return to their high schools or tertiary training centres to pass on their newly acquired knowledge to other teachers, multiplying the reach of AADO's training programs to the surrounding education community to support school success and University entrance for Afghanistan's young people.

Despite the terrible impact on families and communities of attacks on civilians in the past year, the commitment and motivation of the teachers was commendable. All teachers completed their training course and 100% graduated as Master Teacher Trainers.

This program is formally endorsed by the Afghan Ministry of Education, and supported by the National Science Teaching Centre who supply all the trainers for AADO's MSTT program and are acknowledged as the best qualified teachers in the country. The Planet Wheeler Foundation has been the principal funder of this training program again this year. The Australian Embassy, through the DAP program has also resourced the training.



Life Skills Training for Rural Women

AADO's **Life Skills Training Program** teaches rural women who have missed out on an education how to read, write and do simple arithmetic, taking them from little or no literacy to the equivalent of third grade. They learn about basic health issues, such as hygiene, nutrition and elementary first aid, and life skills including physiology, psychology, human rights and conflict resolution. The second semester of this one year course teaches dressmaking, tailoring and embroidery and they each receive a sewing machine on their graduation.

The literacy level of each participant improves significantly by the end of 12 months as well as their writing and arithmetic skills. They learn to utilise safe and healthy practices in their homes which improves the well-being of the whole family. They improve their family's hygiene practices by learning about using clean water, basic first aid techniques and the benefit of sunshine to good health. The program means that, for the first time, many women can share the reading of books and basic arithmetic with their children, not only affording them a new communication skill but also enhancing their own self-esteem and role as their child's first educator.

In the last 12 months, over 120 women in 7 villages have received their first experience of a formal education. Thanks to a partnership with the Afghan Rehabilitation and Health Services Organisation many of these women have come from Internal Displacement Camps or are disabled. The basic skills learnt lead to many changes in their lives, from improved status within the family (particularly with the in-laws) and within the village. The women also learn to work together as a community and many friendships and partnerships have been formed.

Nasima's story

I am 39 years old and I became a widow when I was young. Now I support my kids and father in law. I was facing many problems and there was nobody to look after me. Since I joined this course I become a tailor and make clothes for the people. That is how I make money and feed my kids and I am happy for what I am doing.



Trade Training in Carpentry for Street Boys

Many Afghan boys are living very precarious lives on the streets of Kabul until AADO recruits them into **vocational training in carpentry** that guarantees attendance at school, a job and income for their families. Many young teenagers face incredible hardship as the family breadwinner after three decades of conflict has left so many female-headed households. Many young men are forced to beg on the streets, or reduced to selling cigarettes or phone cards to bring in a meagre income to help support large families. We know Kabul's street-working children are exposed daily to extreme risks and real dangers like exploitation and forced prostitution.

Going to school and learning a trade may be a dream for young street boys, but in reality, it absolutely out of the question for so many. AADO is making that dream come true for a small number of these youths.

In 2014-15 nine boys were recruited into our program to attend school for half a day and do their hands on training at AADO's workshop in Kabul for the other part of the day. This program covers a whole year of training. As carpentry trainees, they work on government or business contracts, including office partition walls and furniture for the Ministry of Education, kitchen cabinets, glass-panelled doors and they learn about running a business. They receive a stipend of US\$30 a month to cover travel costs and a nutritious midday meal is provided by the cook in the Kabul Learning Centre. The stipend ensures their attendance as without that, most boys would not be able to come because their families are destitute and have no money for fares.

Every single one of these boys goes straight into a job with a basic carpentry starter kit of tools and materials.

Our Trade Training in Carpentry program has been in place for six years with 60 young men successfully achieving trade level skills. Relying on fundraising and donations from the Australian public, a further nine young men aged 15-17 are currently learning the trade and no doubt will be employed as soon as they graduate in May 2016



AFGHAN AUSTRALIAN DEVELOPMENT ORGANISATION INC
25 274 698 213
INCOME STATEMENT FOR THE YEAR ENDED 30TH JUNE 2015

REVENUE	2014	2015
	\$	\$
Donations and gifts		
Monetary restricted	287,872	219,111
Monetary – non restricted	11,624	41,322
Non-monetary	101,068	104,605
Investment income	2,064	2,309
Other Income	712	540
TOTAL REVENUE	403,340	367,887

EXPENDITURE

International programs		
Funds to international programs	330,983	272,780
Community education	0	0
Fundraising costs	2,316	7,182
Accountability and Administration	9,257	9,868
Non-Monetary Expenditure	101,068	104,605
TOTAL EXPENSES	443,624	394,435
EXCESS (SHORTFALL) OF REVENUE OVER EXPENDITURE	(40,284)	(26,548)

BALANCE SHEET
AS AT 30 JUNE 2015

ASSETS

Current Assets		
Cash and cash equivalents	206,060	191,991
Other financial assets	0	0
Total Current Assets	206,060	191,991
Non Current Assets	0	0
TOTAL ASSETS	206,060	191,991

LIABILITIES

Current Liabilities		
Trade and other payables	6,615	1,468
Income in advance	137,185	154,830
Current tax liabilities	0	0
Other financial liabilities	18	0
Total Current Liabilities	143,818	156,298
Total Non Current Liabilities	0	0
TOTAL LIABILITIES	143,818	156,298

NET ASSETS	62,242	35,693
-------------------	---------------	---------------

EQUITY

Reserves	0	0
Retained earnings	62,242	35,693
TOTAL EQUITY	62,242	35,693

Grants (all), Program support costs, Bequests and Legacies, Revenue and Expenditure for International Political or Religious adherence promotion programs and Domestic programs all recorded a zero balance.

AFGHAN AUSTRALIAN DEVELOPMENT ORGANISATION INC
25 274 698 2134
STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2015

	Retained Earnings	Reserves	Other	Total
Balance at 30 th June 2014	\$ 62,242	\$ -	\$ -	\$ 62,242
Shortfall of Revenue over expenses	\$ (26,548)	\$ -	\$ -	\$(26,548)
Balance at 30 th June 2015	\$ 35,693	\$ -	\$ -	\$ 35,693

CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2015

Cash Flow from Operating Activities	\$
Interest Received	2,309
Donations and Grants	261,157
Fund Raising	
Memberships	540
Exchange Rate Fluctuations	- 725
Total	263,281
Payments	289,830)
Cash at Beginning of Year	62,242
Cash at End of Year	35,693


Our table of cash movements produced to comply with the ACFID Code of Conduct can be found within our full financial report on our website

Auditor's opinion

In my opinion, this summary financial report presents fairly, in all material aspects, the financial position of the AFGFHAN AUSTRALIAN DEVELOPMENT ORGANISATION INC as at 30 June 2015 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the full financial statements.

Name of Firm: W.F.Titchener & Co. Pty. Ltd
Certified Practising Accountant

Name of Director:



Mark Donald Crew CPA

Suite 1/84 Johnston Street, Fitzroy, 3065

Dated this 19th day of November 2015

The Full Financial Report for 2015 is available on our website www.aado.org.au or a hard copy is available on request. The above Summary Financial Statement Report format complies with the standard set out by the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at www.acfid.asn.au.

AADO Committee of Management 2014 -2015

President *Sarina Greco* **Vice President** *Farhad Ahmadzai*

Treasurer *Amanda Pagan* **Secretary** *Rosemary Marquardt*

Committee members *Kim Shaw (Chair Fundraising Sub-Committee) and Carlie Adamek*

Executive Director *Dr Nouria Salehi*

Manager Communications and Development *Jillian Hocking (August 2014- March 2015)*

AADO (Afghan Australian Development Organisation) working as
AADRO (Afghan Australian Development and Rehabilitation Organisation) in Afghanistan

Melbourne Directorate
71 Argyle Street (PO Box 8)
Fitzroy, VIC, 3065
Ph: +61 3 9279 184
aadoevents@gmail.com
www.aado.org.au

Kabul In-Country Office
House 72, Ashraf Watt, Haji Yaqoob Square
Shar-e-naw, Kabul, Afghanistan
aado.kabul@aado.org.au



Graduates of the Master Science Teacher Training Program outside AADO's Learning Centre in Kabul



The Afghan Australian Development Organisation is a signatory to the ACFID Code of Conduct, which is a voluntary, self - regulatory sector code of good practice. As a signatory, we are committed and fully adhere to the ACFID Code of Conduct, conducting our work with transparency, accountability and integrity.

To lodge a complaint against our organisation, please email AADO at aadoevents@gmail.com. Our complaints handling policy can be found in our website. If you are not satisfied with the response and believe our organisation has breached the ACFID Code of Conduct, you can lodge a complaint with the ACFID Code of Conduct Committee at code@acfid.asn.au. Information about how to make a complaint can be found at www.acfid.asn.au