Caritas Australia

Stories of a Year

Annual Report 2014-15
Foreword

From the Chairman

Since becoming Caritas Australia Chairman in May 2015 I have witnessed the ongoing commitment by our Caritas Australia National Council and staff to Catholic Social Teaching principles and Gospel values in all facets of the agency’s work. We continue to respond to the needs of those who dwell on the margins and to build relationships that empower people living in poverty to be agents of their own change.

In this second year of our five-year strategic plan, we appointed our first dedicated Head of Mission, Sr Anne McGuire (see Chapter 2). Sister Anne has helped us to achieve an enhanced understanding across the agency through her formation programs and individual support. This important work has further strengthened understanding about the application of Catholic Social Teaching principles and Gospel values in our work.

I have also been humbled by the generosity of Caritas supporters. Their spirit, prayers and gifts are the heart of Caritas Australia. In 2014–15, community support soared to more than $30 million (see Chapter 5).

At a national level, the past year has been one of challenge and disappointment for those who believe that Australia should be one of the humane and just nations of the world. Australia reached its lowest level of official giving through aid and development for 50 years, and the official aid program was used as the principal source of Commonwealth savings. At the same time, the ongoing harsh treatment of asylum seekers in offshore detention led to international condemnation.

With strong support from Pope Francis prior to the release of his encyclical on human ecology in June 2015, our confederation made this the principal theme for its new five year strategic plan. This reflected recognition that the world’s poor are the most adversely impacted by these changes.

Working closely with our sister agency Catholic Earthcare, Caritas Australia has also taken up this theme (see Chapter 15). We also received representations to become more active within Australian public debate from Catholic Church leaders in Sri Lanka, Myanmar, the Philippines and leaders from several Pacific Island countries. As a result, we increased efforts to raise our awareness in schools, parishes and in public about these issues.

I wish to thank all who have offered us their ongoing support, energy and compassion to assist our efforts during the year. May we continue to serve and uphold the dignity of all those with whom we are privileged to work.

Bishop Greg O’Kelly SJ

From the CEO

In this second year of our Strategic Directions 2013–18, we actively pursued our main goals of Catholic identity, strong relationships, agility and agency resilience and sustainability.

This year, we have become a stronger model of Catholic faith in action with the implementation of our integral human development framework (see Chapter 1), which strengthens and helps us to better measure the effectiveness of our programs.

Caritas Australia was at the forefront of emergency response in 2014–15 (Chapters 4-5). In particular, we were pleased to have been invited to facilitate the whole Caritas Internationalis response program in Nepal after the earthquakes. It was also a joy to learn from the Director of Caritas Nepal just how highly he regarded the contribution of our team members in that response (see page 14).

The overwhelming generosity of our Australian Caritas family shone as our Nepal Earthquake Appeal reached more than $4.6 million within just two months. This year Project Compassion support reached $11.57 million, with an impressive 86% of Catholic schools and 95% of Catholic parishes participating (see page 47).

In response to the Federal Government cuts, which reached 26% of the contracted commitment by government over 20 months, we have made adjustments while remaining resilient. This involved effective contingency planning and savings strategies that allowed us to maintain our long-term commitments to our program partners (see examples throughout this Report).

We are in an unusual time in Australian history. After 50 years of great bipartisan commitment to a constructive Australian role on the world stage, we reached a low point in compassion and leadership for supporting developing countries facing huge challenges. Working with our partners in Micah, the Church Agencies Network and the Australian Council for International Development, we will continue efforts to encourage the wider community to see the rationale for a more generous official aid and development program (see Chapters 7 and 11).

I wish to thank Caritas Australia's National Council, staff, partners, volunteers and supporters for your immense contribution to our mission again this year. We look forward to continuing to work with you to end poverty, promote justice and champion the spirit and dignity of our sisters and brothers throughout the world.

Paul O’Callaghan
Stories of a Year

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Our Mission
Children, women and men most vulnerable to extreme poverty and injustice are rich in the eyes of Jesus, whose life and compassion inspire Caritas Australia. Through effective partnerships in humanitarian relief and development and by transforming hearts and minds in the Australian community, Caritas Australia helps to end poverty, promote justice and uphold dignity.

Our Vision
A just and fair world, A world in balance, At peace and free of poverty, A world, which the Church in Australia helps build, Where all human beings can live in dignity and Communities are architects of their own development.

ACCOUNTABILITY AND ACCREDITATION
Caritas Australia is a member of the Australian Council for International Development (ACFID). We are committed to adhering to ACFID’s high standards of governance, transparency, accountability and financial management.

We are also fully accredited by the Department of Foreign Affairs and Trade (DFAT), which manages the Australian Government’s overseas aid program. The rigorous accreditation process provides DFAT and the Australian public with confidence that the Australian Government is funding professional and well-managed organisations capable of delivering effective outcomes.

We uphold the highest standards of practice, as demonstrated by our commitment to the:
• ACFID Code of Conduct
• Code of Conduct for the International Red Cross and Red Crescent Movement and NGOs in Disaster Relief
• Sphere Humanitarian Charter and Minimum Standards
• People in Aid Code of Good Practice
• Fundraising Institute of Australia Principles and Standards of Fundraising Practice
• Australian Charities and Not-for-profits Commission (ACNC)
• Caritas Internationalis Management Standards

COMPLAINTS
Complaints alleging breaches of the ACFID Code of Conduct can be made to the ACFID Code of Conduct Committee via www.acfid.asn.au/code-of-conduct/complaints

CHARITY STATUS
Caritas Australia is endorsed by the Australian Tax Office as a Deductible Gift Recipient. Donations of $2 or more are tax deductible.

FEEDBACK
Caritas Australia welcomes feedback about our organisation. To provide feedback, or lodge a complaint or compliment, call 1800 024 413, write to Caritas Australia, GPO Box 9630 in your capital city or send an email to questions@caritas.org.au

In 2014–15, Caritas Australia supported 152 long-term programs and 113 partnerships in 31 countries, including 13 programs in Australia working with First Australians.

We also supported 42 emergency response programs in 22 countries, through 22 partnerships.

Through your generous support, Caritas Australia reached over 2.48 million people directly through our emergency and development programs.

Caritas programs indirectly benefit millions more people through the cascading impact of programs on participants’ families and communities. The many case studies featured in this Annual Report illustrate the wider reach and impact of our work.

We gratefully acknowledge the support of the Australian Government through DFAT.

Australian Aid
ACFID MEMBER

OUR SOLICITORS
Makinson d’Apice Lawyers
OUR BANKERS
Commonwealth Bank
OUR AUDITORS
Moore Stephens Sydney
Introduction

“This is important: to get to know people, listen, expand the circle of ideas. The world is crisscrossed by roads that come closer together and move apart, but the important thing is that they lead towards the Good.”

– Pope Francis, cited in La Repubblica, 2013

Why stories?

Storytelling also has its roots in the oldest of our country’s traditions. For Australia’s First Peoples, stories are a way of passing on important aspects of culture and the past; knowing about the past can help people to understand who they are today. [1] “Our collective stories weave the blanket that embraces all of us” [2] (p. 295).

Caritas Australia’s stories are stories about the people with whom we work. They are also stories of generosity and commitment: the generosity of our Australian supporters, and the commitment of the clergy, the religious, Diocesan Directors, volunteers, and Caritas Australia’s staff and National Council and Leadership team.

Our themes

Our approach to development is known as integral human development (IHD) [3]. It promotes the holistic development of every person in all aspects of life: social, economic, political, cultural, personal and spiritual. The IHD approach is underpinned by Catholic Social Teaching (CST) principles, which place human dignity and wellbeing for all peoples at the heart of our work, and provide the foundation for everything we do. These principles are outlined below, and are infused in every story we share in this Annual Report.

Subsidiarity and participation

Every person can be the architect of change in their own life. Every person has the right to participate in the decisions that affect their own lives. We see local communities and their local organisations as our partners, and we accompany them, walking hand in hand on their journey.

Solidarity

We are part of one human family and have a responsibility to help each person achieve their full potential.

Human dignity

Every person is created in God’s image and all human life is sacred. We believe in the dignity of each person.

The common good

We work towards the common good and look beyond our own personal interests.

Care for all creation

Caring for the human family and the Earth is vital for the common good of all people.

Chapter Notes

This Annual Report tells the story of how Caritas Australia progressed against our goals in the second year of our 2013–18 Strategic Plan, which states that Caritas Australia will build relationships that empower people living in poverty, deliver programs that are effective, and create a more agile agency, capable of responding to the needs of people living in poverty as they change and emerge.

Our Inspiration

The scroll of the prophet Isaiah was given to him. He unrolled the scroll and found the place where it was written: “The Spirit of the Lord is upon me, because he has anointed me to bring good news to the poor. He has sent me to proclaim release to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord’s favour.” (Luke 4:17-19)

Plotting the story

Five Strategic Goals are set in our 2013–18 Plan, which outline the plot for Caritas Australia’s story over five years and each single year in that period. Every year our operational plan is developed to enable us to progress towards these goals. The stories in this Annual Report illustrate our progress and our challenges.

The notes at the end of each chapter list the goals we achieved, or on which we made significant progress, in 2014–15.

GOAL 01: Deepen Catholic Identity

Caritas Australia gives witness to God’s mission and the work of the Catholic Church in Australia by standing with and learning from poor and marginalised people. Guided by Catholic values, Caritas Australia accompanies the Church, its leadership and people to be in solidarity with the poor and marginalised.

GOAL 02: Build Stronger Relationships

Caritas Australia’s approach prioritises relationships with the poor and marginalised. Caritas Australia serves, learns from and is accountable to the poor and marginalised, the Catholic Church, local partner organisations and supporters. Caritas Australia partners with governments, non-governmental organisations and other networks of influence to facilitate sustainable outcomes.

GOAL 03: Strengthen Programs and Advocacy

Caritas Australia supports the poor and marginalised to be responsible for the decisions affecting them and to have greater influence over the agency’s initiatives. Caritas Australia learns from the communities it engages with, seeking to generate more effective programs and build greater resilience. Caritas Australia works to transform the hearts and minds of Australians and influences the thinking of governments, decision-makers and the Catholic Church to place the poor and marginalised at the centre.

GOAL 04: Develop Organisational Agility and Competence

Caritas Australia promotes an inclusive and collaborative learning culture where staff, Diocesan Directors and volunteers are fulfilled, supported and nurtured in their roles and recognised for their contribution. Caritas Australia is competent, effective, agile and innovative through a commitment to organisational learning and development and robust information systems.

GOAL 05: Fund Sustainable Growth

Caritas Australia is financially viable and an accountable steward of resources. Caritas Australia’s mission of serving the poor and marginalised is sustained through the renewal of existing funding relationships, securing new opportunities for income growth and prudent and responsible financial and risk management.
Chapter 1 | The Story of a Year

GOAL 01 - Deepen Catholic Identity

• We completed our brand revision project, which shapes and guides our communications so they are grounded in our values and convey our Catholic identity.
• Agency work was focused on the role that the poorest and most marginalised play in shaping the agency and our programs.

GOAL 02 - Build Stronger Relationships

• Staff and partners demonstrated enhanced skills in evaluation and in engaging communities in program decision-making.
• It was a record breaking year for Catholic school participation in Project Compassion, our major fundraiser: 86% of schools (76% last year).
• Our online engagement increased, with over 760,000 website visits (19% more than 2013–14).
• Our Volunteer portfolio was enhanced. We established an internship program and engaged 16 new volunteers.

GOAL 03 - Strengthen Programs and Advocacy

• The integral human development (IHD) [1] effectiveness framework was finalised.
• An Advocacy team was appointed and a new advocacy framework was created, giving voice to the communities we serve. We deepened our relationships with like-minded Church groups, coalitions and movements.
• We reached more than 2.48 million people directly through our development and emergency programs, and millions more indirectly.

GOAL 04 - Develop Organisational Agility and Competence

• Programs staff and partners participated in training on strengths-based development, a program approach that focuses on community assets rather than needs or deficits.
• The information and communication technology strategy was implemented across the agency, creating greater efficiency, security, control and cost savings across the organisation.
• The inaugural Staff Engagement Survey (Voice Project) was introduced to the agency, with results indicating a significant alignment with the positive impact that Caritas Australia’s programs have on the lives of the communities we serve.

GOAL 05 - Fund Sustainable Growth

• With minimal disruption, additional workstations were created to accommodate our growing volunteer base and other organisational needs.
• Processes for allocating programs and for budgeting were revised, to more explicitly demonstrate that program investments are prioritising the poorest and most marginalised.
• Australians generously donated over $30.1m to support our life-changing work, with our main fundraising campaign, Project Compassion 2015, raising a record-breaking $11.5m (an 8% increase over 2013–14).

The stories in Chapters 2 to 15 provide more highlights.

Highlights

In 2014–15, many high points were reached as we worked towards the Strategic Goals:

Measuring change

With the many challenges to Australian International NGOs in a climate of funding constraints, Caritas Australia is facing growing pressure to measure the impact of our work and demonstrate best practice in the use of the financial support we receive. To demonstrate the difference this financial support enables us to make to the people we serve, this year we finalised and introduced our IHD framework in full consultation with staff and partners.

The framework measures the impact of our work in terms of the holistic development of the human person and the whole community, in every dimension of life. The outcomes of our IHD approach, and impact indicators in the framework, outline how our work helps build life with dignity, just and peaceful relationships, sustained economic wellbeing and resilience, and influence and independence. The framework shows the direct link between Catholic Social Teaching and the way we work at the community level.

Setbacks and subplots

Every story has its setbacks and subplots, and 2014–15 was no exception. This Annual Report offers stories of the challenges faced by the agency in 2014–15, and of the steps taken to reflect on adversity and respond creatively in the best interests of the people we serve.

“Development cannot be limited to mere economic growth. In order to be authentic, it must be complete: integral, that is, it has to promote the good of every person and of the whole person.” – Pope Paul VI, Populorum Progressio, 1967, 14

[1] The integral human development (IHD) framework is a tool for measuring the holistic impact of our work.
Finance snapshot 2014–15

This year, Caritas Australia achieved exceptional results in working towards our mission of serving children, women and men most vulnerable to extreme poverty and injustice, despite further reductions in government funding.

Our total program expenditure for 2014–15 was $27m, which includes expenditure on our community development programs overseas and in Australia, and our response to natural disasters and humanitarian crises. This is an increase of $1.7m over the previous year, furthering our progress towards our goal of strengthening our capacity to be responsive and agile in responding to the changing needs of the most vulnerable people.

The full year result for the organisation reports a surplus of $3.2m, close to $3.1m higher than expected (see Graph 1), a direct result of the strong community response to the emergency appeals, mainly those for the Nepal earthquakes (see Chapter 4) and Cyclone Pam in Vanuatu (see Chapter 5). Surplus funds generated from emergency appeals are restricted funds and can only be used for the specific purposes raised.

Total income for the year was $46m, with community support representing 65%; government grants 31%; and other income 4% (see Graph 2).

Government funding to our Australian NGO Program has declined at an average annual rate of 7-8%, with total reduction at 25% — a significant reduction since 2013 (see Chapter 8).

In the midst of government funding cuts, Caritas Australia’s contingency planning and carefully formulated savings strategies, coupled with the ongoing support and generosity of our donors, has allowed us to maintain our long-term commitments to our program partners.

Community support income has increased by 6% over the previous year, and 5% annually over the last 5 years (see Graph 3).

Caritas Australia’s Leadership team scans for risks and opportunities on a regular basis to ensure that the agency’s reserves structure and level are sufficient to sustain unanticipated events and meet ongoing obligations. Any reduction in current or future income is addressed through prudent expenditure management rather than use of reserve (see Graph 4).

Total administration and fundraising ratio (as a percentage of total income) has averaged around 9% over the past 5 years, one of the lowest in the industry. The increase in 2014–15 is due to the investment in the donor acquisition program, which commenced in 2013, increasing the administration cost for a fixed period of time. Excluding the investment, this ratio is below the 10% board mandate (see Graph 5).
As detailed on page 19, Caritas Australia is fully accredited by the Australian Government’s Department of Foreign Affairs and Trade (DFAT), and in partnership with DFAT delivers Australian aid programs through the following DFAT funding mechanisms:

- The Australian NGO Cooperation program (ANCP)
- The Humanitarian Partnership Agreement (HPA)
- The Church Partnerships Program (CPP) and
- The Australia Africa Community Engagement Scheme (AACES)

In this Annual Report these funding sources are acknowledged in their abbreviated form.

Chapter Notes

1. For more about the Integral Human Development approach at Caritas Australia, see www.caritas.org.au/ihd

This year we made significant progress towards this outcome of our Strategic Goals:

Goal 5, outcome 5.1: Caritas Australia’s resources are responsibly and efficiently used in the service of the poor and marginalised.
Caritas Australia traces our origins back to the early 1960s, when dedicated parishioners approached Church leaders to more fully embrace God’s compassion for the poor. More than 50 years later, it is still this faith, compassion and desire to walk in solidarity with the poor that lies at the heart of our work.

The central characters in our Caritas Australia story are the children, women and men living in poverty, those who we have accompanied to break free of poverty, and the partners in their local communities who helped to bring us together in common endeavours. The generosity of our supporters has helped create these inspiring stories of transformation and partnership. Others who played an important role are our staff, volunteers, National Council, and the thousands of committed Catholic parish and school leaders and communities right across Australia.

"My mission of being in the heart of people is not just a part of my life or a badge I can take off; it is not an “extra” or just another moment in life. Instead it is something I cannot uproot from my being without destroying my very self. I am a mission on this earth.”

— Pope Francis, The Joy of the Gospel, 273

CHAPTER 2:
The People in our Story

Caritas Australia sits within the auspices of the Australian Catholic Bishops Conference (ACBC) [1] and operates in accordance with ACBC policy and mandate. Our National Council [2] determines the purpose of our story and the direction it will take: it is responsible for ensuring the promotion and implementation of Caritas Australia’s mandate.

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‘Editorial board’ — Church and Council

Caritas Australia is part of the Bishops Commission for Justice, Ecology and Development (BCJED), a subcommittee of the ACBC. The National Council provides strategic direction and timely and independent advice to BCJED on the agency’s formation of policies and administration.

In 2015 the National Council farewelled Archbishop Philip Wilson DD JCL D.LIT, Chair (12 above); Bishop Eugene Hurley DD, joint Deputy Chair (13); Anthony Fogarty (14), member since 2012, Jennifer Stratton (15), member since 2006, and Chris Carlile (16), member since 2004.

Paul O’Callaghan, CEO of Caritas Australia, is also a member of the National Council.

National Council members

1. Bishop Greg O’Kelly, SJ AM — Chair. Member since 2012. Member of the Bishops Commission for Catholic Education.
2. Bishop Peter Stasiuk CSsR DD AM — Deputy Chair. Member since May 2015.
4. Michael Burnett, Tasmania representative. Member since 2012, member of the Audit and Risk Management (ARM) Committee.
7. Louise Crowe, Victoria representative. Member since 2009. Member of the Nominations Committee.
8. Dr Leoni Degenhardt, New South Wales representative. Member since 2009. Member of the Remuneration Committee.
Leadership Team, see [3].

For more details about our Human Resources in August 2015.

Alexander in the new role of Head of Mission in February 2015, and John in the newly created role as Head of functions, Anne McGuire commenced the Human Resources and Mission of the year. With the restructure of 2014, and Heather Tooth for the rest of the year. With the restructuring of the Human Resources and Mission functions, Anne McGuire commenced in the newly created role as Head of Mission in February 2015, and John Alexander in the new role of Head of Human Resources in August 2015.

For more details about our Leadership Team, see [3].

Our staff, our story contributors

In 2014–15, Caritas Australia had 103 staff members in our Australian offices and 91 in our overseas offices (see Chapter 3).

The core teams were:

Corporate Services; People and Culture; International Programs, which includes the Humanitarian Emergencies Group and the Program Effectiveness, Accountability and Learning (PEAL) team; Advocacy; and Community Engagement.

All our teams work closely together, united by our common mission.

Staff recognise their connection with Caritas Australia's values. “I really do believe in the work that Caritas Australia does. The agency’s values are my values. Catholic Social Teaching (CST) is what I’ve been raised to believe,” says Shaun Carroll, Supporter Care Coordinator.

“It’s a people-centred culture. The agency makes sure people feel good about doing their work. It lives out what the mission is about — people first,” notes Ed Tyler, ICT Strategy and Operations Manager.

Caritas Australia offers flexible work arrangements for staff and especially considers those with young children. In order to provide development opportunities for our staff, Caritas Australia advertises certain roles internally and all internal applicants are afforded an interview; this year 36% of roles were filled internally.

In 2014–15, staff had many opportunities for professional development, with training or information sessions offered in a wide variety of areas, such as Communication and Delegation training and Embracing Change workshops.

Mission with a human face

The creation this year of a dedicated Head of Mission role, formerly combined in the Head of Mission and People role, enables greater focus on Goal 1 of our Strategic Plan: to deepen Catholic identity.

“Guided by Catholic values, Caritas Australia accompanies the Church, our leadership and people to be in solidarity with the poor and marginalised. We need to embody our mission with a human face: to ensure that whatever we do as an agency, the connections we make with the Catholic community and our partners and the way we act as individuals, is infused with the Scriptures through the lens of CST principles,” explains Anne McGuire, Head of Mission.

Regional storytellers

At its heart, Caritas Australia is a grassroots organisation. We are blessed to have a Caritas Australia representative appointed by the local Bishop in every Catholic regional and Eastern Rite Diocese across the country. Mostly volunteers, our Diocesan Directors (DDs) mobilise their Catholic communities by sharing stories of hardship, hope, transformation and compassion that animate and inspire our supporters to learn, act, pray and donate.

“Our role involves building strong and lasting relationships and we seek to influence and give ownership to parishes, schools and other Catholic organisations in becoming instruments of change. We work at the grassroots level to grow support for the work of Caritas Australia and invite the Australian Catholic community to share our journey,” says Margaret Fyfe, Diocesan Director, Melanie; and Regional Engagement Coordinator, South Australia, Tasmania and Victoria.

See page 10 for more about our Regional Engagement team.
Caritas Australia's staff recognition program was developed in 2014–15, with staff awarded certificates for 5 or more years of service. Twenty-five certificates were awarded, for a total of more than 250 years' service. Melville Fernandez and Maria Prescilla, pictured, joined Caritas Australia in March 1998.

The partnership with dioceses is flexible: some DDs are employed part-time or full-time by Caritas or their local diocese, but most are volunteers. “Our DDs are very dedicated to the mission of Caritas. They are the salt of the earth, very generous. I have a huge amount of respect for them,” says Greta Spies, Regional Engagement Officer.

Ray Lowe, volunteer for the Diocese of Bunbury for more than 10 years, says: “As a volunteer I have found working as a DD most fulfilling. This role has given me an avenue to put into practice my strong commitment to Catholic social justice. Being a conduit to helping the poor is most rewarding, also most humbling when you see the grassroots level of the Church in action. The response of the people to various appeals, especially natural disasters, and then the support given to Project Compassion [4], is overwhelming” (see Chapters 5 and 12).

“Each one of us, through our different roles and teams, has a responsibility to fulfill our mission. To do this effectively, we must accompany each other in a collaborative, supportive and integrated way.”
– Helen Forde, Head of Community Engagement.

Stories from abroad
In 2001, Timorese national Fernando Pires welcomed the opportunity to join Caritas Australia’s office in Timor-Leste, “contributing to the rebuilding of Timor-Leste as well as developing something for my own people in their own language.”

He coordinated a program to protect women against violence. “Caritas Australia was the first to run the program in Timor-Leste. We ran the first team to focus on violence against women, and the first all-women team; we were the first to train men to work in this area, and to develop training manuals in our language. We also have a successful women’s shelter covering four municipalities.”

This year Fernando became Country Representative for Caritas Australia’s office in Timor-Leste. “We are one hundred per cent Timor-Leste run, with support from Sydney. Since the change in our structure [see Chapter 7], I feel closer, more connected. Sydney staff and I meet together. We have cost effective technology – for example, we use the Internet for phone calls rather than making costly international calls – and I am in constant contact with the Australia-based Programs team, and with HR and Finance.

“Our approach in Timor-Leste is to work closely with the local community and local organisations, including Diocese agencies, to build their capacity to become more effective and efficient at assisting Timor-Leste’s most vulnerable communities. We learn from the people in our programs.

We visited communities this year to do participatory rural appraisals, looking at how Caritas Australia’s new strategic directions are working under the IHD framework with the aim of accompanying the most vulnerable people and offering life with dignity. An old man I met on a community visit explained to me how simple it is to understand, really — we help meet the basic needs of those who are poorest, and then we also offer respect, the chance to share, and the chance to look after each other. That’s life with dignity.”

“Each one of us, through our different roles and teams, has a responsibility to fulfill our mission. To do this effectively, we must accompany each other in a collaborative, supportive and integrated way.”
– Helen Forde, Head of Community Engagement.

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GOAL 01
Gender diversity of total staff, 2014–15:

<table>
<thead>
<tr>
<th>Male</th>
<th>Female</th>
</tr>
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<tbody>
<tr>
<td>47%</td>
<td>53%</td>
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</tbody>
</table>

Employment attachment average 2014-15:

89%

(levels of overall attachment for employees in their first three months)

89%

(levels of overall attachment for employees in their first three months)

89%

(levels of overall attachment for employees in their first three months)

89%

(levels of overall attachment for employees in their first three months)

89%

(levels of overall attachment for employees in their first three months)

89%

(levels of overall attachment for employees in their first three months)
Supporters — our storytellers

We have a vast network of supporters who learn, act, pray, donate and fundraise with Caritas Australia, in solidarity with families across the world living in poverty. These acts of faith, compassion and generosity help us bring to life the stories you find in this Annual Report, honouring the Gospel stories of Jesus Christ.

We have more than 72,000 active donors, who share in our story by making donations or running events (see Chapters 5 and 12). Martin Thiele, Fundraising and Supporter Care Manager, says, “Caritas is blessed with an incredible community of supporters, across schools, workplaces, homes and parishes nationwide. I think Caritas schools, workplaces, homes and community of supporters, across ‘Caritas is blessed with an incredible supporter Care Manager, says, Martin Thiele, Fundraising and events (see Chapters 5 and 12).”

We have more than 72,000 active donors, who share in our story by making donations or running events (see Chapters 5 and 12). Martin Thiele, Fundraising and Supporter Care Manager, says, “Caritas is blessed with an incredible community of supporters, across schools, workplaces, homes and parishes nationwide. I think Caritas donors genuinely give from the heart and with spirit. Every day there is a message or gesture of goodwill from a supporter that humbles me. Catholics respond to people in need and they know that with Caritas, their contributions will make a difference.”

Educating for change

Caritas Australia and Catholic schools right across the country share a special partnership in educating to end poverty, promote justice and uphold dignity. Teachers and students take part in Caritas Australia’s Professional Development and Just Leadership days and use our curriculum-linked classroom resources to explore, discuss and act on issues of human development, poverty and injustice (see Chapters 7 and 12).

Students from the majority of Catholic schools in Australia take part in Caritas Australia’s main fundraising and awareness-raising campaign, Project Compassion, by organising a range of learning and fundraising activities (see Chapters 5 and 12).

Volunteers

Many others share in our Caritas Australia story by volunteering their time and services. Volunteers work in the national, state and in-country offices on a regular or ad-hoc basis. Students in international aid and development frequently apply to do internships and work experience with the agency.

Volunteers make a valuable contribution. This is the 15th year that Peter Stephenson has been volunteering regularly in the Sydney office, assisting with the agency’s extensive collection of photographs.

Peter enjoys “the friendliness and co-operation, encouragement and team spirit of the staff. Since the beginning I’ve been aware of their common and continuing dedication to the betterment of the disadvantaged and poor in the world. Many thousands of photos have passed through my hands, all showing the hardships of life or the joy of family, or the results of Caritas’ assistance in helping people to help themselves.”

The heart of our story – the people we serve

The people we serve in the world’s most vulnerable communities are the focus of every facet of Caritas Australia’s work. Their stories of resilience, and life with dignity and hope are shared throughout the remaining chapters of this Annual Report. Peter Stephenson shares his favourite photograph, which “embodies Caritas’ work for me: a happy youngster whose family is part of a typical program to help her village in Vietnam.” He adds,

Chapter Notes

4. Project Compassion is Caritas Australia’s annual Lenten fundraising and awareness-raising campaign; see www.caritas.org.au/projectcompassion

This year we made significant progress towards these outcomes of our Strategic Goals:

‘Editorial board’ — Church and Council: Goal 1, outcome 1.3: The Catholic Church in Australia promotes, funds and identifies Caritas Australia as their agency for international humanitarian aid and development.

Our staff, our story contributors: Goal 4, outcome 4.2: Caritas Australia recognises and develops the capabilities and talents of its staff and volunteers. Outcome 4.3: Care and respect of all people is highly valued and CST is lived out in the workplace.

Mission with a human face: Goal 1, outcome 1.2: Caritas Australia’s strong Catholic identity underpins its operations.

Regional storytellers • Students speak • Educating for change • Volunteers: Goal 1, outcome 1.3.1: Develop innovative initiatives for reaching and mobilising the Australian Catholic community and Catholic agencies in the mission of Caritas. Goal 2, outcome 2.2.1: Strengthen and expand relationships in service of the poor.

Stories from abroad • The people we serve: Goal 2, outcome 2.1.2: Improve Caritas Australia’s accompaniment of the poorest and most marginalised people.
The settings for Caritas Australia’s stories of 2014–15 are greatly varied. The agency’s activities happened worlds apart — in a cyclone-battered village in coastal Bangladesh; on a tiny strip of sea-battered land on a Fiji island; beneath a canvas shelter in a Nepal village flattened by earthquakes; on heat-battered grassland in the Australia’s Northern Territory — wherever unmet needs are greatest. The places where our supporters are located are just as varied: a Tasmanian schoolyard, a Bunbury kitchen, a Catholic parish in South Australia; or an office in the high towers of a city building.

In 2014–15, Caritas Australia worked in 41 countries:

- We supported development programs in 31 countries.
- We also supplied humanitarian/emergency support in 12 of those countries.
- In a further 10 countries we provided humanitarian/emergency support only.

Across the globe

Caritas Australia supports development programs in five regions: Asia (south and southeast regions), the Pacific; Africa, Latin America; and Australia. We have international offices in Cambodia, Timor-Leste, the Solomon Islands, Bougainville, Papua New Guinea and Kenya, and staff members based in Indonesia and Myanmar.

In 2014–15, Morgane Daumarie-Cleary was appointed as Senior International HR Specialist, to ensure that there are consistent rights and benefits for all agency staff, wherever they are based, including work health and safety and medical cover. “Our Programs teams worked closely with me last year in our review of international teams and program structures,” says Morgane. “This project helped to change the mindset of the whole organisation. It reinforced that, although we are based in Australia, we are an international organisation of almost 200 staff.”

For more about where we work, see caritas.org.au/map
To foster strong relationships and ensure our programs adhere to best practice, Caritas Australia staff are in frequent communication with our local partners in the countries where we work. We endeavour to visit our program partners at least once a year.

### Beyond borders

We also operate beyond regional borders, delivering urgent aid in rapid-onset and prolonged global emergencies. Our agency is one of six select Australian humanitarian response agencies who are part of the Australian Government’s Humanitarian Partnership Agreement (HPA). The HPA mechanism enables rapid Australian response to international crises by allocating funding across the six agencies.

With HPA-funded responses and all other emergency responses, in 2014–15 our Humanitarian Emergencies Group (HEG) was able to provide support to people in Bangladesh, Bosnia, the Democratic Republic of the Congo, India, Iraq, Palestine/Gaza, Jordan, Lebanon, Kenya, Malawi, Myanmar, Nepal, Philippines, Sierra Leone, Solomon Islands, Sri Lanka, South Sudan, Syria and Tonga.

Wherever Caritas Australia works, our central purpose is to respond to local needs, strengthen local capacity, and reach the most marginalised people, supporting them to live in dignity, with just and peaceful relationships, sustained economic wellbeing and resilience, and independence. Our support helps communities identify and build on their strengths, and to influence the institutions that affect them and the places they live.

Throughout the year Dennis Uba (Caritas Australia Country Representative) and the Caritas Australia team in Bougainville have held numerous conversations with church representatives, in light of ongoing political and economic changes. Caritas Australia co-located our Bougainville office into a Diocese of Bougainville church property to ensure that our programs and investments are leading to sustained, locally driven change, in partnership with the Diocese.

### In Australia

“We are one united national team that work in different locations,” says Heather Tooth, Manager, People and Recruitment (Acting Human Resources Manager in 2014–15).

The agency is based in Australia; the head office in Sydney is the largest office, with 83 staff members in 2014–15. We also have offices in Perth, Melbourne, Canberra, Brisbane and Adelaide. The Regional Engagement and Education teams are decentralised, with staff and volunteers based in regions and dioceses to build and strengthen closer relationships with the local communities they aim to animate and mobilise.

Jane Woofford, Education Manager, is based in Sydney. She notes, “We decentralised our education staff to Melbourne, and there are challenges in having a remote team. But this means we are on the ground in different states, and makes it easier to build relationships with the Catholic Education offices in various areas — to enable them to understand we are an agency for the whole community and to support our mission of social justice.”

Across the country we have Diocesan Directors (DDs) in most regions, who are the lifeblood of our agency and have been part of our story since inception. Our DD family are mainly volunteers and are a vital connection between the communities we serve and our Catholic community across local churches, schools, homes and community groups.

### Towards a shared future of hope

Caritas Australia acknowledges the traditional owners and custodians – past, present and future – of the land on which all our offices are located. As an Australian agency operating on the land of the First Australians, our agency prioritises our relationships with Aboriginal and Torres Strait Islander communities. Our partnership is grounded in the CST principles of dignity of the human person, subsidiarity and participation.

Our agency believes that a Reconciliation Action Plan (RAP) provides an opportunity for all members of our community to consider ways in which we, together, can heal the wounds of the past and foster a shared “future filled with hope…” (Jeremiah 29:11).

We developed our first RAP in 2011. In this past year, extensive work has been done to review the original Plan and prepare it for registration with Reconciliation Australia and publication on its website, to show our support for constitutional inclusion. Caritas Australia continues to hold internal events to mark days of Indigenous celebration and promote cultural awareness. This year’s activities included an Indigenous Dance workshop, and a multiple-event program to commemorate National Reconciliation Week. On National Sorry Day, 26 May 2015, Fr Peter Maher, Parish Priest of Newtown, Sydney, celebrated Mass for the agency.

### Chapter Notes

This year we made significant progress towards these outcomes of our Strategic Goals:

**Across the globe**
- Speaking with partners
- Beyond Borders

**In Australia**
- Goal 2: outcome 2.2: Strong local and international relationships lead to mutual development for the poorest and the most marginalised; their networks; decision-makings; Caritas Australia and the Church.

Towards a shared future of hope: Goal 2, outcome 2.1.5: Regularly review, evaluate and revise Caritas Australia’s Reconciliation Action Plan (RAP) to ensure that First Australians really influence and participate in the life of the agency. Goal 3: outcome 3.1: The poorest and most marginalised experience greater human dignity and reduced poverty.
Our community development and humanitarian response work is a story of collaboration, a tale of partnership, of walking side by side. We use the term ‘accompaniment’ to describe Caritas Australia’s collaboration with communities who are poor, marginalised and vulnerable, and with our local partner organisations working in those communities.

We recognise that our work can only be achieved with effective partnerships, built on trust, strong relationships and shared understandings. Our partners are local to the communities we serve. They are the experts in their culture, history and geography, and are best placed to support the community to identify their challenges and strengths and map their own pathway to justice.

Our agency’s capacity for accompaniment is strengthened by our membership of Caritas Internationalis (CI) [1], with 165 member agencies working in over 200 countries and territories. We are also a member of Caritas Oceania, a Pacific Region network of the CI Confederation. Each Caritas member is autonomous in its governance and is responsible to its local Catholic Bishops’ Conference. Membership of the Caritas network extends our skills, capacity and reach.

Our extensive Caritas network, the Catholic Church’s ubiquitous presence, and our focus on long-term engagement with local partners around the world mean that Caritas Australia has a presence in most countries before, during and after emergencies.

Nepal – a story of accompaniment

The story of Caritas Australia’s response to the devastating Nepal earthquakes of 2015 speaks of accompaniment before, during and after a disaster. It speaks also of collaboration across the agency, with the Australian public, and with other organisations worldwide, to help the people of Nepal on their journey to restoration.

Before

Not long after Caritas Nepal was established, Caritas Australia began partnering with the agency. Twenty-five years later, we continue to support relief and long-term development work in some of Nepal’s poorest communities.

In 2014–15, with Australian Government support, Caritas Australia accompanied Caritas Nepal by supporting three long-term programs for cooperative development, integrated pest management and national peace. We reviewed and planned work together; identified and recorded best practice; shared understandings of each agency’s purpose, accountabilities and work; and supported each other to achieve our goals.

On 23 April 2015, three Caritas Australia staff – Eleanor Trinchera (Program Coordinator, Nepal), Douglas Wu (Program Effectiveness, Accountability and Learning (PEAL) team), and Lilian Chan (Online Editor, Communications team) — arrived in Nepal to document best practice case studies. They were there to capture the successes of a particular approach to community owned co-operatives, using a model that had been developed by Caritas Nepal with support from Caritas Australia and DFAT. An evaluation had shown that this model creates substantially increased income for members.

During

But the trip did not go to plan. On Saturday 25 April 2015, a 7.8 magnitude earthquake struck Nepal when Caritas Australia staff were in the field. Suddenly, they were in a major disaster zone, among the first responders from the Caritas family. Returning to Kathmandu, they immediately began working closely with Caritas Nepal, assessing the situation and responding to urgent shelter, food and water needs. They communicated with the CI network and Caritas Australia to mobilise urgent support and provide updates to media and Caritas supporters across the globe.

The trust that had been established between Caritas in Nepal and Australia over many years bore fruit. Appreciating the respectful model of accompaniment, Caritas Nepal asked that Caritas Australia remain in the country, to support it. Formalising this accompaniment in early May, CI officially mandated Caritas Australia to be the facilitating partner to Caritas Nepal for CI’s three-month rapid response program.

As Eleanor, Douglas and Lilian returned to Australia they were replaced by two other Caritas Australia staff — Melville Fernandez (Humanitarian Emergencies Group Manager) and Angela Ford (Communications Manager). The second major earthquake struck during their visit, on 12 May. Our accompaniment again included sharing the earthquake experience, checking on the wellbeing of colleagues and their families, helping to assess the damage, and continuing the response. Over the next several weeks, working long hours, Caritas colleagues endured the countless aftershocks.
The Nepal earthquakes impacted 39 of Nepal’s 75 districts

By 30 June 2015:
Together with Caritas Nepal, the Caritas network was responding in 13 of the most affected districts

Caritas Australia’s supporters contributed over $4 million for the Nepal Earthquake Appeal, with an additional $640,000 from DFAT

The Caritas network had reached more than 260,000 people with tarps, mats, blankets, food, and kits for water, sanitation and hygiene

After

From the time of the earthquakes, Caritas Australia’s Humanitarian staff members have maintained a presence in Kathmandu, supporting our Caritas Nepal colleagues, and aiming to ensure an effective, well-coordinated response from all CI Member Organisations (CI MOs) involved.

Caritas Australia communicators worked closely with Caritas Nepal to support, strengthen and help coordinate their communications. Along with communicators from other CI MOs, we helped gather key facts, stories, photos and video footage and regularly provide this to the Caritas network to help fundraising, advocacy and awareness-raising activities.

A disaster of this scale requires years of recovery work, and long-term accompaniment. Caritas Australia is committed to accompanying Caritas Nepal in the long term as it helps to rebuild lives, livelihoods and futures for the most vulnerable and marginalised people in Nepal.

Global collaborators

While Caritas Australia works very closely with all CI MOs, we share a set of common characteristics with our sister Caritas agencies from Ireland, Caritas Trocaire; the UK, Catholic Agency for Overseas Development/Caritas England and Wales (CAFOD); and the USA, Catholic Relief Services (CRS).

All four agencies support international development and humanitarian programs; run education and advocacy programs at home; are funded by large institutional donors and community members in our home countries; and are strongly committed to capacity building with local Church partners. We collaborate as a group to share resources and costs, improve efficiencies and capacity, and maximise the reach of our humanitarian response work.

In December 2014, Caritas Australia hosted the group’s annual meeting where all agencies agreed to work together to share learnings about programming, engaging communities domestically, and supporting Caritas members in developing countries. Another important decision was to strengthen our collective humanitarian, disaster risk reduction and protection capacity.

Togethe rwe established a jointly funded protection coordinator role, developed training resources, shared child protection tools, and piloted a framework in the Democratic Republic of the Congo (DRC) and Nepal. We plan for a protection working group to begin work in the DRC in October 2015.

Between December 2014 and 30 June 2015, we created a platform for sharing and accessing information, such as our child protection documentation. Caritas Australia’s Humanitarian Emergencies Group (HEG) played an integral part in the establishment of this initiative, and plans are in place for work to begin in October 2015.

Contributing to disaster risk reduction

Caritas Australia’s HEG Manager, Melville Fernandez, is a member of the CI Humanitarian Committee. Through his membership, Caritas Australia’s HEG team has contributed to the newly revised CI Emergency Management Standards, and various humanitarian advocacy initiatives. In March 2015, Caritas Australia and the Caritas Confederation participated in the 3rd UN World Conference on Disaster Risk Reduction in Sendai, Japan.

“Caritas Australia has become for me like an extended family and that is the reason why it is a blessing to us.”

– Fr Pius Perumana,
Director of Caritas Nepal
A Caritas exhibition showcased how we work at national and local levels to develop and implement initiatives that mitigate and respond to disaster and climate risks. Richard Forsythe, Senior Program Coordinator, HEA, was invited to be a moderator at this conference. 02

**National collaborators**

Caritas Australia also collaborates with five well-recognised Australian agencies (Care, Oxfam, Plan, Save the Children and World Vision) to access funding through the Australian Government’s Humanitarian Partnership Agreement (HPA) mechanism. When the HPA is activated by the Government, all six agencies peer-assess each other’s planned responses to the specific emergency, and decide as a group which agencies are best placed to use the allocated funds, and how much they should be allocated. This ensures the best value for money for the Australian Government’s emergency response.

This mechanism, currently in its fourth year, also ensures a robust and rapid allocation of emergency assistance with the assurance that each agency proposal has received thorough peer review. It is usual for this entire process to be completed within 48 hours. (For more about the HPA in 2014–15, see Chapters 5 and 7.) 02

**A partnership in protection**

Sister Mary Claude has worked for the Catholic Church in Papua New Guinea (PNG) for over 30 years. Sister Mary Claude’s commitment to child protection is unwavering, and she has played an integral role in the PNG Catholic Bishops Conference’s Child Protection Policy, released this year.

Sister Mary Claude’s current work focuses on child protection, including helping the Church in PNG to disseminate legislation on protecting children, promoting their rights and wellbeing, and strengthening families. Sister Mary Claude has also established a network of 38 Child Protection Focal Points, to advocate for child rights and parental responsibilities.

After attending Child Protection Training this year, a young woman commented: “I as a teacher will never again be indifferent to the needs of the children I teach. I will try to help their parents to find new and better ways of dealing with their children.”

Caritas Australia has been supporting Sister Mary Claude to run her training programs, to work with the Diocesan Child Protection Officers (DCPOs) and to help train approximately 300 Parish Child Protection Volunteers throughout PNG. This program is also funded by DFAT through the Church Partnership Program.

**Increased protection for children in Papua New Guinea.**

Sister Mary Claude said, “Before we started our program, PNG children and their needs were not even a part of the conversation. Now they are! And very much so thanks to all the extensive awareness our DCPOs have carried throughout the country in those 15 dioceses in particular. Our work has encouraged and helped other churches to take up the challenge of doing likewise on behalf of the children they serve. Without Caritas Australia’s support and financial assistance none of this would have been possible.” 03

**A collective response to HIV and AIDS**

The Catholic Church provides approximately one quarter of the care available for people living with HIV and AIDS throughout the world. Caritas Internationalis estimates that its member organisations are offering financial support or technical assistance to Church-inspired HIV and AIDS programs in 116 countries. And Caritas Australia works with local agencies in over 15 countries to design and implement long-term development programs that directly encompass our comprehensive approach to HIV and AIDS. Collaboration is the cornerstone of all of these programs.

The International AIDS Conference, AIDS 2014, was held in Melbourne in July 2014. CI and the Catholic HIV and AIDS Network, collaborating with local Catholic host organisations, convene pre-conferences for participants in the International AIDS Conference and other local participants interested in the Catholic Church’s response to HIV and AIDS. Given the Australian location in 2014, Caritas Australia took the lead on behalf of CI to organise the Catholic pre-conference. The agency also collaborated with St Vincent’s Health Australia.

This three-day event enabled people from every region of the world engaged in the Catholic Church’s response to AIDS to come together for shared prayer, reflection,

For instance, Caritas Australia has been able to adapt videos from sister agencies, such as Trocaire’s ‘CJ the bee’ animation on climate justice, which enables us to be more efficient with what we produce in-house. Similarly, we have shared resources such as the Catholic Social Teaching online toolkit resource with the group (see Chapter 12). 04

**Collaborative Caritas education**

Caritas Australia is also an active member of the inter-Caritas education team working group, which comprises members from CAFOD, SCIAF (Caritas Scotland), Trocaire, Caritas Aotearoa New Zealand and CRS.

This group has grown over the past three years in both size and purpose, and is an exciting working group sharing learnings, ideas and resources and collaborative projects. 05

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**“Together we form a rich and diverse community which brings both a wealth of experience and understanding about the impact of HIV and AIDS in all corners of the globe and a deep commitment and concern for all those affected. We offer to share with one another our reflections and insights to assist the communities with which we work around the world.”**

- Paul O’Callaghan, CEO, Caritas Australia, Program notes, AIDS Pre-conference 2014

In 2014, more than 120 Caritas staff and volunteers from Australia and other Caritas agencies around the world were invited to a Caritas exhibition showcasing how we work at national and local levels to develop and implement initiatives that mitigate and respond to disaster and climate risks. Richard Forsythe, Senior Program Coordinator, HEA, was invited to be a moderator at this conference.

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networking, learning and experience exchange. Over nine sessions, facilitated by 18 experts and leaders and researchers in the field, 100 participants explored the Church’s response to HIV and AIDS under the theme of “The loaves and the fishes – how do we do more with less?” [2]

At the main AIDS 2014 conference, Marie Mondu, Program Development Officer from Caritas Australia’s Papua New Guinea office, presented on behalf of Caritas Australia in a workshop session on the situation of HIV in Asia and the Pacific, and Catholic Church engagement.

**Church Agencies Network**

Caritas Australia is part of the Church Agencies Network (CAN), which is comprised of 11 Australian church-based aid and development agencies who are members of the peak body Australian Council for International Development. The CAN constituencies in Australia are the communities within each of our denominations and networks. Our constituencies overseas are the churches, church-based and faith-based agencies, their members and the communities we serve.

In October 2014, we formalised a CAN strategy outlining our collaborative purpose and key strategic areas of organisational development, advocacy and education, and joint programming.

This year we collaborated in a variety of ways, including on two parliamentary enquiries, one into the human rights issues facing women and girls in the Indian Ocean – Asia Pacific Region (July 2014), and another into the delivery and effectiveness of Australia’s bilateral aid program in PNG (April 2015).

Our CEO, Paul O’Callaghan, and Head of International Programs, Jamieson Davies, represent Caritas Australia on the CEO and Program Managers working groups, while our PEAL team also participates in the Program Effectiveness CAN Sub-Group, sharing program effectiveness tools. This year PEAL also hosted a roundtable on inclusive economic growth.

**Creating common standards**

This year the agency created a new cross-agency Codes, Standards and Ethics Working Group (CSEWG) to help manage, coordinate and streamline our efforts to improve accountability, transparency and compliance with international and national industry codes and management standards. These include: the CI Minimum Standards, the ACFID Code of Conduct, the Humanitarian Accountability Partnership, and DFAT’s Accreditation Standards (also see Chapter 13).

This year CSEWG has mapped relevant codes of conduct against one another and against our current systems, policies and work.

We developed department- and team-specific action plans, and are implementing these to ensure our agency meets the highest standards.

**Staff collaboration**

This year we established three new Communities of Practice (CoPs) from our Programs team across all our offices, in Australia and overseas, to support our investment in three program priority areas: Disaster Risk Reduction, Protection, and Sustainable Livelihoods. The CoPs are sharing learning, best practice, tools and new approaches in the program priority areas, so that these can be applied across different regions. By the end of 2014 – 15, the CoPs had held several face-to-face meetings and teleconferences, and had begun to develop a sense of group identity. One of the main actions undertaken this year was helping our agency create new position papers in the three program areas, guided by an external consultant.

**Chapter Notes**

1. For more about Caritas Internationalis, see www.caritas.org.au
2. To learn more about the conference and our HIV and AIDS work, see www.caritas.org.au/hiv-aids

This year we made significant progress towards these outcomes of our Strategic Goals:

Nepal – a story of accompaniment: Goal 2, outcome 2.1.2: Improve Caritas Australia’s accompaniment of the poorest and most marginalised peoples; Outcome 2.2.5: Identify, plan and execute partner capacity strengthening opportunities in fundraising, advocacy and/or communications; Goal 3, outcome 3.1.3: Integrate humanitarian emergency planning, principles and practices across the Agency’s operations and partnerships; including Disaster Risk Reduction.

Global collaborators • National collaborators: Goal 2, outcome 2.2: Strengthen local and international relationships lead to mutual development for the poorest and the most marginalised, their networks, for decision-makers; Caritas Australia and the Church.

A partnership in protection • A collective response to HIV and AIDS: Goal 3, outcome 3.3.3: Participate in and lead initiatives on advocacy, which are people centric; foster solidarity and influence social norms.

Collaborative Caritas education: Goal 4, outcome 4.11.5.2: Explore and identify opportunities to learn and share community engagement best practice with other agencies, CI agencies and groups.

Church Agencies Network: Goal 2, outcome 2.2.1: Strengthen and expand relationships in service of the poor with Bishops, clergy, religious and lay leaders, media, Diocesan and National agencies, parishes, supporters, immersion participants and Catholic Education Offices, Catholic schools, universities, hospitals and agencies in Australia and overseas.

Creating common standards: Goal 4, outcome 4.1.2: Develop monitoring and evaluation frameworks that improve Caritas Australia’s accountability to the people it serves.

Staff collaboration: Goal 4, outcome 4.3: Care and respect for all people is highly valued and Catholic Social Teaching is lived out in the workplace.
In honouring the Catholic Social Teaching (CST) principle of Preferential Option for the Poor, Caritas Australia prioritises the most vulnerable groups of people in the communities we serve, such as people living with disabilities, people living with HIV and AIDS, Indigenous peoples and ethnic minorities, elderly people, women and children. We also support communities who are increasingly vulnerable to the impact of climate change.

This chapter captures a small collection of our 2014–15 programs specifically designed to work with these vulnerable groups, ensuring they are protected and can live and fully participate in their communities in safety and with dignity. We also share some of the stories of support from the Australian community and Government who make our work possible.

Supporting people living with disabilities
Caritas Australia supports several projects working to further the social and economic inclusion of people living with disabilities, particularly in Southeast Asia.

The Maryknoll Seedling of Hope Youth program in Cambodia, supported by Caritas Australia and funded by a private donor, provides support for children impacted by HIV and AIDS, ensuring access to education and social services. The program supports vulnerable youth in understanding their own value and that of others. This program made it possible for 546 orphaned children and youth affected by HIV or AIDS to access healthcare and attend school this year.

As a result of this collaboration, Nukui community has extended the seawall by more than 10 metres, which has protected the previously eroding land from rising tides. The community is now protected from mosquitoes and water-borne diseases, and food gardens can be grown again.

Community members also participated in a hazard mapping workshop facilitated by PCN. The Nukui community has formed a disaster committee, and is now better prepared for responding to disasters.

Strengthening partner communications
In August 2014, Caritas Asia hosted a Caritas Asia Communications Workshop in Bangkok. Representatives from 17 Caritas Asia Member Organisations attended. Angela Ford, Caritas Australia’s Communications Manager, conducted four of the interactive workshops for all participants, focusing on audience, social media, brand and CST in communications. The workshops were a great opportunity to network and share learnings between the Caritas agencies. They were especially beneficial for the smaller Caritas organisations, which have limited communications capacity and limited resourcing for communications.

From forsaken to fearless voices
Caritas Australia supports programs in the Democratic Republic of the Congo (DRC) which are targeted at reducing violence against women and supporting survivors to recover and seek justice. The agency’s 2008 report, Forsaken Voices [1], examined and shone a spotlight on sexual violence against women in the DRC.

In 2014, we prepared for a follow up to the report. Caritas Australia staff members Erin Jardine (Campaigns Advisor) and Lulu Mitshabu (DRC Program Coordinator/Diocesan Director for Canberra, Goulburn and Wagga Wagga) travelled to war-torn North Kivu to meet with local partner Caritas Goma, and to capture first-hand accounts and stories of change from Caritas program participants.
The funding that makes our work possible comes from many sources within Australia. The bulk of our
funding (65%) comes from the sustained commitment, dedication and generosity of Caritas Australia’s
supporters. We are immensely grateful to every person, school, parish, group and organisation who
supported our work in 2014–15. This sustained support is bolstered by the Australian Government’s
overseas aid program.

On 25 November 2014, the International Day for the Elimination of Violence Against Women, we
launched the report, Fearless Voices: Speaking up for Peace, Equality and Justice in the Democratic Republic
of the Congo [2]. Fearless Voices shares the brave voices of women and girls who have the courage to speak up for peace,
equality and justice in communities plagued by centuries of exploitation and more than two decades of war. The report contains and amplifies 14 in-depth first-hand accounts from survivors of sexual violence in the DRC. It calls for an end to rape and violence perpetrated against women within a culture of silence, impunity, conflict and corruption.

Homes without violence
The World Health Organization’s 2009 Demographic and Health Survey found that nearly two out of
every five women in Peru experience physical violence at the hands of a husband or partner.

Working with our local partner in Peru, Caritas Chosica, Caritas
Australia supports the Healthy Families, Build Homes Without
Violence program, which works to minimise violence against women
and children. Acknowledging women and children as central actors in
their own stories of change, we also work to build their resilience through
workshops and community support groups that address the social
implications of poverty.

The project strengthens communities by promoting solidarity to address issues such as
unemployment, underemployment, alcoholism and domestic violence. Education and civic participation
are seen as vital tools in achieving effective development.

During 2014–15, Caritas Chosica trained 174 adults (119 women
and 55 men) in equitable relations between men and women as a
means of improving gender relations and reducing family violence.

Financial support
The funding that makes our work possible comes from many sources
within Australia. The bulk of our

Community generosity
In 2014–15, the Australian community
continued to demonstrate strong
support for Caritas Australia’s
development programs and
humanitarian emergency work. Our
fundraising programs (other than
emergency funds and bequests)
raised $21.7m in 2014–15, which is
an increase of $1.2m on the previous

GOAL
02

GOAL
03

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Goma support the fearless survivors of sexual
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violence perpetrated against women
within a culture of silence, impunity,
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The project strengthens
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Education and civic participation
are seen as vital tools in achieving
effective development.

During 2014–15, Caritas Chosica
trained 174 adults (119 women
and 55 men) in equitable relations
between men and women as a
means of improving gender relations
and reducing family violence.

Financial support
The funding that makes our work
possible comes from many sources
within Australia. The bulk of our

Community generosity
In 2014–15, the Australian community
continued to demonstrate strong
support for Caritas Australia’s
development programs and
humanitarian emergency work. Our
fundraising programs (other than
emergency funds and bequests)
rased $21.7m in 2014–15, which is
an increase of $1.2m on the previous

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In the DRC, Caritas Australia and Caritas
Goma support the fearless survivors of sexual
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On 25 November 2014, the
International Day for the Elimination
of Violence Against Women, we
launched the report, Fearless Voices:
Speaking up for Peace, Equality and
Justice in the Democratic Republic
of the Congo [2].

Fearless Voices shares the brave
voices of women and girls who have
the courage to speak up for peace,
equality and justice in communities
plagued by centuries of exploitation
and more than two decades of war.
The report contains and amplifies
14 in-depth first-hand accounts from
survivors of sexual violence in the
DRC. It calls for an end to rape and
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year. Income from donations was higher than the previous year across a number of fundraising areas, including corporate partnerships, major donors, direct mail campaigns, trusts and foundations, and community events. In September 2014, a group of committed supporters raised over $70,000 by climbing Mt Kilimanjaro (see Chapter 11).

This year our supporters helped break many records for our major fundraising and awareness raising campaign, Project Compassion [3]. Our supporters helped raise $11,571,819, an 8% increase from 2013–14, with 24 dioceses raising more than last year and six dioceses over 15% more (see Chapter 1).

Caritas Australia was also successful, for the first time, in securing a one-off grant from The Fred P Archer Charitable Trust through the IMPACT Philanthropy Application Program, which is a competitive grant application process run by Perpetual Trustees. Through the grant, Caritas Australia received $138,569 towards one year of funding (2014–15) for the Indigenous Cultural Enterprise Development Project (Women’s Training and Income Generation) in Beswick (Wugularr), NT, in partnership with Djilpin Arts [4]. In this remote community, employment and training opportunities are very limited. This grant enabled a mentor and training program to be established. More than 20 Indigenous women were trained in hospitality and cultural tourism, and gained local employment at the Djakanamba Pavilions cultural tourism enterprise. The program also supported the passing on of traditional Indigenous knowledge from Elders to the younger generations.

“The growth in trusts and foundations funding this year far exceeded our expectations, and signals a positive response to relationship building and funding submissions,” says Celia Paoloni, Relationships Coordinator, Trusts and Foundations.

Trust supporters also made donations to our First Australians Programs; emergency responses in Africa, Nepal, the Middle East and the Pacific; our Emergency Relief Fund; and Caritas Australia’s programs in Cambodia, Timor-Leste, Laos, Myanmar and Bangladesh.

When disasters strike, we invite our community of supporters to act with compassion and give in solidarity with the most affected communities. This year, the stories of support for humanitarian emergencies were as impressive as ever. Australians supported our Nepal Earthquake Appeal, donating $4,641,101 within two months of the first earthquake.

In response to the escalating conflicts within the Middle East region, in November 2014 Caritas Australia opened a Middle East Crisis Appeal [5], broadening our earlier Syria Crisis Appeal. Over two years we have raised $1.1m. This allows us the flexibility to respond quickly to requests for assistance from the Caritas network within the region including those minority groups facing persecution and murder in Iraq and those experiencing violence in the Occupied Palestinian territories. By 30 June 2015, donations to the appeal had totalled close to $530,000 for 2014–15 (this includes both Middle East and Syria appeals).

Government funding and support

Caritas Australia receives funding from the Australian Government through the Department of Foreign Affairs and Trade (DFAT), which manages the Australian Government’s overseas aid program. DFAT provides support to Caritas Australia for a range of development and humanitarian programs through various funding mechanisms. In 2014–15 this included the ANCP, the Australian African Community Engagement Scheme (AACES, see Chapter 10), the CPP in Papua New Guinea, and HPA funding.

The ANCP, through DFAT, is the largest and longest running program supporting accredited Australian NGOs to deliver cost-effective poverty-reduction programs. Caritas Australia has had government support since the 1980s through the ANCP. This funding helps strengthen the impact, effectiveness and sustainability of our programs. In 2014–15, with $8.9m in DFAT grants and Caritas Australia’s contribution, the ANCP program enabled Caritas Australia to benefit the lives of more than one million people (58% women and girls), 92% living in rural areas. A majority of our ANCP programming directly contributes to the ability of marginalised communities to work with the private sector to achieve economic development, improve local and national governance services, and empower women and people living with disabilities.

Great support for Project Compassion 2015

This was a record breaking year for school participation in our Project Compassion campaign.

Schools raised $377k more than in 2014 due to a higher number participating, and higher average donations per school
In 2014–15, ANCP funding enabled Caritas Australia to reach 20 countries (across Africa, Asia, Latin America and the Pacific) and support 53 projects.

In 2014–15, Caritas Australia responded to 42 emergencies, protracted crises, disaster risk reduction projects and humanitarian advocacy initiatives across 22 countries. Our humanitarian activities reached 1,776,161 people directly and a further 3.8 million indirectly.

Humanitarian emergency responses

In 2014–15, Caritas Australia responded to 42 emergencies, protracted crises, disaster risk reduction projects and humanitarian advocacy initiatives across 22 countries. Our humanitarian activities reached 1,776,161 people directly and a further 3.8 million indirectly.

Humanitarian financial assistance was $5,333,750 in total, with support sourced as follows:

- DFAT HPA funding: $2,727,750
- Special Appeal Funds: $1,661,000
- General donations such as Project Compassion: $945,000

The ANCP provides funds, to a limit determined annually, to accredited NGOs on a 1:5 matching basis. That is, the NGO must match one dollar for every five dollars that DFAT provides under the ANCP.

DFAT staff visit our program sites independently to assess the effectiveness of the programs. In 2014–15 DFAT introduced a Partner Performance Assessment in line with the new development paradigm, to ensure effective delivery of Australian aid programs.

GOAL 05

In 2014–15, ANCP funding enabled Caritas Australia to reach 20 countries (across Africa, Asia, Latin America and the Pacific) and support 53 projects.

Nearly 40,000 poor farmers in vulnerable and fragile areas adopted agricultural technologies and gained access to markets. More than 25,000 of them reported increases in family income.

Chapter Notes

1. To read Forsaken Voices, see www.caritas.org.au/docs/publications-and-reports/forsaken-voices.pdf
2. For more about Fearless Voices and our work in the DRC, see www.caritas.org.au/act/justice-in-the-drc
3. For more about Project Compassion, see www.caritas.org.au/projectcompassion
4. For more about our involvement with the Djilpin Arts Project, see www.caritas.org.au/learn/countries/australia
5. For more about Caritas Australia’s Middle East Crisis Appeal, see www.caritas.org.au/middle-east-appeal

This year we made significant progress towards these outcomes of our Strategic Goals:

Supporting people living with disabilities • From forsaken to fearless voices • Homes without violence: Goal 3, outcome 3.1.4: Further integrate strategies for working with children, women, people with disabilities, Indigenous Peoples and other poor and marginalised groups into the agency’s initiatives.

Strengthening partner communications: Goal 2, outcome 2.2.5: Identify, plan and execute partner capacity strengthening opportunities in fundraising, advocacy and/or communications.

Financial support • Humanitarian emergency responses: Goal 5, outcome 5.2.3: Grow and build a diverse range of financial giving, retention and recognition programs that offer choice and flexibility for the Australian Catholic community and our supporters. Outcome 5.2.4: Attract alternative funding sources through government, multilateral, commercial and private avenues.

Stronger walls, stronger communities: Goal 3, outcome 3.1: The poorest and most marginalised experience greater human dignity and reduced poverty, demonstrated through their increasing independence.
CHAPTER 6: Stories of Dignity

"Being in the image of God the human individual possesses the dignity of a person who is not just something, but someone."
– Catechism of the Catholic Church (#357)

Every day, Caritas Australia accompanies and supports the world’s most vulnerable people to identify their communities’ existing strengths, resources and experiences and to harness these assets as they lead their own development journey. This strengths-based approach (SBA) to development validates the voice and contribution of every community member, increasing each person’s sense of dignity and resilience. Here are some stories of strength and dignity in 2014–15.

**Safer water, stronger communities**

In the Solomon Islands, many communities do not have access to clean, safe drinking water, and potential disasters such as cyclones and flooding further threaten their access to reliable sources. With support from the Australian Government, Caritas Australia has partnered with the Vatu Rural Training Centre (Vatu RTC) to work with local communities so that they can provide and maintain their own wells.

Vatu RTC students participated in training that enabled them to create well linings for their community wells, construct wells and teach others how to maintain them. The whole community contributed to this solution for a sustainable water supply. Vatu RTC staff offered training and tools for well construction, and community leaders, church leaders and other community members provided support and contributed local materials. By June 2015, 10 communities, three schools, a clinic and a parish had sustainable wells.

Since the installation of the improved wells, communities have noted many changes. Today people feel safer as they are able to use a more protected water source rather than open streams, where they would be subject to crocodile attacks and contaminated water. The wells are also easy for communities to maintain, and they are accessible to whole communities. Through this program the community reports it has grown stronger and more resilient.

First Australian Karimah, at the jetty which is a special place in her personal story of transformation and courage following her participation in Red Dust Healing. Photo credit: Richard Wainwright.

Vatu RTC students help to construct wells for their community.

**“Through my own eyes”**

Based on Aboriginal culture, history and philosophy, the Red Dust Healing program [1] takes participants on a journey of personal growth. Supported by Caritas Australia for over six years, Red Dust Healing has been designed by First Australians and engages Aboriginal and Torres Strait Islander men, women and families to recognise and confront problems, hurt and anger stemming primarily from rejection and grief.

Karimah, from the Kimberley region of Western Australia, is one of many people who have been empowered by the program. For many years Karimah was bullied, and she struggled with anxiety, depression and low self-esteem.
Her participation in Red Dust armed her with culture-based healing tools to transform her life.

“Before Red Dust, I had this negative talk in my head stopping me from trying to move forward; there was fear, hurt, and resentment inside of me. It was non-stop chat, like a radio. It got to the point where I’d really isolated myself from people. But after Red Dust, it switched off.

“During the workshop, you confront everything that you have been through. They taught us about history, and we learnt the tools to use in everyday life. I still use the Red Dust Healing tools. I have a poster in my office, I have one up on my fridge, in the house. Now I am meeting new people, I am enjoying life, I am really happy at work, I have become more sociable.

“I work for the Remote School Attendance Strategy as the acting Program Manager. Our job is to help families get kids back to school. It’s a pretty big responsibility. I still thank Red Dust Healing for giving me the courage and confidence to take on such a big role.” [2]

Sixty people participated in the Red Dust Healing program in 2014–15. Since the program began, the Red Dust Healing tools have been shared with over 9,000 people. 02 03

Building resilience: Communities for DRR Project

When community members work together to mitigate adverse events and disasters, and control impacts on their environment, a greater sense of collective strength emerges. Caritas Australia’s Communities for Disaster Risk Reduction (DRR) Project, which is funded by DFAT’s Humanitarian Partnership Agreement (HPA) mechanism, is supporting vulnerable groups to develop resilience by working together to reduce the impact of natural and man-made disasters.

Since September 2014, through needs assessments, planning, training and other disaster preparedness work, Caritas Australia’s local partners have supported communities in Gaza, Kenya, Bangladesh, Vietnam and the Pacific to reduce their vulnerability to natural and man-made disasters. These included military incursion, internal political conflict, winter storms and the psychosocial impact of forced displacement in Gaza; drought, cholera and other waterborne diseases in Kenya; cyclones, tsunamis, floods and earthquakes in the Pacific; and storms and floods in Vietnam.

At the end of this financial year, there is already clear evidence of increased collective strength and of lives lived with dignity.

• **In Kenya**, our DRR project helped farmers to develop sustainable livelihoods and increase their resilience to drought. In partnership with Trocaire (Caritas Ireland) we supported communities to practise irrigated agriculture; restore five boreholes; establish five water treatment facilities; increase access to clean and safe water for domestic use; and improve hygiene through newly-established school hygiene clubs, with a membership of over 1,200 pupils.

• **In Gaza**, Caritas Australia and our US Caritas partner, Catholic Relief Services (CRS), helped to form six community development committees. The members received over 90 hours of training to allow them to design, develop and implement community initiatives. The groups, largely made of Gazan women, established 40 Savings & Internal Lending Community (SILCs) groups, with 843 members.

• These SILCs ensure that their members have access to credit, savings and micro-insurance, essential facilities that offer local mechanisms for coping with adversity. Over the past 12 months these groups were able to reach out beyond their immediate community to assist other Gazans living close to the border and suffering the effects of the conflict.

• **In the Pacific**, the DRR teaching manual, **Singing our Way to Safety: Using Nursery Rhymes and Games to teach Disaster Risk Management in the Pacific** was developed and published, to support Caritas Australia’s award-winning regional Early Childhood Education Disaster Risk Management Program (see Chapter 10).

• **In Bangladesh**, communities developed strategies to mitigate the effects of river erosion and floods. Read Gosto’s story (on page 23) to learn how this program strengthens the adaptive technical knowledge of households.

• **In Vietnam**, our local partner, Sustainable Rural Development, helped establish three self-managed, ‘self-rescue’ groups in three communities. Each group includes people living with disabilities, and caregivers and community members willing to provide support.
Vulnerable community members participated in DRR and first aid training, and also had the opportunity to improve their livelihoods by learning about raising livestock, and operating small businesses. This support has significantly enhanced their resilience to disasters.

**A future for farmers**

Coastal Bangladesh is one of the world’s areas most vulnerable to climate change. Natural disasters are damaging the environment and making it harder for families — most of them farmers — to have regular livelihoods and food security. Caritas Australia supports a Caritas Bangladesh program that strengthens coastal rural communities’ resilience to climate change. Farmers are supported and undertake training so that they can develop climate-resilient agricultural production practices, and use climate-adaptive technology. Community members in vulnerable areas participated in community risk assessment and disaster management training. The communities formed disaster management committees, and prepared 18 DRR action plans.

Before joining the program, Gosto Gopal described himself as a “poor, landless farmer”. He now has land and a sustainable livelihood from agriculture, and can afford education for his children, and has a sustainable livelihood from agriculture. He trains others in the community in climate change-resistant farming practices. “I am confident enough to raise my voice, and able to motivate the community for alternative livelihoods and offer poor people dignity.” In June 2015, Gosto’s story was shared as part of Caritas Australia’s advocacy work following Pope Francis’ Encyclical on climate change (see Chapter 15).

The program is fully funded through Project Compassion. In 2014–15, 2,432 participants directly benefited from the program, with another 9,243 indirectly benefiting over the course of the year.

**Growing in pride**

Caritas Huacho’s Rural Development Program is supported by Caritas Australia and the Australian Government. The program highlights the importance of teacher training.

School attendance has increased, and 98% of primary and secondary aged children involved in the program now attend school and their results are improving.

The fact that the other partners and I can grow together makes me proud.”

Cristian Huacho’s Rural Development Program is supported by Caritas Australia and the Australian Government. The program highlights the importance of teacher training.
Respect for a resilient farmer
Mugendi, a Kenyan farmer, was driven off his land by recurring dry spells and failed rainy seasons. But Caritas Meru’s Arid and Semi-Arid Lands Resilience Program, supported by Caritas Australia and the Australian Government through the DFAT HPA mechanism, helped him return home and start farming again.

Mugendi’s community was assisted with an irrigation scheme, and he participated in agriculture training where he learned about drought-tolerant seeds and water-sensitive planting techniques. He also learnt how to access markets for selling his crops. He is one of 500 farmers whose households have been connected to the irrigation scheme. Today Mugendi’s land provides him with a source of income, and he can feed and educate his children. His economic wellbeing has improved his standing in the community. “These days my neighbours refer to me as Governor” – this is a sign of respect.

Though Mugendi still fears the effects of the changing climate, he has gained confidence from learning sustainable practices. “This program has transformed my life.”

Starting from a position of strength
Over the last two years, Caritas Australia has strengthened our support and accompaniment of our local partners around the world. Our staff have facilitated in-country program design activities that are fully participatory, involving partners, communities and other local stakeholders.

This accompaniment strategy has included training partners in the strengths-based approach (SBA), which improves project design and builds partner capacity. At the conclusion of this collaborative and participatory process, Caritas Australia staff work remotely with partners to further develop and finalise the program design.

This year, we implemented the SBA across Latin American and African programs. For example, during May 2015, all Latin American partners attended SBA workshops held in Cochabamba, Bolivia. In Africa, SBA training was provided to partners in Uganda, Kenya, South Sudan, the DRC and Zimbabwe.

Chapter Notes
1. For more about the Red Dust Healing program, see www.caritas.org.au/reddust
2. Watch a video of Karimah telling her own story on http://bit.ly/1kJgF9U
3. For more about this program and Cristian’s story, see www.caritas.org.au/rdprogram-peru

This year we made significant progress towards these outcomes of our Strategic Goals:

Safer water, stronger communities • “Through my own eyes” • A future for farmers • Growing in pride • Respect for a resilient farmer • Starting from a position of strength:

Goal 2, outcome 2.1: Children, women and men experiencing extreme poverty and injustice are engaged deeply with Caritas Australia, influencing the decisions which affect them.

Goal 3, outcome 3.1: The poorest and most marginalised experience greater human dignity and reduced poverty; demonstrated through their increasing independence, influence and resilience.

Building resilience: Communities for DRR Project: Goal 3, outcome 3.1: The poorest and most marginalised experience greater human dignity and reduced poverty; demonstrated through their increasing independence, influence and resilience.
Caritas Australia works at the grassroots level to ensure that the people most affected by change are involved in all aspects of community decision making and are the leaders of change in their own lives and the future of their communities. This is subsidiarity in action, one of the core Catholic Social Teaching (CST) principles our organisation upholds.

Leading change

This was a year of major change for Caritas Australia in Timor-Leste, with changes to our programs, our partnerships, and our team. The program and organisational review that commenced in 2013 was completed, and was followed by a new program design process aligned with Caritas Australia’s integral human development (IHD) framework (see Chapter 1).

We undertook an organisational change process in Timor-Leste to create staffing structures better suited to the size, scale and foci of the new program. This review also responded to the changed external environment, which has been affected by a decrease in Australian Government funding and the greatly reduced value of the Australian dollar.

Subsidiarity in action: local leadership

In line with review findings, Caritas Australia’s Timor-Leste team developed a new design for the country’s program. To better focus our efforts, it was agreed to centre our programs on two priority areas where we have considerable experience and where need is greatest: sustainable livelihoods and protection.

To maximise our impact and streamline our work, we decided to focus our work in Timor-Leste in the four poorest and most marginalised municipalities, rather than spreading ourselves too thinly by continuing our work in all municipalities.

Leading change

In line with the CST principle of subsidiarity, it was decided to channel Caritas Australia’s support to the community through a smaller set of local partnerships. This change means increased networking and engagement with the Catholic Church and Timor-Leste Government, to build local capacity, contribute to more effective advocacy, and ensure that our work complements the work of other agencies.

The change to programs, partnerships and people has required sensitive and considered leadership. Timor-Leste Country Representative Fernando Pires has provided such leadership, together with his management team, and with the support of Sydney-based staff in the Programs, People and Culture and Finance teams.

“The change was not easy, but it was not damaging either. Rather, there has been energy and engagement, and enthusiasm for the future as the new program takes shape,” says Fernando.

“At the start of the change process we had an organisational review that highlighted the challenges relating to program design. A local consultant group worked with us, helping us to see our way forward. It was obvious we couldn’t work on the same scale anymore. We had to streamline our work; we couldn’t work in all 13 municipalities.

“The Oecusse office was most affected. Head office and the field office worked together on the reduction in staff numbers and refocusing of programs. When it came to deciding, all were involved. People felt consulted. Overall it’s been a positive experience.”

“Caritas Australia staff from Sydney were there to inform and help us with training and counselling, not just finance. It was a big change, but well managed. Our staff are happy with the new program, and excited about the new IHD outcomes” (see Chapter 2 for more about Fernando’s story).

The most beautiful story of resilience

“In the Oecusse office, the number of staff positions had to be reduced from 35 to 10,” recounts Morgane Daumarie-Cleary, Caritas Australia’s Senior International HR specialist.

“The process was participatory, with extensive consultation over a year. The local leadership team was very invested in ensuring that the views of community members, partners and staff influenced the restructure process. The staff had time to prepare internal communications about the program and think about their own futures. The review involved a comprehensive poverty analysis in Timor-Leste, including discussions with a range of international and national development actors (government, Church and civil society) to assess how the agency’s assistance could best reach those who are most marginalised.

“Development programmes, if they are to be adapted to individual situations, need to be flexible; and the people who benefit from them ought to be directly involved in their planning and implementation.”

– Caritas in Venture, Charity in Truth, 2009, #47
“After the final plan was presented in May 2015, many staff members agreed to redundancies. They had understood the objectives, and had already thought of ways to generate alternative income – they saw it as an opportunity. Some of the staff who had experienced problems finding strong partner organisations with which to work went back to their communities and set up their own NGO to work in partnership with Caritas Australia. Others moved into new roles for the new program. It was the most beautiful story of resilience I have ever seen in my career. It made me feel proud to be part of the team.”

Creating future community leaders
Caritas Australia supports marginalised rural and urban communities in 11 municipalities in Cochabamba, Bolivia through Puilay [1], a child rights and sustainable food program funded by DFAT through the ANCP. The program began in response to the high index of chronic malnutrition among school-aged children. Run by ASONGS, a Bolivian non-government health organisation, in conjunction with 12 other non-government health agencies, the program empowers children to promote human rights and improve the health and food security of their communities. It also helps them to become responsible and confident decision makers.

In 2014–15, through ASONGS, 72 new vegetable gardens were created and 387 existing vegetable gardens were sustained (a total of 459) for families, schools and communities, helping to support nutrition.

Jimena has been in the Puilay program for over four years. Her parents are often away working, so she babysits to earn money and she and her sister keep their home in order. Her program training has helped her with decision making, defending her rights, healthy eating, and growing food. “Now our community has less garbage and we have learned to protect ourselves from some diseases,” says Jimena. “And I have learned to respect and take care of other children.”

Leading community reconnection
Kinchela Boys Home Aboriginal Corporation (KBHAC) [2] was established in 2002 by members of the Stolen Generations who were abducted from their families as children and placed in the Kinchela Aboriginal Boys Training Home which operated from 1924 to 1970. Caritas Australia supports KBHAC to help these survivors to reconnect with each other and begin a process of healing. In 2014–15, KBHAC’s work has included truth-telling and friendship-building in and around Kempsey, the area in New South Wales where the Home was located.

Uncle Manuel Ebsworth, the Chairperson of KBHAC, speaks about the importance of these relationships.

“These are the people we weren’t allowed to see [when we were in the Home]. They were in front of us [outside the gate] but we weren’t allowed to see them. We came up here to march with them. To be together.

“It works out a lot better for us. Now we can get involved more with the community. Some of the people said ‘we never thought we’d be out here marching with Aboriginal people’.”

In October 2014, KBHAC commemorated the 90th anniversary of the Home’s first opening with an art exhibition and three days of events in Kempsey. The community honoured the memory of those who were forcibly removed from their families as boys and taken to the Home. Over 200 people, including survivors, family members and friends, attended the 90th Commemoration.

Sascha Costigan, Manager of Caritas Australia’s First Australians Program team, thanked the Kinchela men for allowing our agency and supporters to contribute to their work. “These Kinchela men stand with dignity. They are inspiring in every way. We are so much richer because of them.”

Jimena (centre) and her sister show Siobhan Jordan from the Caritas Australia Programs team a watermelon harvested from their garden.
Models of change

“Personally I need to change and be a model of change so that other men will be led by example.” These are the words of a recent participant in the Male Advocacy Program, supported by Caritas Australia in Papua New Guinea (PNG) and funded by DFAT under the Church Partnership Program.

The program focuses on giving local male leaders the motivation, tools and language to discuss and advocate for a reduction in violence on their own part and within their communities. With over 95% of people in PNG identifying themselves as Christian (Pew Research Centre 2011), the PNG Government recognises that the Church plays a significant role in promoting just and peaceful relationships.

The program, which has worked with over 100 men across PNG, acknowledges the important role that men can play in preventing men’s violence against women and girls. It involves working with men to prevent violence from occurring, and uses biblical teachings to assist men to understand concepts of human rights and what it means to be a man in modern day PNG. It also enables men to be better husbands, fathers and community members.

In 2014–15 we undertook a review of this program, and stories of most significant change were documented, demonstrating changes in behaviour. Individuals disclosed how they had changed their own behaviour to build a peaceful and respectful family and expressed their determination to help other men do the same.

In the words of a program participant who has become a male advocate: “Now I understand better what it means to be a real and good leader. I tried my very best to live a good life with my wife and [as] a good Christian leader at the parish level.”

At the forefront of emergency response

The Australian Government’s Humanitarian Partnership Agreement (HPA) [3] emergency response mechanism has been crucial in enabling the fast release of funds for emergency response. This mechanism has enabled the six selected International Non-Government Organisations (INGOs) to rapidly respond to communities in crisis. Anecdotally, this mechanism is recognised by our international partners as affording the fastest release of funds of any government or institutional donors.

Since its inception, Caritas Australia has been an active participant in the HPA. Our staff have advised on the mechanism’s refinement and effectiveness of the response committee, and the agency was engaged in a comprehensive review of the HPA over the past four years. Richard Forsythe, Senior Program Coordinator, HEG, already an HPA Emergency Director, was voted Vice-Chair of the HPA in 2014–15. Such involvement has allowed Caritas Australia to be directly engaged in negotiations with DFAT and other humanitarian actors.

In 2014–15, Caritas Australia successfully accessed three HPA funding releases. This ensured that significant Australian humanitarian funding was available to assist rapid responses to:

- the Ebola outbreak in Sierra Leone [4] ($625,000)
- the Nepal earthquake response ($687,500)
- the Syria crisis ($800,000 and $1.5 million)

In addition to direct humanitarian funding, the HPA mechanism also allowed Caritas Australia to access $750,000 to support disaster risk reduction activities through the reporting period (see Chapter 6).

Speaking out on disaster risk reduction

In March 2015, Caritas Australia and the international Caritas confederation participated in the third United Nations World Conference on Disaster Risk Reduction in Sendai, Japan. Our agency contributed to a Caritas exhibition which showcased how we work at national and local levels to develop and implement initiatives that mitigate and respond to disaster and climate risks. Richard Forsythe, Senior Program Coordinator, Humanitarian Emergencies Group (HEG), played a key role as a moderator at the Caritas Internationalis side event, ‘Faith-Based Solidarity and Action: to Advance the Post-2015 Framework for Disaster Risk Reduction’.

During the event, Caritas Internationalis issued a position statement recognising the critical importance of reducing vulnerabilities and building resilient communities for both present and future generations. Our HEG team contributed to this position statement, which outlined challenges such as escalated impoverishment, climate change and ecosystem degradation, urbanisation and violence.

The Caritas network called upon authorities across all sectors to hold all mutually accountable to the new agreed Post-2015 Framework for Disaster Risk Reduction, in order to reduce risks for all groups, especially the most vulnerable.
In 2014–15, 5835 students from 339 schools across 22 Dioceses in Australia participated in a Just Leadership Day nationally, compared to 5611 students across 343 schools last year.

**Influence on a national scale**

This year, the agency continued to be very active in the Australian INGO sector. Caritas Australia is one of Australia’s largest INGOs and plays a leading role on the Australian Council for International Development (ACFID), and other sector networks. Our CEO Paul O’Callaghan is a representative on the ACFID Executive Committee, and Jamieson Davies, Head of International Programs, co-chairs the ACFID Development Practice Committee. Many Caritas Australia staff members participate in ACFID working groups, including the ACFID humanitarian working groups for Syria and disaster risk reduction.

Caritas Australia also makes a significant contribution to research collaborations and sector-based surveys, for example the ACFID Private Sector Engagement Survey, and various other informal sector-wide feedback processes for both ACFID and DFAT. This year, through the ANCP Partner Agency Collaboration [S], the agency contributed to a research paper (still under development) on the roles of NGOs in enabling economic empowerment for the poorest and most marginalised people.

Caritas Australia’s Leadership team is also represented in the governance of peer agencies. Paul O’Callaghan is on the steering committee of Micah Challenge, a coalition of Christians speaking out against poverty and injustice, which was significantly reshaped this year. Jamieson Davies is a member of the Program Advisory Committee for the Australian Lutheran World Service, and the agency’s leadership is represented in the Church Agencies Network (see Chapter 4).

**Training leaders in social justice**

Just Leadership Days are a core education component in our Australian school programs, an interactive half- or whole-day event that enables students to challenge injustices, and to develop the leadership qualities to encourage others to do the same. The program is delivered to school cluster groups and/or to teachers for professional development.

**Top roles in fundraising**

In 2014–15, the Fundraising Institute Australia (FIA) recognised the excellence of Caritas Australia’s fundraising activities. The agency’s Winter Appeal was named NSW finalist in the FIA Awards ‘Donor Renewal – over $5 million’ category 2015. Caritas Australia’s Fundraising and Supporter Care Manager Lizzie Borwick was recognised as a leader in the field of fundraising, and elected to the FIA’s NSW Committee for 2015.

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**Chapter Notes**

1. For more about Caritas Australia’s work with the Pujllay program, see www.caritas.org.au/pujllay
2. For more about the Kinchela Boys Home Aboriginal Corporation, see www.caritas.org.au/kbhac
3. For more about the HPA, see http://bit.ly/1FYtJlj
4. For more about our work with the Ebola crisis, see www.caritas.org.au/ebola
5. For more about the ANCP, see http://bit.ly/1NS37bo

This year we made significant progress towards these outcomes of our Strategic Goals:

**Leading change:** Goal 4, outcome 4.1.8: Review, revitalise and, where necessary, restructure, systems, positions and roles within the entire agency in order to implement this strategic plan effectively. Goal 5, outcome 5.1.4: Realign funding priorities towards people who need it most and areas Caritas Australia is best placed to bring effective change.

**Creating future community leaders:** Goal 3, outcome 3.3: Australian society and the Church demonstrate increased awareness about the causes of extreme poverty and injustice and act to effect change in Australia and the developing world.

**Speaking out on disaster risk reduction:** Goal 2, outcome 2.2: Strong local and international networks, for decision-makers, Caritas Australia and the Church. Goal 5, outcome 5.2.4: Attract alternative funding sources through government, multilateral, commercial and private avenues.

**Creating future community leaders:** Goal 3, outcome 3.3: Australian society and the Church demonstrate increased awareness about the causes of extreme poverty and injustice and act to effect change in Australia and the developing world.

**Training leaders in social justice:** Goal 1, outcome 1.3: Develop innovative initiatives for reaching and mobilising the Australian Catholic community and Catholic agencies in the mission of Caritas. Goal 2, outcome 2.2.1: Strengthen and expand relationships in service of the poor with bishops, clergy, religious and lay leaders, media, Diocesan and national agencies, parishes, supporters, immersion participants and Catholic Education Offices, Catholic schools, universities, hospitals, agencies in Australia and overseas.

**Top roles in fundraising** Goal 4, outcome 4.1.1: Build a culture of continuous improvement and learning which increases organisational effectiveness and impact.
The main challenge for Caritas Australia this year, as with all other Australian aid NGOs, was the continuation of a series of funding cuts by the Federal Government. In total, these cuts meant that 25% of the funds committed by the government less than two years ago had been removed from the value of our contract. Given that we had made organisational commitments on the basis of this contract being honoured, this change has presented a number of challenges.

Despite this, Caritas Australia remained solidly committed to our vision and mission, retaining our strong focus in our programs on the Catholic Social Teaching (CST) principle of preferential option for the poor. To adapt to the reduced funding, our agency found a range of savings across our organisational systems, staffing and programs. The impact on program partners was minimised in this process. We also identified opportunities to better leverage partnership and cost sharing opportunities with other Caritas Internationals (CI) members and NGOs.

**Government funding reductions**

In December 2014, the Australian Government announced an additional 20% cut in the size of the official aid program for the Financial Year 2015–16. That decision brought the cumulative funding cut in the official aid program over the previous 20 months to 32%.

Regrettably, the official aid program was used as the largest single item of Commonwealth expenditure for savings. The latest of the cuts to the contract with Caritas Australia, and advice that there would be a further cut during 2015–16, put our contingency plan into effect.

**Realigning programs**

To help meet the challenge of reductions in government funding for development programs, Caritas Australia is realigning its funding priorities, focusing on communities and programs where funding is most needed. For example, the agency is consolidating a wide-ranging portfolio of livelihoods, health and human rights programs it supports in Latin America into a smaller, more focused state of the art protection program in Peru and Bolivia. The agency has also phased out support for programs in China and South Africa and has consolidated its portfolio of programs in Timor-Leste to focus on core priority areas for the region – protection and sustainable livelihoods (see Chapter 7).

**Corporate Services: coping with constraints**

Ongoing government funding cuts meant that the agency required a leaner structure. Caritas Australia’s Corporate Services group was unable to recruit additional staff, and therefore had to achieve more with fewer resources. Looking beyond this financial year, the need for a leaner structure is not likely to change.

Maintaining a low ratio of administrative expenditure on total income was challenging in an environment where income declined owing to government cuts and devaluation of the Australian dollar, and costs rose across categories such as rental premises and utilities.

Caritas Australia offices in our Pacific locations, such as Honiara and Port Moresby in Papua New Guinea, have now had their Information and Communication Technology infrastructure redesigned to take advantage of improved internet access.

The offices utilise a hybrid Cloud model with local networking hardware, computers and communications devices integrating with Cloud storage, VoIP and communications systems. This provides the best of both options — local and Cloud-based — improving collaboration, continuity and recovery.

The growth of the organisation over the years created space limitations for staff in the Sydney office. Through prudent and diligent planning, a minor works project was completed over three weekends, with zero disruption to overall business operations. We created 25 additional workstations to accommodate the growing volunteer base and other organisational needs.

A severe hailstorm on Saturday 25 April 2015 caused significant damage to sections of our head office in Sydney. However, through effective disaster response, support and a well-developed relationship with contractors, the office was operational and ready for business on the Monday, within 36 hours of the storm.
In the first half of the financial year, our agency was targeted by scammers with multiple and persistent fraud attempts for online donations. This was a cost to the agency both in loss of funds and time taken by staff to resolve the issues and intercept the attempts. As a result, ACI ReD Shield was implemented; this is a tailored real-time fraud prevention solution for online donations, designed to enable our agency to protect community income and enhance the donor experience. This has resulted in savings on time and on the costs of following up on and managing fraudulent transactions.

The challenge of measuring media reach
Measuring the qualitative impact of media coverage is always difficult. It has been a challenge for our agency over the past few years to baseline, measure and report on both the qualitative and quantitative impact of our media coverage. In 2014–15, we secured an affordable formalised media tracking and reporting tool that allows us to measure our media coverage, impact and reach. The tool mainly covers mainstream media and so is not a comprehensive report on all our media coverage, given our extensive support by, and partnership with, Catholic media right across the country.

In January to June 2015, we had more than 275 media hits reaching 8,652,846 people with an advertising equivalent of $1.027m.

Our selected media reporting agency for Project Compassion 2015 estimates we had at least 170 hits in mainstream media, including Channel 7, 9 WIN TV, ABC Radio, newspapers, online and commercial radio. This has been valued at an advertising equivalent of $250,000, reaching more than 2.1 million people (this excludes the extensive Catholic media coverage).

In this next financial year we will look to develop a holistic media scorecard that measures quality and also incorporates the extensive Catholic media coverage. (see Chapter 12).

Helping to calm the storm
On 13 March 2015, category 5 Tropical Cyclone (TC) Pam passed the eastern side of Vanuatu’s main island, Efate. TC Pam veered west of its predicted path, putting many islands directly at risk of the cyclone’s destructive centre. On Efate, where Port Vila is located, many people sought refuge in shelters at churches and halls as the cyclone brought winds of up to 340 kilometres per hour.

A national state of emergency was declared by the Vanuatu Government. The largest cyclone to have ever struck Vanuatu, Cyclone Pam brought destruction to over 22 islands and left 65,000 people homeless, with an estimated 50% to 90% of local dwellings damaged.
The Diocese of Port Vila convened a small but robust group to form a disaster response committee to respond to the damage. From the Oceania network, Caritas Australia, Caritas Aotearoa New Zealand and Caritas Tonga provided humanitarian response personnel to assist the disaster response operations. Staff from these teams began distributions and supported assessments by the Diocese of Port Vila, local church groups and community members. Our agency also worked alongside US Caritas partner Catholic Relief Services (CRS), who generously provided 2,000 tarpaulins for cyclone affected families without homes. [1] [2]

What next? Managing emergencies

The nature of humanitarian relief work is unpredictable. Emergencies can take many forms. They may be the result of natural hazards and disasters, which are sudden, such as earthquakes and cyclones, or slow-onset or protracted, such as drought. Hazards may also be created, perpetuated and prolonged by humans, such as conflict or civil war.

In 2014–15, Caritas Australia responded to several major humanitarian emergencies; Chapter 5 provides details of the Nepal earthquakes. The story above tells of the response to the devastation of Cyclone Pam. Other emergencies responded to include the ongoing Middle East crisis (see below) and the unfolding disaster in Africa as drought leads to food insecurity for millions of people.

Our collaborative approach enables Caritas Australia to meet the challenges of responding to large-scale sudden onset disasters. However, with such a large number of emergencies resulting in work projects funded by DFAT through the HPA [2], our challenge was to receive information quickly, so we could assess the damage, needs and appropriate response if funding were to become available.

Due to the unpredictability, scale and intensity of surges in work for Caritas Australia’s Humanitarian Emergencies Group (HEG), the team adapted its operations this year. Instead of its members focusing on separate regions, they worked as a fluid team, with partner support and emergency response allocated according to priorities, availability and urgency.

Responding to the Syria crisis

Complex humanitarian emergencies are, by definition, extremely challenging. Supporting those in dire need of assistance and responding to their immediate needs can stretch even the most experienced humanitarian agency and staff.

The Syria crisis is no exception. The cultural, historical and political histories of Syria and its neighbours are complex; the interests of and linkages to international powers only accentuate the complexity of the problems and the solutions. There are challenges in accessing the impacted communities, security concerns while operating in the region, and serious protection concerns for all involved in delivering humanitarian assistance.

Caritas Australia and our confederation of partners have reached out to those adversely affected by conflict in the region. With our long-established presence in the region and the specific expertise in providing education, health and protection services, Caritas Australia is well-placed to respond to the crisis. We have been able to provide for some 338,853 people in the region, with a focus on providing safe and secure environments for children, as well as relief supplies and access to education and health assistance.

Young Syrian refugees in the Bekaa Valley, Lebanon, 20km from the Syrian Border, are receiving an education at a centre originally set up for destitute Lebanese children in the area. The centre’s program and hours of operation have been extended to accommodate the influx of Syrian refugee children, and 358 children have been able to attend school. Caritas Australia is supporting this program. Photo credit: Caritas Switzerland.

“Faced with the tragedy of tens of thousands of asylum-seekers fleeing death (as) victims of war and hunger who are hoping to start a new life, the gospel calls on us and asks us to be the neighbour of the smallest and the most abandoned, to give them concrete hope.”

– Pope Francis, Angelus blessing in Saint Peter’s Square, Rome
in the affected countries, the work of the Caritas confederation has, for many decades, been woven into local societies and establishments. The unique presence of the Church allows us unprecedented access to help the most vulnerable.

The continued escalation of the crisis, in particular the number of displaced people and demands on host communities, continues to add to the complexity of the situation. Conflict, instability and persecution in surrounding countries, such as the tension and conflict in Northern Iraq, are resulting in an additional flow of Iraqi refugees to the region and compounding the ongoing crisis. Conflict, instability and persecution in surrounding countries, for many decades, have been a significant factor in the displacement of people from their homes. The work of Caritas, working to meet their needs and avert tension and animosity, is seen as a sharing between brothers and sisters.

March 2015 marked the fourth anniversary of the Syrian war. In 2014–15 our supporters remained very generous, providing over $90,000 to support this crisis. However, as with many protracted crises, we experienced a certain level of institutional and public donor fatigue.

Despite the challenges, the Caritas network will continue to assist, serve and accompany those suffering from the horrors of war. From those living with conflict on a daily basis, the internally displaced and those seeking refuge in other countries, Caritas is helping where we can. We are also providing support to many host communities, for example in Lebanon, where we are working to meet their needs and avert tension and animosity. [3]

Through this program, refugees and vulnerable Lebanese women and children now have access to urgent protection services. It is expected that the program will be able to offer appropriate protection services for 3,125 vulnerable Syrian refugees and Lebanese women and children. Services will include case identification and referrals, shelter and psychosocial therapy. Training on protection issues is being offered for 420 security and police personnel and youth volunteers.

Caritas Australia would like to acknowledge the amazing strength of our partners, CRS in Lebanon and Caritas Lebanon, for the delivery of their protection-related programs, especially their programs which mitigate and respond to violence against women.

Supporting Syrian refugees and host communities in Lebanon

In 2014–15 Caritas Australia, in partnership with DFAT’s HPA, CRS and Caritas Lebanon, invested in a specific protection-focused response to support Syrian refugees and host communities in Lebanon. The Caritas Syria Refugee and Host Communities Response in Lebanon program is building on our partners’ achievements to date. These include strengthening protection mechanisms for vulnerable refugee and host communities, and focusing on programs to counter violence against women.

Through this program, refugees and vulnerable Lebanese women and children now have access to urgent protection services. It is expected that the program will be able to offer appropriate protection services for 3,125 vulnerable Syrian refugees and Lebanese women and children. Services will include case identification and referrals, shelter and psychosocial therapy. Training on protection issues is being offered for 420 security and police personnel and youth volunteers.

Caritas Australia would like to acknowledge the amazing strength of our partners, CRS in Lebanon and Caritas Lebanon, for the delivery of their protection-related programs, especially their programs which mitigate and respond to violence against women.

Chapter Notes

1. For more about Caritas Australia’s work in Vanuatu in 2014-15, see www.caritas.org.au/learn/programs/pacvan-drr-water

2. For more about the HPA, see http://bit.ly/1FY1JlJ

3. For the stories of people from Syria told to Caritas Australia, see www.caritas.org.au/sports-syria

This year we made significant progress towards these outcomes of our Strategic Goals:

Government funding reductions: Goal 5, outcome 5.1: Caritas Australia’s resources are responsibly and efficiently used in the service of the poor and marginalized.

Realignment programs: Goal 5, outcome 5.1.4: Realign funding priorities towards people who need it most and areas Caritas Australia is best placed to bring effective change.

Corporate Services: coping with constraints: Goal 5, outcome 5.1: Caritas Australia’s resources are responsibly and efficiently used in the service of the poor and marginalized.

The challenge of measuring media reach: Goal 2, outcome 2.2.1: Strengthen and expand relationships in service of the poor with bishop, clergy, religious and lay leaders; media; Diocesan and national agencies; parishes; supporters; immersion participants and Catholic Education Offices, Catholic schools, universities, hospitals and agencies in Australia and overseas.

Helping to calm the storm: Goal 2, outcome 2.2.2: Increase cooperation and coordination with Caritas International’s agencies and other non-governmental organisations and bodies during humanitarian emergencies.

What next? Managing emergencies: Goal 4, outcome 4.1.8: Review, revitalise and, where necessary, restructure systems, positions and roles within the entire agency in order to implement this strategic plan effectively.

Responding to the Syria crisis: Goal 2, outcome 2.2.2: Increase cooperation and coordination with Caritas International’s agencies and other non-governmental organisations and bodies during humanitarian emergencies. Goal 3, outcome 3.2: The voices of the poor influence Caritas Australia’s advocacy initiatives and are heard by Australian decision-makers.

Now is time for a new ‘creativity’ in charity, not only by ensuring that help is effective but also by ‘getting close’ to those who suffer, so that the hand that helps is seen as a sharing between brothers and sisters.”

– Pope John Paul II, exhortation for the Jubilee of the Year 2000: Novo Millennio Ineunte, no. 50
Caritas Australia has a strong culture of continuous improvement; we value our agency as an agile, responsive and learning organisation. The stories in this chapter highlight reflection and evaluation activities across the agency in 2014–15 that led to key learnings, enabling better planning, enhanced projects and more efficient use of resources.

Strategy Week

From 4–8 August 2014, regional, international and Sydney-based staff came together in Sydney to attend the agency-wide Strategy Week. A key part of our reflection and planning every year includes team-building and information exchange to improve working relationships in an organisation that includes decentralised and internationally based teams. Over the five-day period we reflected on our previous year’s achievements, shared our learnings and deepened cross-team understanding of each other’s work. We also formalised our plans and Key Performance Indicators.

Program staff reflection

During Strategy Week, Caritas Australia’s International Programs (IP) team shared learnings and examined and exchanged innovative approaches for programs. Looking back on 2013–14, staff considered their achievements towards the Year One goals of Caritas Australia’s Strategic Directions 2013–18, and how these related to integral human development (IHD) outcomes. The following key recommendations were identified:

- Consolidate our IP priorities to maximise the impact of our work.
- Enhance our accountability and processes to communities, and better facilitate the voice of those most vulnerable to extreme poverty and marginalisation.
- Introduce the IHD framework – see below – to overseas offices, staff and partners.
- Include IHD framework indicators in project monitoring and evaluation.
- Further incorporate IHD language into communications materials (see, for example, the Winter 2015 edition of our magazine CaritasNews).

Under the IHD framework, our programs and projects are effective if they achieve these four outcomes:

01 Life with dignity
02 Just and peaceful relationships
03 Sustained economic wellbeing and resilience
04 Influence and independence

In this past year, we have been smarter about our existing data. We have been looking at what we’ve been doing well. We strive to capture and use data and research more intelligently for planning, decision-making and reporting.”

- Sharon D’Mello, Data Strategy and Insights Coordinator, Caritas Australia

The IHD framework was used for these key activities in 2014–15:

- Managing programs: the framework informed all reflection, learning and decision-making processes at the project design, monitoring and evaluation stages, and during management and strategic planning processes.
- Program design: in consultation with our partners, the framework was used as a reference to design new programs and projects, and to determine outcomes and indicators. Together with partners and communities, we defined the outcomes that would reflect meaningful change.
- Program assessment: our projects were assessed to determine how IHD was achieved in three priority program areas — protection, sustainable livelihoods and disaster risk reduction (DRR).

In future, we will continue to use the IHD framework to manage and assess our work and as a guide to improve our partnerships. Performance against the framework will also inform decisions about resourcing (financial, staff, time, expertise and networking), and program prioritisation.

Caritas Australia uses a range of mechanisms to ensure the projects we support on behalf of the Australian community reflect our values, are well managed,
Every year, Caritas Australia conducts a number of reviews of its country- and region-level programs.

In 2014–15 the agency commissioned 22 program evaluations, conducted by independent evaluators, in 11 countries:

- Timor-Leste
- Peru
- The Philippines
- Cambodia
- Nepal
- Kenya
- Uganda
- Australia (First Australians program)
- Vietnam
- Indonesia
- Papua New Guinea

and deliver real outcomes for the communities we serve. Regular learning and reflection are essential to ensure that our challenges are the drivers of continual improvement, and that our successes and best practices are adapted and replicated.

**Talking with partners**

Regional Partners’ Meetings are usually held annually to reflect on the progress of development activities in countries or regions where Caritas Australia is active. Our partners meet to participate in mutual learning and capacity building, and to talk about the challenges they face and lessons learned. Where possible, regional teams also hold annual team meetings, bringing together dispersed staff and partners to share learnings and reconsider regional priorities and action plans.

**Caritas network**

Caritas Aotearoa New Zealand (CANZ) and Caritas Australia held their annual bilateral meeting in our Sydney office in February 2015. Peers across international programs, humanitarian response, advocacy and community engagement teams spent time sharing their experience across key programs, advocacy and engagement work. Our teams also explored collaboration opportunities for the year, giving special consideration to sharing resources and preparing for more focused advocacy and awareness raising work on climate change.

**First Australians Program meeting**

In October 2014 the agency’s First Australians Program team hosted its annual gathering, with a focus on the Northern Territory and Kimberley regions. The gathering was attended by 32 participants, including Bishop Eugene Hurley, representatives from CANZ, and representatives from our eight partners who work in the Top End and Central Australia. The gathering focused on sharing stories, listening to advice from our partners on the way we accompany them, identifying advocacy priorities, and exploring options for how Caritas Australia can increase Aboriginal and Torres Strait Islander influence across the agency. The recommendations from our partners have had an impact within our team and for the agency. In particular the advocacy priorities identified became key advocacy areas within our new advocacy strategy (see Chapter 11). Furthermore, several partners offered in-kind support to help us to establish a remote office in Alice Springs as we move to enhance our learning and accompaniment with them.

**Program evaluations**

Programs are monitored regularly by Programs staff, who have firsthand experience of projects, stakeholders and context. They collect and analyse six-monthly narrative and financial reports, and visit partner organisations and project sites. Formal guidelines and monitoring frameworks are used to determine whether projects are consistent with Caritas Australia’s development approach and are meeting plans and targets. Information is gathered through discussions with partners and program participants.

Caritas Australia’s in-country staff are able to engage with partners more frequently. For example, in the Solomon Islands, PNG, Cambodia and Kenya, staff visit each project regularly, meeting with partners to discuss progress, and identify barriers to progress and good practice. Caritas Australia staff assess our partners’ management practices and may also conduct random checks of partners’ financial records to identify and mitigate potential financial risks.

Our agency supports a participatory approach to evaluation by working collaboratively throughout the process with the partner, program participants, other relevant stakeholders and an external and/or local evaluator expert in the sector or geographic location. We use a variety of methods to suit...
Evaluation weaves a story

Tjanpi Desert Weavers [3] is a social enterprise of the Ngaanyatjarra Pitjantjatjara Yankunytjatjara (NPY) Women’s Council, supporting First Australian women from remote communities with culturally appropriate employment opportunities. With our support, the Tjanpi Desert Weavers program assists more than 400 weavers from 26 communities to make baskets, beads and fibre art. These works are sold both locally and nationally and displayed in art galleries around Australia. This program provides much needed employment and economic empowerment opportunities for Indigenous women in remote communities.

The program also promotes the capacity development and leadership skills of key Aboriginal weavers. The program facilitates access to professional development and training and mentoring in governance.

Support for learning

Caritas Australia’s Program Effectiveness, Accountability and Learning team is responsible for supporting and strengthening our overall program monitoring and evaluation processes. The team coordinates training for Programs staff in technical project design, monitoring and accountability, and facilitates cross-team learning and collaboration. In 2014–15, Programs staff received training from external technical experts in strengths-based approaches to program design and program logic. Other non-Programs staff from across the agency participated in some of the programs learning and reflection events. This cross-agency training promotes shared understandings of each other’s work and is especially beneficial for the Community Engagement team, who share the stories from our programs to engage and connect supporters.

Corporate Services reviews

The Corporate Services team completed a number of reviews in 2014–15, which resulted in greater efficiencies for the agency. Reviews and documentation were conducted for all key processes across Corporate Services, to enhance the existing business continuity plan and manage risks.

The review and automation of end of financial year processes enabled the year-end to close within 6 weeks, reducing the overall time on previous years by approximately 50%. In September 2014, we introduced a quarterly forecast process. This enabled the organisation to shift towards a continuous planning process throughout the year, and ensures we are agile enough to respond quickly to external factors such as a reduction in government grants or currency fluctuation, and we are able to reprioritise where necessary.

A Corporate Services restructure was also conducted to realign staff positions to the current and future needs of the agency’s operational and strategic requirements. The team and each role now have greater clarity in purpose, responsibility and accountability.

This year we completed an operational review of overseas offices. Information Technology (IT) disaster recovery solutions were implemented and managed remotely from Sydney. This has ensured business continuity and it was the first time this solution was used.

Business processes were streamlined, and supplier contracts re-negotiated. This generated significant savings.

The implementation of the second year of Caritas Australia’s Information and Communication Technology strategy outlined in the 2013–18 Strategic Plan has created greater efficiency, security, controls and cost savings across the organisation. This resulted from adaption of Cloud technology, centralised management and standardisation of international office IT infrastructure.
Fundraising findings

In 2014–15, the McNair survey examined the fundraising activities of 3,000 Australian organisations. Caritas Australia participated to benchmark the agency’s successes and identify areas for improvement.

“We wanted to find out how supporters reach us and what their understanding of Caritas Australia is. Do their perceptions match what we do?” says Eamon Sharkey, Senior Direct Marketing Coordinator.

The survey showed that the agency has among the highest rates in the industry for converting contacts into donors by phone and direct mail. This indicates that our messaging and segmentation are effective.

Early in 2014, research conducted pro bono by Good Egg Thinking gave valuable insights into the use of fundraising materials, DVDs and education workbooks. This resulted in lower print runs for PC 2015, saving on print costs and providing a positive environmental impact. Every year more of our popular school resources are available online only.

In January 2015, Greenhouse Marketing made a thorough review of PC 2014 results to analyse value segments, and loyalty and frequency of individual, parish and school donations. Similar analysis was undertaken in-house on PC 2015 donation information, and the insights will identify the parishes and schools that need more support to increase their engagement for the 2016 campaign.

Chapter Notes

1. Read about the IHD framework at www.caritas.org.au/ihd
2. Read CaritasNews online at www.caritas.org.au/about/publications-and-reports/caritasnews
3. For more about Caritas Australia’s accompaniment of the Tjanpi Desert Weavers, see www.caritas.org.au/tjanpi
4. For more about Project Compassion, see www.caritas.org.au/projectcompassion

This year we made significant progress towards these outcomes of our Strategic Goals:

Strategy week • Program evaluations • Support for learning: Goal 4, outcome 4.1: Build a culture of continuous improvement and learning which increases organisational effectiveness and impact. Outcome 4.1.2: Develop monitoring and evaluation frameworks that improve Caritas Australia’s accountability to the people it serves.

A framework for evaluation: Goal 1, outcome 1.2.2: Measure, evaluate and report Caritas Australia’s effectiveness through an integral human development lens. Goal 2, outcome 2.1.1: Develop capacity and mechanisms to ensure Caritas Australia, its partners and their programs prioritise, reach and involve the poorest and most marginalised people. Goal 3, outcome 3.1: The poorest and most marginalised experience greater human dignity and reduced poverty; demonstrated through their increasing independence, influence and resilience.

Evaluation weaves a story: Goal 3, outcome 3.3: The poorest and most marginalised experience greater human dignity and reduced poverty; demonstrated through their increasing independence, influence and resilience.

Staff perspectives: Goal 4, outcome 4.2.1:2: Continue reviewing & improving on internal and external recruitment retention practices to determine best practice. Outcome 4.3.1: Develop a plan to build a strong and sustainable culture which unlocks the potential of Caritas Australia’s people.

Fundraising findings: Goal 4, outcome 4.3.1: Build a culture of continuous improvement and learning which increases organisational effectiveness and impact.

Corporate Services reviews • Fundraising findings: Goal 5, outcome 5.1: Caritas Australia’s resources are responsibly and efficiently used in the service of the poor and marginalised.
CHAPTER 10: Stories of Innovation

At Caritas Australia, we recognise the importance and value of innovation in all areas of our work — with our partners, the people we serve, our programs and across all teams in the agency. As the stories in this chapter show, our accompaniment model creates and fosters a supportive working relationship and an environment that lends itself to exploration and innovation.

Innovative development
Caritas Australia has been a long-term supporter of the Tutu Rural Training Centre in Fiji. The ‘Tutu model’ [1] for non-formal adult education in agriculture is recognised as a successful model for rural development in the Pacific. In Fiji’s rural outer islands, youth unemployment and poverty are very high, and the Tutu Young Farmers Course, supported by Caritas Australia and the Australian Government through the ANCP, has had considerable economic impact, as a 2011 evaluation shows. “It is estimated that the income earned by the 68 Young Farmers who graduated in 2007 and those that will graduate in 2011 will be FJD$1.27 million. Had it not been for Tutu, these young people would have largely been underemployed in the village or would have migrated to the urban areas with limited employment prospects.” [2]

A recent innovation in the agricultural techniques modelled at the centre is the soil cleansing and companion planting methodology. This technology has reduced chemical usage by 80% and improved rehabilitation of soil fertility and crop yields. The Centre’s long-standing, reliable funding partnerships with the Government of Fiji and Caritas Australia have enabled it to trial new training programs, take risks and learn over a significant period of time. The result is a locally driven, assets based training program that addresses poverty, access to land and livelihoods and the empowerment of a traditionally excluded section of Fiji’s population.

To enable rural farmers to access local markets and develop commercial enterprises, Tutu has also built private sector partnerships through collaborations with, for example, a nursery and a coconut oil farm. Training sites rotate between the training centre and remote communities, which has increased the uptake of new skills. [3]

Award for innovative singing program
’Singing our Way to Safety’ [3] is a disaster risk management program to reduce the vulnerability of young children in the Pacific region during emergencies. This program is supported by Caritas Australia and the Australian Government’s HPA. Words about emergency situations such as earthquakes or floods are set to well-known tunes such as nursery rhymes, to give children memorable life-saving messages about how to respond during emergencies. In 2014, the program was recognised internationally for its ability to help communities prepare for natural disasters, receiving the inaugural Pacific Innovation and Leadership Award for Resilience from the UN International Strategy for Disaster Risk Reduction [4]. [5]

New business for traditional practices
Caritas Australia supports the Aboriginal Carbon Fund [5], which gained increasing recognition last year for its pioneering approach to the sustainable development of the traditional lands of First Australians. This program creates a partnership between business and traditional landowners. The Fund enables landowners in 14 regions to care for the land in a way that reduces national carbon emission levels, and to sell these carbon credits to organisations that need to offset their own carbon footprint. In 2014–15, three key partners successfully negotiated funding contracts to sell their carbon offsets (Oriners and Sefton Savannah Burning project, Southern Aurukun Savannah Burning Project, and Kakadu Carbon Farming project).

Rowan Foley, General Manager of the Aboriginal Carbon Fund, explains: “Carbon farming is an agribusiness that can take the form of a savanna fire management program. We’re using our traditional practices. Over the last 40,000 years, the traditional owners in Australia actively managed the land, by making small fires in winter. This prevents very hot fires in summer. Carbon farming also has social benefits. When people aren’t doing the burning they care for the land and do cultural activities.

“IT is essential to show special care for indigenous communities and their cultural traditions. For them, land is not a commodity but rather a gift from God and from their ancestors who rest there, a sacred space with which they need to interact if they are to maintain their identity and values.”

– Pope Francis, Laudato Si', 51
A new model for climate forecasting

In Indonesia, rainfall patterns are becoming increasingly erratic, and this is affecting food security and livelihoods. Caritas Australia has been working with local partner Yayasan Mitra Tani Mandiri (YMTM) to help communities manage the changes in climate. A research project, funded through the Australian Government’s HPA, produced an innovative climate forecast model that can predict the possible location of rainfall. This model is in the form of a map, produced by a research team from the Institute of Technology of Bandung, which plotted rainfall over a period of time across north central Timor and analysed the results. A five-year map was developed, with forecast patterns from December 2014 to December 2019. The map has been given to rural farmers, local administration and development agencies in north central Timor, and Indonesia’s East Nusa Tenggara province, in the Nagekeo District. This map will enable the farmers to adapt their agricultural techniques to changes in climate.

The research was also used to address other climate change-related issues in the region, including changes in planting season and rainfall intensity, and the need for new adaptive farming techniques and crop types. The study recommended reforestation, the use of wood-efficient stoves, and the dissemination of information to farmers.

The research recommendations were rolled out in 53 villages across the district. Nagekeo District Government organised a workshop with 90 participants (18 women) to disseminate the results to village chiefs, various government offices and farming group representatives. The findings were then shared at community level in 15 villages with a total of 529 farmers (178 women). The recommendations were well received, and conservation activities were implemented to mitigate the effects of a changing climate.

Through land and water technology training, 191 farmers have improved their conservation knowledge and skills, and 159 farmers (90 women) have participated in training to make fuel-efficient stoves.

By June 2015, 524 hectares of terraced land were being farmed by 1,314 families. Since terracing reduces erosion, enabling fertiliser to be retained longer in the soil, corn and ground bean production have increased significantly. Tree planting initiatives, involving 839 people across eight locations, have further reduced soil erosion and increased soil fertility.

Carbon farming gets people out on country and gets families and clans together. It can maintain traditional knowledge and a healthy lifestyle.

“People are holding their heads higher knowing the work they’re doing is of value. They’re generating income and protecting country and culture. They are feeling pretty good. And the community is realising its collective strengths,” says Rowan Foley.
There are many innovative components to AACES, particularly the community visioning process, which is a collaborative, inclusive and participatory process where the community members map out their future. The collaborative nature of the program management is also innovative. Ten Australian NGOs are part of AACES and each works in two or three countries across Africa. Each NGO has one equal vote, and together members make program management decisions. There is an emphasis on working with African governments at various levels to leverage support and ensure sustainability of all development growth.

Some AACES program highlights

**Malawi**

- Participating communities have improved nutrition, healthcare and food security. For example, families in Rumphi, Malawi now have three meals per day during harvest seasons (one meal per day before AACES); during the lean period they have two meals per day (before AACES, many often had no meals).

- More than 40,000 children in 19 primary schools in AACES communities in Malawi have improved sanitation practices. Students from these schools have also influenced their parents to construct sanitary facilities at home.

**Tanzania**

- In Ifakara, elders formed the Elderly Council, which gained free health services from the District Council; 440 children now access improved sanitary facilities and practice good hygiene; and with the improved facilities school attendance of mature girls has increased significantly. Land under irrigation has increased, benefiting an extra 347 farmers.

- Endashang’wet community is building its second primary school, and village offices, and 278 households now have improved toilets (up from 156 in June 2014); 2700 people (78% of the community) now access clean and safe water, and its availability in the school compound has boosted attendance by 9%. Maize production has increased from 900kg to 1500kg per acre.

**Launch of video initiative**

As reported last year, another key innovation through the AACES program was the production of a series of short instructional development videos. [7] These videos were created through a partnership between Caritas Australia’s Communications and Education teams, the University of Notre Dame Australia, Caritas Malawi, and members of a Malawi community, who co-directed the videos and appeared in them. The videos demonstrate activities undertaken in development programs in Malawi — making vertical gardens, household dish-drying racks, energy-saving stoves and hand-washing facilities.

On Africa Day, 20 May 2015, we launched our curriculum-linked school resources incorporating these videos. [8] Students are now using these resources to learn more about the strengths-based approach to development. The resources will be promoted more widely in 2015–16.

**Overall AACES results for Malawi and Tanzania:**

- 78,775 people have increased access to safe water
- 55,081 people have increased access to basic sanitation
- 40,642 people have increased knowledge of hygiene practices
- 45,364 women and men living in poverty now have access to agricultural technologies
New ways of reporting

In our previous Annual Reports, Caritas Australia has highlighted our organisation's performance in three key areas: financial, environmental and social. Using this approach, designated as integrated reporting [9], we have been able to demonstrate the impact of our work on the people we serve. This Annual Report for 2014–15 uses storytelling, which is a new approach to integrated reporting. By sharing stories we offer insight into all stages of our work: planning, implementation, and social and economic effects. Stories reconstruct experience, and enable us to create new experiences. [10] They also enable us to see the universal in the personal: “Stories give us a connection to our past, an inspiring vision for our future, a tangible human experience to share, and a forum for discussing solutions to tough problems.” [11]

The storytelling approach in itself is not an innovation for Caritas Australia. For more than 50 years we have been sharing the stories of the people we serve (see Chapter 12), and our supporters, who have made our work possible. However, what is innovative this year is our use of stories to structure our Annual Report, highlight the common themes of our activities in the past year, and share the voices of all the people in our agency's story (see Chapter 2).

In a further initiative, the stories in this Report are clearly linked to our planned outcomes of our Strategic Goals for 2013–18. The intention is to show that all Caritas Australia’s work in this past year is driven by our strategies and plans and is centred on our Mission: to end poverty, promote justice and uphold dignity. [04]

Chapter Notes

1. For more about Caritas Australia’s accompaniment of the Tutu Rural Training Centre, see www.caritas.org.au/tutu
3. Watch a video about “Singing our Way to Safety” at www.youtube.com/watch?v=E6ZE-QIF6cA
4. For more about the PILAR award for “Singing our way to Safety”, see www.caritas.org.au/learn/newsroom/news-detail?ID=0a7a7654-c694-4015-aa75-d75a06de562
5. For more about the Aboriginal Carbon Fund, see www.caritas.org.au/acf
6. For more about Caritas Australia’s AACES program, see www.caritas.org.au/learn/realising-african-visions
7. Watch the videos of communities from Malawi demonstrating development initiatives such as fuel-efficient stove making at http://bit.ly/1R09DD
8. See the school resources on the strengths-based approach at www.caritas.org.au/sba-schools
9. See www.arawards.com.au/default.aspx?rn=97 for more about the Australasian Reporting Awards, from which this definition has been derived.

This year we made significant progress towards these outcomes of our Strategic Goals:

Innovative development • Award for innovative singing program • A new model for climate forecasting • Goal 3, outcome 3.1.2: Strengthen the Integral Human Development (IHD) programmatic approach by expanding partner capacity and investing in initiatives that can demonstrate results in improved wellbeing.

New business for traditional practices: Goal 2, outcome 2.1.3: Tell stories of change through innovations shaped by the voices of people experiencing extreme poverty and injustice.

Partnerships for sustainable futures: Goal 2, outcome 2.1.4: Develop strategic partnerships which are highly participatory and involve the poorest and most marginalised people; Goal 2, outcome 2.2: Strong local and international relationships lead to mutual development for the poorest and the most marginalised, their networks: for decision makers, Caritas Australia and the Church.

New technologies: Goal 5, outcome 5.1.3: Refine internal processes to use the agency’s finite financial resources more efficiently.

New ways of reporting: Goal 4, outcome 4.1.2: Develop monitoring and evaluation frameworks that improve Caritas Australia's accountability to the people it serves.

"Start by doing what is necessary, then what is possible, and suddenly you are doing the impossible.”

– St Francis of Assisi

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CHAPTER 11: New Chapters

Caritas Australia is an agile organisation that embraces change and strives for growth. This requires us to adapt our plans, operations and programs as new circumstances arise in the development sector, for our partners, the people we serve and the communities who support us. This year we have opened many new chapters in Caritas Australia’s story, with a variety of projects, pilots and launches, some shared below.

A new voice: Advocacy team
Caritas Australia is committed to addressing the symptoms of poverty and to tackling the structures and systems that perpetuate poverty and injustice.

In line with our Strategic Directions, and drawing on findings from our cross-agency advocacy working group, in September 2014 we established a new Advocacy team with the appointment of a new Advocacy Manager. We developed a new advocacy strategy after undertaking a comprehensive mapping and assessment process of the most significant social justice issues facing the communities we serve. Through this process, we examined the issues where Caritas Australia can best influence related advocacy and policy.

Under our new advocacy framework, Caritas Australia will promote and uphold human dignity by lobbying for a more generous Australian aid program; caring for climate with the ‘Our Common Home’ campaign; and subsidiarity by protecting and cultivating the rights and independence of First Australian communities.

We cannot achieve this change alone. This year, Caritas Australia has deepened our existing partnerships and coalitions and fostered many more, including those with the Church Agencies Network (see Chapter 4), Micah Challenge, the Campaign for Australian Aid, the Tax Justice Network, the National Aboriginal and Torres Strait Islander Catholic Council, the Australian Catholic Social Justice Council and Catholic Earthcare Australia.

The Bougainville Youth Initiative
Bougainville has been an autonomous region since 1997. In a post-conflict setting, engaging young people is vital to reform, peace and long-term change. But many of the country’s youth do not have access to training and income generation opportunities.

Caritas Australia has been present in Bougainville for 10 years, and this year we were successful in securing funding from DFAT to expand the Bougainville Youth Initiative program from July 2015 to June 2017. This program will focus on engaging young people to develop sustainable livelihoods as well as taking an active role in the development of Bougainville’s future.

Through the establishment of new partnerships, this initiative will focus on engaging young people from 10 of the most disadvantaged communities in Bougainville, offering training in leadership and in gaining improved access to markets. The Bougainville Youth Initiative will also engage young people in active citizenship so they are better able to have their voices heard as part of the upcoming 2015 referendum in Bougainville.

This year we have been planning collaboratively with youth leaders from Bougainville who represent the six Deaneries across the region. These passionate young leaders have travelled great distances from their home areas to attend planning meetings. From these planning meetings, agreement has been reached on three key activities to undertake when the program is implemented: training in agriculture, food security, and project planning.

Talking to volunteers
Volunteers play a significant role in Caritas Australia’s work (see Chapter 2). To enhance volunteers’ experience with our agency, this year we created a volunteer role statement. This statement formalises the position descriptions and makes the roles more transparent for potential and existing volunteers. Having an established list of duties will enable our organisation to recruit accurately, and offer volunteers a satisfying experience.

A survey was sent to volunteers in our national and state offices to help us assess our strengths and the areas in which we can improve our volunteering support. Results told us that our volunteers have a very high level of satisfaction. All of our volunteers believe that Caritas Australia operates in a way that places the poorest of the poor at the centre of our work and respects the dignity of the human person.

Meeting around the kitchen table
Caritas Kitchen, which was launched in May 2015, is a new initiative that asks the Australian community to support the world’s most vulnerable people through the simple act of sharing a homemade meal. The concept is easy and adaptable for supporters who are looking for a simple and meaningful way to engage with Caritas and to make a difference.

The program offers supporters everything they need to host a Caritas Kitchen and run a fun and rewarding fundraiser.
New heights for Caritas Ks

Since 2005, schools, workplaces and community groups have been holding 'Caritas Ks' fundraising events where people walk, run, cycle or swim ‘kilometres for compassion’. In September 2014, a group of 10 devoted supporters took this event to extreme heights when they reached the summit of Mt Kilimanjaro, raising $71,710.

In the lead-up to the climb, Caritas Australia guided the group through learning about Catholic Social Teaching and our development approach, while our travel partner Inspired Adventures offered support with fundraising and physical preparedness. While in Tanzania, the group visited and learned firsthand from a community whose lives had changed after participating in a Caritas Australia supported program that improved water, sanitation and livelihoods.

The Caritas Ks events are promoted primarily to Catholic audiences; however, the Mt Kilimanjaro climb also drew participants from outside the Catholic community.

New business networks

In 2015, we launched The Change Initiative (TCI) to develop and strengthen relationships within the Catholic business community. TCI offers this group, who were not specifically engaged with us previously, the opportunity to source funding for Caritas Australia-supported livelihood programs and develop a stronger relationship with our agency.

The initiative also helps toward Caritas Australia’s goal of diversifying our funding sources. Our Fundraising team has been working with a small group of prominent Catholic business leaders to map out an approach to raising $5m over five years for programs in Australia, Sri Lanka, the Philippines, Myanmar, and others. Events have been held to share information about the initiative, and more are planned.

Planning next year’s stories

Below are some of the plans for our agency’s teams in 2015–16:

Human Resources team

• Actively reach out to people who are Indigenous, marginalised and living with a disability in our recruitment.

• Develop organisational agility and competence by creating a competency framework, and a development plan for all staff.

Advocacy team

• Celebrate the Encyclical (see Chapter 15), by launching the Caritas Australia and Catholic Earthcare ‘Our Common Home’ campaign for schools and parishes.

• Partner with Caritas Aotearoa New Zealand on its annual Oceania Climate Change Report.

• Support and promote local and national conversations among Catholics and our partners within First Australian communities on Constitutional Recognition.

• Help to build the momentum being generated by the Australian Aid Campaign; demonstrate to the Australian public and the Australian Government that an enhanced aid program supports human flourishing in our partner communities throughout Asia, the Pacific, Africa and Latin America.

After registering online, the host receives a booklet with stories of Caritas Australia’s partner communities, coasters and placemats with food and kitchen facts, and recipes from our partners around the world.

“Kitchens are a place for sharing, a place where families meet, where people come together and people celebrate together,” says Penelope Frew, Events and Fundraising Coordinator. “Donations collected at a Caritas Kitchen event empower others to grow enough food to share their meals and live lives of dignity.”

The Caritas Kitchen program is supported by CCI Personal Insurance, a company which gives back to the Catholic community. By 30 June 2015, 20 prospective hosts had already signed up.

“Volunteering gives a strong sense of satisfaction. It is a giving of self and time with no expectation of monetary reward and assists in making life easier for the less fortunate.”

– Bernie Hollamby, volunteer in the Sydney office since 2009
For our programs in all regions:
- Demonstrate through our evaluations, including the 2015–16 re-accreditation (see Chapter 13), that people experiencing extreme poverty and marginalisation are at the centre of all we do. 
- Document examples of best practice in the integral human development (IHD) program approach, derived from CST, and support staff and partners to apply the IHD effectiveness framework.
- Continue improving our design, monitoring, evaluation and learning tools to ensure that the most vulnerable are leading and participating in all stages of programs and development.
- Review our multi-year programs in the Solomon Islands, Myanmar, Tanzania and PNG to check that we are continuously improving, and our programs are bringing lasting change.
- Support our Communities of Practice, established in 2014–15 among our Programs team and worldwide partners, to continue working collaboratively on our program focus areas: sustainable livelihoods, protection and disaster risk reduction (DRR).

**South Asia and Southeast Asia**
- Continue strengthening partners’ and communities’ capacity to protect and empower women and children.
- Improve accountability and transparency, particularly by supporting Church partners to meet relevant Caritas Internationalis (CI) Management Standards.

**First Australians**
- Continue preparing to establish a regional office in the Northern Territory, to grow our accompaniment of our First Australian partners.
- Evaluate the Red Dust Healing program.
- Continue sharing stories as told by partners and program participants.

**Program Effectiveness, Accountability and Learning team**
- Continue developing our agency’s capacity to assess the impact of Caritas Australia’s programs so that we can accurately measure our progress towards achieving IHD.
- Finalise and implement the review, commenced in June 2015, of our Community Engagement teams, to ensure we have a robust structure that best serves the agency’s strategic plan and helps to build a world that God considers just and fair.
- Develop a new robust, agile and adaptable Customer Relationship Management (CRM) system to help manage supporter preferences; to support sophisticated analysis and reporting; and to help tailor campaigns appropriately.
- For our outreach, engagement and communications work, move from quantitative to qualitative analysis in our monitoring and evaluation, so we can assess how our work “transforms hearts and minds”.

**GOAL 03**
- Increase our reach into the Catholic and wider Australian community through effective networking with Diocesan agencies and like-minded organisations.
- Diversify the way people engage in our work by developing youth, clergy and volunteer formation programs.

**GOAL 05**
- Strengthen the agency’s communications to ensure that our work upholds the new brand and clearly promotes our Catholic identity and values. Give particular attention to growing opportunities and innovations for first-person communications and storytelling.
- Strengthen our digital strategy and work with key stakeholders to ensure that digital elements are embedded across fundraising, education, campaigns and communications activities, to drive supporters online and deepen their engagement via cross-channel promotional strategies.

**Communications team**
- Increase our reach into the Catholic and wider Australian community through effective networking with Diocesan agencies and like-minded organisations.
- Diversify the way people engage in our work by developing youth, clergy and volunteer formation programs.

**Regional Engagement team**
- Strengthen the agency’s communications to ensure that our work upholds the new brand and clearly promotes our Catholic identity and values. Give particular attention to growing opportunities and innovations for first-person communications and storytelling.
- Strengthen our digital strategy and work with key stakeholders to ensure that digital elements are embedded across fundraising, education, campaigns and communications activities, to drive supporters online and deepen their engagement via cross-channel promotional strategies.
Corporate Services team

- Undertake a complete review of all Corporate Services policies and procedures and ensure that Caritas Australia is an organisation that demonstrates best practice in the sector.
- Continue to roll out the Information and Communications Technology (ICT) strategy in the agency’s national and international offices, further improving the ICT infrastructure by continuing to adopt a hybrid Cloud model, where appropriate, for engaging software and disaster recovery as a service for core business systems, and where the most value can be achieved.
- Review existing processes and implement innovative solutions that streamline the agency’s operations, and create greater empowerment and efficiency across the organisation.
- Undertake a complete review of all Corporate Services policies and procedures and ensure that Caritas Australia is an organisation that demonstrates best practice in the sector.
- Continue to roll out the Information and Communications Technology (ICT) strategy in the agency’s national and international offices, further improving the ICT infrastructure by continuing to adopt a hybrid Cloud model, where appropriate, for engaging software and disaster recovery as a service for core business systems, and where the most value can be achieved.
- Review existing processes and implement innovative solutions that streamline the agency’s operations, and create greater empowerment and efficiency across the organisation.

Fundraising and Supporter Care

- Strengthen school and parish engagement with Project Compassion, and continue to diversify our income streams.
- Build our regular giving program, expand our focus on community fundraising events, increase our engagement with individuals, explore new digital fundraising opportunities, and grow our wills and bequest program.
- Strengthen partnerships with the Education team.

Education team

- Play a leading role in significant sector-wide conferences throughout 2016, including the Transforming Service Conference (Brisbane, April 2016); National Catholic Education Commission Conference: ‘Faith to Lead, Lead to Faith’ (Perth, June 2016) and the Australian Catholic Youth Conference: ‘Faith to Lead, Lead to Faith’ (Perth, June 2016) and bequest program.
- Strengthen partnerships with the University of Notre Dame Australia.
- Strengthen school and parish
- Fundraising and Supporter Care
- Build our regular giving program,
- Corporate Services team
- Strengthen partnerships with teachers and universities and deepen key practitioners’ learning and understanding of our work by undertaking two immersion trips (Cambodia, January 2016; Timor-Leste, June 2016, in partnership with the University of Notre Dame Australia).

Join our story

There are many ways that you can stay connected with Caritas Australia and be part of our stories in 2015–16.

Connecting online with digital media

Twitter: Join the conversation at www.twitter.com/CaritasAust

YouTube: Watch and share hundreds of stories at www.youtube.com/caritasaustralia

Our website: A great place to learn and stay up-to-date with the latest news, events, appeals, resources and campaigns. See www.caritas.org.au

Our blog: See www.caritas.org.au/blog

Facebook: Be part of our community at www.facebook.com/CaritasAU

Become a supporter

Make a gift in your will, be part of our regular giving or Workplace Giving program, make a donation, become a Corporate Partner — there are many ways we can help people living in poverty become self-sufficient so they don’t need to rely on charity. See www.caritas.org.au/donate

Stand in solidarity with the world’s poor

Stand up and have your voice heard to help build a just and equal world. See www.caritas.org.au/act

Fundraise

Host a Caritas Kitchen, join one of our Caritas Ks events or be part of Project Compassion in its 50th year. www.caritas.org.au/fundraise

Volunteer

We welcome volunteers in all our regions. There are many roles you can play. Please call 1800 024 413, email jobs@caritas.org.au or find your local diocesan representative at www.caritas.org.au/contact-us

For details of all the Strategic Goals referred to here, see Chapter 1.

Chapter Notes

1. For more about Caritas Kitchen, see www.caritas.org.au/kitchen
2. For more about Caritas Ks, see www.caritas.org.au/caritas-ks

This year we made significant progress towards these outcomes of our Strategic Goals:

A new voice: Advocacy team: Goal 3, outcome 3.2: The voices of the poor influence Caritas Australia’s advocacy initiatives and are heard by Australian decision-makers. Outcome 3.2.1: By June 2015, the three advocacy foci have been determined with endorsement from Caritas Australia’s Leadership Team and the National Council.

Bougainville Youth Initiative: Goal 2, outcome 2.1.2: Improve Caritas Australia’s accompaniment of the poorest and most marginalised people. Goal 2, outcome 2.1.4: Develop strategic partnerships which are highly participatory and involve the poorest and most marginalised people.

Talking to volunteers: Goal 4, outcome 4.2: Caritas Australia recognises and develops the capabilities and talents of its staff and volunteers.

Meeting around the kitchen table • New heights for Caritas Ks • New business networks: Goal 5, outcome 5.2.3: Grow and build a diverse range of financial giving, retention and recognition programs that offer choice and flexibility for the Australian Catholic community and our supporters.

Planning next year’s stories: Goal 1, Goal 2, Goal 3, Goal 4, Goal 5. See Chapter 1 for details of these goals.
Caritas Australia’s work comprises many stories that reflect the depth and diversity of our relationships, and our vision of the just and compassionate world that God desires. Our stories champion the strengths and successes of our global Caritas family, and honour our partners, our program participants, our staff, our volunteers, and our supporters. And through our stories we amplify local voices, bringing the communities we serve closer to our supporters, and giving witness to the courage and dignity of the women, children and men who are the heart of our work.

Every year we invite our partners and our program participants to be our storytellers and share their experiences with our Caritas family across a range of platforms. We also encourage our Australian community to share their own stories of love and compassion. A selection of highlights from 2014–15 follows.

Shaping Caritas stories

A clear Caritas brand

In our Strategic Directions 2013–18, Caritas Australia has committed to deepening Catholic identity across the breadth of our work. This year we finalised a review of the agency’s brand guidelines, which shape the way we communicate our mission and strengthen our alignment with Catholic values and the principles of Catholic Social Teaching (CST). By communicating our shared vision, values and beliefs, we build stronger relationships, with our faith, with our supporters and with the communities we serve.

We have a deep commitment to caring responsibly for our resources. We are therefore introducing our new brand progressively, minimising waste by replacing our existing collateral when schedules and budgets allow. This year we redesigned our pop-up and lectern banners, refreshed resources that introduce Caritas Australia to new audiences and updated our business cards, letterheads and advertisements. We were also proud to launch some of our new annual community engagement initiatives with a stronger Caritas Australia brand, including Women for the World, Project Compassion 2015, CaritasNews, Caritas eNews, the ‘Our Common Home’ campaign and Caritas Kitchen (see Chapter 11), and many of our emergency-related and educational resources.

To help our community engagement and agency staff members to use the new brand communications, we created an online ‘one-stop shop’. This has made it easy to download all our brand assets, checklists, guidance on ‘communicating our faith’, and CST language and style guidelines.

Creating authentic stories

Across our communications platforms, we aim to amplify the voices of our program participants and celebrate their experiences by sharing their stories in their own words (see for example Fearless Voices, Chapter 5). On average this year, 90% of the stories in our quarterly magazine, CaritasNews, included direct accounts and testimony from our program partners and participants. In the final two editions for 2014–15, every story in our magazine included first-hand accounts. This year we were proud to publish one story in CaritasNews written by a program participant herself. In our Winter edition, Karimah (a former participant in the First Australian Program’s Red Dust Healing initiative — see Chapter 6) wrote her own story of personal transformation. Karimah’s experience is a testament to the power of first-person story-telling in our work. We now feature her testimony in our ‘About Us’ brochure and in a video interview on our website. [1]

Telling stories together for 50 years

In 2014 we celebrated 50 years of Caritas Australia’s work. In last year’s Annual Report, we acknowledged many significant milestones in our agency’s growth, and reported on the communications tools we developed to pay tribute to our global Caritas family. Throughout the 2014 calendar year, we dedicated our communications platforms to the individuals, parishes, schools, partners, communities, and supporters who have inspired Caritas Australia to realise its vision of a just and compassionate world.

From July to December 2014, the agency’s regional teams and dioceses had local celebrations to mark our agency’s milestones and growth in ways most meaningful to them. Anniversary events were held in 17 dioceses across Australia, with approximately 4500 Caritas friends, supporters and media representatives attending. In November 2014, we marked 50 years of the Catholic Church’s support for international aid and development with a mass in Sydney led by all of Australia’s Catholic Bishops.

The extent of these jubilee celebrations was a fitting testament to the local champions of our work, and the myriad grassroots networks that bind our Caritas family.

Australia’s Catholic Bishops led Caritas Australia’s 50th Anniversary Mass at Mary MacKillop Memorial Chapel, Sydney, Australia’s Catholic Bishops led Caritas Australia’s 50th Anniversary Mass at Mary MacKillop Memorial Chapel, Sydney, November 2014.

“...We have long been accustomed to telling our story. We can now aspire to show who and what we are. We need to learn to show how we celebrate our faith, how we seek to serve and how our lives are graced and blessed.”

– Archbishop Celli, President of the Pontifical Council for Social Communications, addressing the Australian Catholic Communications Congress in Sydney, May 2015
In 2014–15
30% of Catholic schools (517) participated in a Caritas run education event (increase of 9% from 2013–14)

139 new schools participated in a Caritas run professional development day

260 schools across 21 dioceses participated in a professional development workshop (increase from 127 schools across 11 dioceses in 2013–14)

34,417 of our Caritas Australia school resources were downloaded via the Caritas website

In conversation with schools
Caritas Australia has strong and productive partnerships with Catholic schools, leadership and students, and Catholic Education Offices across the country. These relationships allow us to strengthen our engagement with the Australian Catholic community and inspire a new generation of our Caritas family to work for justice and equality around the world.

Educational resources
Our Education team runs professional development days and immersion programs for teachers, education professionals and university students. We develop curriculum-linked classroom resources, enabling primary and secondary students throughout Australia to learn about global issues and act for justice. Caritas Australia also facilitates Just Leadership Days, which empower students to come together to discuss, explore, and act on issues of human development, poverty and injustice (see Chapter 7).

Global reach for education resources
Through our Just Leadership and professional development programs, and with continued engagement with school social justice programs, our resources on global issues, poverty and injustice have steadily increased their reach. In 2014–15, we continued promoting our CST resources [2], and saw these tools being used increasingly throughout Australia and around the world.

This year, we are proud to have received many emails from supporters around the world who love our CST resources, and remark on their extensive utility in their work in classrooms, parishes and the wider community. The map shows just a snapshot of our global impact.

As a result of the global take-up of the CST toolkit, we are currently producing a languages pack for use with the Australian school curriculum by language teachers. The CST cartoons have been translated into French, Italian, German, Spanish, Indonesian, Japanese, Tagalog, Viet and Korean. These cartoons will be shared and used with the International Programs teams and with language communities in parishes across Australia.

Caritas Australia’s move to online interactive student workbooks using ‘thinglink’ technology has seen our Food for All [3] and AACES strengths-based resources (see Chapter 10) [4] continue to extend this global reach, with over 500 hovers and clicks per week from around the world.

A teacher’s story
After participating in the Caritas Global Justice course in 2014, teacher Alice Mabbutt from Queensland helped review her school’s approach to teaching about social justice as part of the Year 11 Study of Religion program.

“The Caritas Global Justice course affirmed our current approach to teaching about social justice, and also provided us with some new perspectives and quality resources. We decided to use the Project Compassion campaign about food security as a basis. We were able to engage in concepts...”

A map illustrating the global reach of Caritas Australia’s CST toolkit for schools.
In 2015, 300 pupils, who held a variety of fundraising events, including a second-hand book and toy sale, a simple ‘Rice for Lunch’ day and a ‘Walk for Water’ — a fundraising event held to express solidarity with people who have to cover many kilometres to access fresh water.

But the undisputed highlight for everyone was when Acting Principal Amanda Sheridan got covered in ‘slime’ by the class who raised the most money.

**GOAL**

**Women’s voices**

On 7 May 2015, we held our second annual Women for the World fundraising event in Sydney. Created in 2014, Women for the World is a movement of women who bring together their networks at events to recognise and celebrate the extraordinary work of women worldwide.

Spreading hope through stories of compassion

Every year, over the six weeks of Lent, our supporters in every Australian Catholic Diocese mobilise to support Project Compassion.

Since its inception 49 years ago, our annual humanitarian fundraising appeal, Project Compassion, has brought stories of hope and transformation into homes, schools and churches across the country. Project Compassion embodies our mission: the story of each person we serve is where we find the face of Christ and the gift of life.

Project Compassion 2015 explored how Caritas Australia helps women, men and children living in poverty to establish sustainable food sources for life, and to develop new, improved income streams for a better future. Stories from Fiji, Niger, Indonesia, Peru, Nepal and Australia showed how people living in marginalised communities grow and access food for life. Their stories also showed how the generous hearts and gifts of our Australian supporters make hope and transformation possible for people who are vulnerable.

In 2015, as always, our supporters’ responses to Project Compassion produced personal stories of compassion, love, generosity and creativity.

**Getting creative with Project Compassion**

Enthusiastic students and staff at St Joachim’s Catholic Primary School in Brisbane raised $4,000 — more than double the amount for 2013–14. This was an amazing effort for a school of just over 300 pupils, who held a variety of fundraising events, including a second-hand book and toy sale, a simple ‘Rice for Lunch’ day and a ‘Walk for Water’ — a fundraising event held to express solidarity with people who have to cover many kilometres to access fresh water. But the undisputed highlight for everyone was when Acting Principal Amanda Sheridan got covered in ‘slime’ by the class who raised the most money.

**Women’s voices**

On 7 May 2015, we held our second annual Women for the World fundraising event in Sydney. Created in 2014, Women for the World is a movement of women who bring together their networks at events to recognise and celebrate the extraordinary work of women worldwide.

In 2015, a record 86% of Australian Catholic schools and 95% of parishes supported Project Compassion (92% of Parishes in 2014)

Schools, churches and community groups contributed more than $11.57 million to Project Compassion 2015.
In 2014–15, our Supporter Care team engaged with 11,952 supporters over the phone.

6,010 supporters made phone donations that totalled $1.1m for the financial year.

This year 350 women attended the Sydney lunchtime event to hear Caritas Nepal’s Rupa Rai speak about her work with women who are vulnerable to human trafficking. Each year, up to 7000 women are trafficked from Nepal.

This event came only 12 days after the first devastating Nepal earthquake (see Chapter 4). Rupa spoke from the heart about her own experience of the earthquake, and how disasters like this increase the vulnerability of women to trafficking and unsafe migration. The following day, the first Women for the World lunch was held in Melbourne for 150 women.

Together the events raised $159,000 for Caritas Australia’s programs, and we are looking forward to next year’s events, including reaching out to another capital city. We thank our event sponsor, Church Resources.

Kilometres for compassion

In March 2015, 45 high school students from Loreto Kirribilli, a Sydney high school, walked 15km for Project Compassion, raising $14,550. This was the third consecutive year Loreto students did the walk, demonstrating their outstanding commitment to social justice.

Talking to supporters

Caritas Australia’s Supporter Care team is our initial point of contact for public enquiries, suggestions and feedback. The team helps supporters connect with our agency and delivers high quality and timely responses to everyone who enquires via phone, web, email or mail.

Demands on the team always peak after fundraising and advocacy campaigns, and when humanitarian emergencies are prominent in the media. Recognising the importance of high quality service and communication, the team has to be well-versed in the full range of Caritas Australia’s work. We deliberately don’t script our calls, so that we can be as personable and approachable as possible, and every conversation suits every enquiry.

Together with donations received from our direct marketing and emergency appeals, we processed 125,905 gifts from our supporters, totalling $25,094,251. This is a total increase of over 10,000 donations more than the previous year.

The strong voice of the media

The media are often the first to broadcast news of emergencies and humanitarian stories from around the world. They are a powerful force, and Caritas Australia’s relationships with the media are important as they help project our voice on a national level.

At Caritas Australia, we work closely to build and maintain relationships with key journalists who are interested in publicising stories on aid and development. The media enable the voices of those living in poverty to be heard by informing the Australian public about issues facing the global poor such as climate change, displacement, war and injustice.

At a time of government aid cuts and low dollar value, the media’s wide reach is important for demonstrating how we work, and the value of what we do: a powerful way to help us transform hearts and minds across Australia.

Media highlights for 2014–15

• From January to June 2015, our agency had 275 media hits, reaching more than 8.6 million people, with an advertising equivalent of $1.027 million.

• Project Compassion 2015 was featured over 100 times on TV and radio, online and in the Catholic media, reaching over 1.4 million people Australia-wide. The advertising value of this coverage equates to more than $160,000.

• In November 2014, our work in the Democratic Republic of the Congo was brought into the national spotlight following the release of Fearless Voices (see Chapter 5). This report received widespread media coverage, including www.news.com.au, Sky TV and Marie Claire magazine.
• Caritas Australia’s work with Caritas Nepal after the Nepal earthquakes was featured in dozens of national and international news bulletins.
• On 7 May 2015, the Women for the World event in Sydney was covered on ABC Radio National, SBS, and in dozens of Catholic publications. Guest speaker Rupa Rai was interviewed on ABC Radio National’s Religion and Ethics Report.

In June this year, to increase the coverage of the Pope’s Encyclical on climate change (see Chapter 15), Caritas Australia collaborated with several other Australian Catholic agencies. Archbishop Denis Hart appeared on ABC TV’s Lateline, while Caritas Australia’s CEO Paul O’Callaghan was interviewed on ABC TV News 24 and ABC Radio.

Speaking digitally
In 2014–15, our agency continued to see solid growth across our digital activities. An increasing number of people visited the website, were engaged via social media and eCommunications, and received targeted online advertising.

• Website traffic was heightened, particularly during Project Compassion 2015, during humanitarian emergencies such as the Nepal earthquakes, and in response to the development and promotion of the CST online toolkit. The website received over 760,000 visits (growth of 19% from 2013–14, 57% from 2012–13, 91% from 2011–12 and 166% from 2010–11).
• Online advertising of fundraising materials attracted notable traffic; 2014–15 saw a marked increase in advertising via Facebook, which reached over one million people and generated over 32,000 actions, including 726 online donations.
• This year we tested electronic direct mails with our supporters, which proved popular as an alternative to paper based mailings, and as a means of receiving updates on emergencies. Three electronic direct mails on the Nepal earthquake raised over $800,000 in total.
• SMS was first introduced in May 2015 to update supporters on the Nepal earthquake response. In total over 15,000 SMS messages were sent by 30 June 2015, prompting website visits, donations and increased awareness of our work.
• SMS was first introduced in May 2015 to update supporters on the Nepal earthquake response. In total over 15,000 SMS messages were sent by 30 June 2015, prompting website visits, donations and increased awareness of our work. (more)

Connecting through ‘Hangouts’
At Caritas Australia, we use technology to overcome distance, to deliver programs and to enhance relationships. In March 2015, we held our inaugural Google Hangout series with guest speakers and Project Compassion 2015 lead participants Eric and Ma from Fiji. Twelve schools (seven upper primary and five secondary) were involved in two sessions. The recording of the secondary schools Hangout was subsequently published on our website, and received 341 views.

In May 2015, the second Google Hangout was held with Rupa Rai from Nepal. Six schools took part; the video was subsequently viewed 156 times (but due to the sensitive topic of human trafficking it was not heavily promoted).

In 2015–16 we would like to test and use new technologies to further amplify the voices of the most marginalised and to connect our Australian audience with our partners and the communities we serve.

Chapter Notes

1. For Karimah’s story see www.caritas.org.au/karimah
2. For our online Catholic Social Teaching resources, see www.caritas.org.au/ctresources
3. See and use our interactive online Food for All resources at www.caritas.org.au/act/food-for-all/resources/schools
4. To view our strengths-based resources or use them online, see http://bit.ly/1MjoTwk

This year we made significant progress towards these outcomes of our Strategic Goals:

A clear Caritas brand: Goal 1, outcome 1.2: Caritas Australia’s strong Catholic identity underpins recognition programs that offer choice and flexibility for the Australian Catholic community and its operations. Outcome 1.3: The Catholic Church in Australia supports, promotes, funds and identifies Caritas Australia as its agency for international humanitarian aid and development.

Creating authentic stories: Goal 2, outcome 2.1.3: Tell stories of change through innovations shaped by the voices of people experiencing extreme poverty and injustice.

Telling stories together for 50 years: Goal 4, outcome 4.2.2.5: Plan and develop a program for celebrating and acknowledging 50 years of serving the poor.

In conversation with schools • The strong voice of the media: Goal 2, outcome 2.2.1: Strengthen and expand relationships in service of the poor with Bishops, clergy, religious and lay leaders, media, Diocesan and National agencies, parishes, supporters, immersion participants and Catholic Education Offices, Catholic schools, universities, hospitals and agencies in Australia and overseas.

Spreading hope through stories of compassion • Talking to supporters • Women’s voices: Goal 5, outcome 5.2.3: Grow and build a diverse range of financial giving, retention and recognition programs that offer choice and flexibility for the Australian Catholic community and our supporters.

In 2014–15, almost 15,000 people ‘liked’ Caritas Australia’s Facebook page:
* 16% from 2013–14
* 70% from 2012–13
* 176% from 2011–12
* 958% from 2010–11

The number of subscribers to our monthly eNewsletter grew to over 15,000 (up 19% from 2013–14, 67% from 2012–13 and 150% from 2011–12)
CHAPTER 13: By the Book

Caritas Australia is committed to maintaining the highest standards of transparency and accountability. This chapter outlines our accountability requirements and highlights actions taken in 2014–15 that translated our commitment into practice. All our teams play a role in this important chapter.

**Accountability to all**
Core to our mission is our accountability to the people we serve. This year we focused on amplifying their voices in our programs, operations, decision-making and public communications. We are also accountable to a wide range of diverse stakeholders with varying interests and information requirements. We use a range of processes and communications to maintain the highest standards of accountability and transparency.

**Humanitarian accountability partnership**
Late last financial year we engaged an external consultant to help assess our practice against the 2010 Humanitarian Accountability Partnership (HAP) International Standard in Accountability and Quality Management. This standard is closely aligned to the Australian Council for International Development’s (ACFID) Code of Conduct (see page 1), to which we are signatories, and to DFAT’s Accreditation Criteria for the Australian NGO Cooperation Program.

A baseline assessment report was finalised in September 2014, identifying many existing strengths, and opportunities to improve our accountability practices. The cross-agency Codes, Standards and Ethics Working Group (see Chapter 4) reviewed all recommendations, and those most closely aligned with ACFID and DFAT criteria were prioritised for implementation in 2015–16.

**Representative communications**
Caritas Australia champions honest and accountable communication that protects and promotes human dignity in the communities where we work. We demonstrate our integrity through the stories, images and testimony that showcase the courage of our program participants and the strengths of each community we serve. Across our communications channels, we give witness to the injustice of global poverty and celebrate successes of our program partners and participants. Over 80% of Caritas stories published this year directly quoted the person featured. With a staunch commitment to privacy, protection and reliability, our stories and images were verified and appropriately attributed. Anonymity was maintained where appropriate.

**Accountability to supporters**
In 2014–15, Caritas Australia met requirements for accountability to the individuals, communities, and trusts and foundations who support and champion our work.

**Best practice in fundraising**
As an organisational member of the Fundraising Institute of Australia (FIA) and a signatory to the FIA’s Principles and Standards of Fundraising Practice, Caritas Australia upholds a commitment to best practice principles and standards in the Fundraising and Community Engagement sector. Through close partnership with the FIA, staff training, and industry collaboration across the sector, we ensured that all fundraising activities maintained the highest ethical and professional standards.

**Best practice in public communications and transparency**
Requirements for best practice include the publication of annual reports, including Audited Financial Statements (see Chapter 14). Our 2013–14 Annual Report received a Silver Award in the Australasian Reporting Awards; the Report is available on our website. Caritas Australia regularly communicates our achievements to the Australian public via our website, social media channels, newsletters and other communications such as our quarterly supporter magazine, CaritasNews.

**Accountability to the Australian Government**
DFAT program reporting
Caritas Australia provides DFAT with annual program reports on every DFAT-supported program to demonstrate accountability and the transparency of program expenditure from government funding sources (see Chapter 5), and their impact on the community. The reports include outcomes, the number of people reached, and expenditure.

DFAT accreditation
Accreditation provides DFAT and the Australian public with confidence that the Australian Government is funding professional and well-managed organisations that are capable of delivering effective development outcomes. Caritas Australia is currently accredited by DFAT at the highest level (Full Accreditation Status). Accreditation is re-assessed every five years, and we are scheduled to re-apply for full accreditation in the coming financial year.

"Accountability involves communities and individuals in key decision-making, and reflection processes for the initiatives that affect them. It’s about garnering and acting on honest feedback in a responsible and meaningful way."

- Kirsten Ridley, Program Effectiveness, Accountability and Learning team
Throughout 2014–15 we prepared for re-accreditation. This is a rigorous, intensive process involving extensive documentation, an external desk review and an in-office audit. We sensitised new staff to all accreditation criteria, and prepared an ‘Agency Profile’ incorporating our governance and program management processes. We also arranged briefings from peer agencies and other advisors on changes to the accreditation process and criteria since our 2010 accreditation.

**Best Practice Codes and Standards**

On employment, all staff must sign a statement acknowledging they have read and understood a number of policies and procedures, including the ACFID Code of Conduct, which sets the best practice, accountability and transparency benchmark for Australian INGOs.

Every year Caritas Australia’s Managers and Leadership team review the ACFID Code of Conduct and Compliance Criteria, and complete a Compliance Self-Assessment (CSA). This reflects on how well the agency upheld the Code throughout the year. The CSA is then reviewed by ACFID and feedback is provided. In response to ACFID’s feedback for 2014–15, our agency made improvements to our website’s feedback section. We received a Certificate of Compliance for 2013–14.

All Caritas Internationals (CI) members have to meet minimum standards of governance. The CI Management Standards (CI MS) were developed to meet increasing expectations about accountability, transparency and professionalism across the sector, and directives from the Church. These standards are focused on harmonising management standards across the whole network and enhancing our performance in several key areas: programs, impact, governance, financial accountability, transparency and stakeholder involvement. Caritas Australia’s preparation for the CI MS rollout this year involved reviewing the CI MS, appointing a staff member to coordinate the CI MS Self-Assessment for 2016, and supporting our international partners’ preparation for the self-assessment. A Caritas Australia staff member was allocated to act as CI MS Assessor on behalf of CI.

**Continuous Improvement of systems and processes**

This year, we improved our systems and processes for ensuring accountability to the communities we serve, our supporters and our stakeholders throughout Australia and abroad. We completed a Humanitarian Accountability Partnership (HAP) review to identify current strengths and potential for improvement in communications and accountability. As a result, the Community Engagement team re-examined its feedback response policy, and our programs team have strengthened the channels for community feedback within our core program management documentation.

**Governance**

Our National Council is responsible for ensuring the good governance and effective implementation of Caritas Australia’s mandate, and for the overall governance of the organisation under the Bishops Commission for Justice, Ecology and Development (BCJED). The Council also provides strategic direction, and advice to the BCJED on the formation of policies and administration. There are three standing committees (below). In 2014–15 the National Council met four times, as scheduled. Across the year there were 16 members (see Chapter 2), five of whom replaced those whose terms expired during the year.

The **Audit and Risk Management (ARM) Committee** focuses on the financial probity and efficiency of our organisation’s operations. The Committee reports regularly to the National Council on financial compliance and risk management. It ensures that the fiduciary responsibility of Caritas Australia is fulfilled and that our policies and practices are ethical and meet all statutory and legal requirements. The BCJED has appointed an Honorary Treasurer to the National Council of Caritas Australia, who chairs the ARM. The committee met seven times during the year.

The **Remuneration Committee** sets policy for the remuneration (pay and benefits) of the CEO and members of the Executive, and provides advice to the CEO, when requested, about the remuneration of other staff in order to attract, recognise and develop the capabilities of Caritas Australia’s staff and volunteers. The committee met twice during the year.

The **Nominations Committee** met once this year, to fulfil its primary responsibilities of identifying suitable Council nominees with input from the Chairman and Caritas Australia management, liaising with the Chairman on shortlisting nominees, and providing advice about the optimal point for communication with shortlisted nominees. As required, the Committee also ensured that the selection criteria and guidelines for these appointments remain current, and provided guidance for the orientation of new National Council members.

**Chapter Notes**

This year we made significant progress towards these outcomes of our Strategic Goals:

- **Goal 4**: Caritas Australia is an effective, innovative and agile organisation.
- **Goal 5**: Caritas Australia’s resources are reasonably and efficiently used in the service of the poor and marginalised.

**National Council meeting attendance**

4/4 attended: Paul O’Callaghan, Louise Crowe, Michael Burnett, Clyde Cosentino


1/4: Louise Campbell-Price

1/1 (joined June 2015): John Warhurst; John Bouffler; Bishop Peter Stasiuk

“The first time to see an NGO respecting and giving us power to be able to define our destiny.”

A Ugandan community leader commenting on a program design workshop, May 2015.
Caritas Australia
Responsible Entity Declaration

The responsible entities declare that in the responsible entities’ opinion:

(a) There are reasonable grounds to believe that Caritas Australia is able to pay all its debts, as and when they become due and payable; and

(b) The financial statements and notes satisfy the requirements of the Australian Charities and not-for-profits Commission Act 2012.

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

Mr. Richard Haddock
Treasurer
Dated this 30th day of October 2015.

Auditor’s Independence Declaration to the Responsible Entities of Caritas Australia

I declare that to the best of my knowledge and belief, during the year ended 30 June 2015 there have been no contraventions of:

i. the auditor’s independence requirements as set out in the Australian Charities and Not-for-profits Commission Act 2012 in relation to the audit; and

ii. any applicable code of professional conduct in relation to the audit.

Moore Stephens Sydney

S. Tszannes
Partner
Dated in Sydney this 30th day of October 2015
Independent Auditor's Report to the Members of the Association of Caritas Australia

We have audited the accompanying financial report of Caritas Australia which comprises the balance sheet as at 30 June 2015, the statement of income and expenditure, statement of comprehensive income, statement of changes in equity and statements of cash flows for the year then ended, a summary of significant accounting policies, other explanatory notes and the Responsible Entities’ Declaration.

Commission Members’ Responsibility for the Financial Report
The Bishops Commission of Caritas Australia is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the financial reporting requirements of the Australian Charities and Not-for-profits Commission Act 2012. The members of the Commissions responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error.

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

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

Independence
In conducting our audit, we have complied with the independence requirements of the Australian Charities and Not-for-profits Commission Act 2012.

Basis for Qualified Audit Opinion
As is common with organisations of this type, it is not practical for Caritas Australia to maintain an effective system of internal control over voluntary collections and donations until their initial entry into the accounting records. Accordingly, our audit in relation to such funds was limited to amounts recorded.

Qualified Auditor's Opinion
In our opinion, except for the possible effects, if any, on the financial report of the matters referred to in the qualification paragraph, the financial report of Caritas Australia is in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

(a) giving a true and fair view of the entity's financial position as at 30 June 2015 and of its performance for the year ended on that date.
(b) complying with Australian Accounting Standards; and the Australian Charities and Not-for-profits Regulation 2013; and
(c) complying with the Australian Council for International Development (ACFID) Code of Conduct.

Moore Stephens Sydney
S. Tszannes
Partner
Dated in Sydney this 30th day of October 2015
# Statement of Income and Expenditure

For the year ended 30 June 2015

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations and gifts:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Monetary</td>
<td>27,867,042</td>
<td>27,814,224</td>
</tr>
<tr>
<td>Non-monetary</td>
<td>120,882</td>
<td>118,810</td>
</tr>
<tr>
<td>Legacies and bequests</td>
<td>2,318,406</td>
<td>2,815,583</td>
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<tr>
<td>Grants:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DFAT</td>
<td>13,744,381</td>
<td>14,502,602</td>
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<tr>
<td>Other Australian</td>
<td>727,720</td>
<td>285,455</td>
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<tr>
<td>Other overseas</td>
<td>28,629</td>
<td>50,366</td>
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<tr>
<td>Investment income</td>
<td>938,741</td>
<td>901,188</td>
</tr>
<tr>
<td>Other income</td>
<td>171,228</td>
<td>695,370</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>45,917,029</td>
<td>47,183,598</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>INTERNATIONAL AID AND DEVELOPMENT PROGRAMS EXPENDITURE:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>International Programs:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Funds to international programs</td>
<td>24,945,430</td>
<td>23,498,770</td>
</tr>
<tr>
<td>Program support costs</td>
<td>4,102,750</td>
<td>3,875,648</td>
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<tr>
<td>Community education</td>
<td>5,343,721</td>
<td>5,034,985</td>
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<tr>
<td>Fundraising costs:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public</td>
<td>4,152,167</td>
<td>3,372,852</td>
</tr>
<tr>
<td>Government, multilateral and private</td>
<td>75,736</td>
<td>99,706</td>
</tr>
<tr>
<td>Accountability and administration</td>
<td>1,699,470</td>
<td>978,133</td>
</tr>
<tr>
<td>Non-monetary expenditure</td>
<td>120,882</td>
<td>118,810</td>
</tr>
<tr>
<td><strong>TOTAL INTERNATIONAL AID AND DEVELOPMENT PROGRAMS EXPENDITURE</strong></td>
<td><strong>40,440,156</strong></td>
<td><strong>36,978,904</strong></td>
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<tr>
<td>Expenditure for international political or religious proselytisation programs</td>
<td>31,400</td>
<td>30,400</td>
</tr>
<tr>
<td>Domestic programs expenditure</td>
<td>2,207,608</td>
<td>1,917,955</td>
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<tr>
<td><strong>TOTAL EXPENDITURE</strong></td>
<td>42,679,164</td>
<td>38,927,259</td>
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<tr>
<td><strong>EXCESS (SHORTFALL) OF REVENUE OVER EXPENDITURE</strong></td>
<td>3,237,865</td>
<td>8,256,339</td>
</tr>
</tbody>
</table>

No Appeal generated 10 per cent or more of the total income for the year ended 30 June 2015. During the financial year, Caritas Australia received no income for international political or religious proselytisation programs. The accompanying notes form part of these financial statements.
### Statement of Comprehensive Income

For the year ended 30 June 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>EXCESS (SHORTFALL) OF REVENUE OVER EXPENDITURE</td>
<td>$3,237,865</td>
<td>$8,256,339</td>
</tr>
<tr>
<td>(loss)/gain on revaluation of financial assets</td>
<td>(472,685)</td>
<td>844,453</td>
</tr>
<tr>
<td>TOTAL OTHER COMPREHENSIVE INCOME FOR THE YEAR</td>
<td>(472,685)</td>
<td>844,453</td>
</tr>
<tr>
<td>TOTAL COMPREHENSIVE INCOME FOR THE YEAR</td>
<td>$2,765,180</td>
<td>$9,100,792</td>
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</tbody>
</table>

The accompanying notes form part of these financial statements.
## Balance Sheet  As at 30 June 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>4</td>
<td>29,825,109</td>
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<tr>
<td>Trade and other receivables</td>
<td></td>
<td>198,636</td>
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<tr>
<td>Prepayments</td>
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<td>313,577</td>
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<tr>
<td>Other financial assets</td>
<td>5</td>
<td>8,936,761</td>
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<tr>
<td><strong>TOTAL CURRENT ASSETS</strong></td>
<td></td>
<td>39,274,083</td>
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<tr>
<td><strong>NON-CURRENT ASSETS</strong></td>
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<tr>
<td>Other financial assets</td>
<td>6</td>
<td>7,805,531</td>
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<tr>
<td>Leasehold improvements, plant and equipment</td>
<td>7</td>
<td>761,071</td>
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<tr>
<td><strong>TOTAL NON-CURRENT ASSETS</strong></td>
<td></td>
<td>8,566,602</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td></td>
<td>47,840,685</td>
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<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
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<tr>
<td>Trade and other payables</td>
<td>8</td>
<td>5,371,624</td>
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<tr>
<td>Other financial liabilities</td>
<td>9</td>
<td>9,604,830</td>
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<tr>
<td>Other liabilities</td>
<td>10</td>
<td>2,588,642</td>
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<tr>
<td>Short term provisions</td>
<td>11</td>
<td>1,183,322</td>
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<tr>
<td><strong>TOTAL CURRENT LIABILITIES</strong></td>
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<td>18,748,418</td>
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<tr>
<td><strong>NON-CURRENT LIABILITIES</strong></td>
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<tr>
<td>Other liabilities</td>
<td>10</td>
<td>717,706</td>
</tr>
<tr>
<td>Long term provisions</td>
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<td>225,031</td>
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<tr>
<td><strong>TOTAL NON-CURRENT LIABILITIES</strong></td>
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<td>942,737</td>
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<td><strong>TOTAL LIABILITIES</strong></td>
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<td><strong>NET ASSETS</strong></td>
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<td>28,149,530</td>
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<td><strong>EQUITY</strong></td>
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<tr>
<td>Reserves</td>
<td>12</td>
<td>22,545,876</td>
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<tr>
<td>Accumulated funds available for future use</td>
<td>13</td>
<td>5,603,654</td>
</tr>
<tr>
<td><strong>TOTAL EQUITY</strong></td>
<td></td>
<td>28,149,530</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
### Statement of Changes in Equity  For the year ended 30 June 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>Accumulated Funds Available for Future Use $</th>
<th>Committed Funds Reserves $</th>
<th>Specified Purpose Reserves $</th>
<th>Financial Assets Reserve $</th>
<th>Total $</th>
</tr>
</thead>
<tbody>
<tr>
<td>BALANCE AT 1 JULY 2013</td>
<td>6,233,680</td>
<td>11,693,566</td>
<td>723,424</td>
<td>364,235</td>
<td>19,014,905</td>
</tr>
<tr>
<td>Excess of revenue over expenditure</td>
<td>8,256,339</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>8,256,339</td>
</tr>
<tr>
<td>Other comprehensive income for the year</td>
<td>12</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>844,453</td>
</tr>
<tr>
<td>Transfers (to) from reserves:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Committed Funds Reserves</td>
<td>12</td>
<td>-</td>
<td>2,344,886</td>
<td>-</td>
<td>2,344,886</td>
</tr>
<tr>
<td>Specified Purpose Reserves</td>
<td>13</td>
<td>(14,341,519)</td>
<td>5,122,826</td>
<td>-</td>
<td>(9,218,693)</td>
</tr>
<tr>
<td>BALANCE AT 30 JUNE 2014</td>
<td>12,13</td>
<td>148,500</td>
<td>14,038,452</td>
<td>5,846,250</td>
<td>21,241,890</td>
</tr>
<tr>
<td>Excess of revenue over expenditure</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3,237,865</td>
</tr>
<tr>
<td>Other comprehensive income for the year</td>
<td>12</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>(472,685)</td>
</tr>
<tr>
<td>Transfers (to) from reserves:</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Committed Funds Reserves</td>
<td>12</td>
<td>-</td>
<td>4,764,636</td>
<td>-</td>
<td>4,142,460</td>
</tr>
<tr>
<td>Specified Purpose Reserves</td>
<td>13</td>
<td>(2,547,347)</td>
<td>2,547,347</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>BALANCE AT 30 JUNE 2015</td>
<td>12,13</td>
<td>5,603,654</td>
<td>13,416,276</td>
<td>8,393,597</td>
<td>28,149,530</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.

### Statement of Cash Flows  For the year ended 30 June 2015

<table>
<thead>
<tr>
<th>Note</th>
<th>2015 $</th>
<th>2014 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>CASH FLOWS FROM OPERATING ACTIVITIES</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants and donations received</td>
<td>49,596,769</td>
<td>46,239,954</td>
</tr>
<tr>
<td>Payments for projects and to suppliers and employees</td>
<td>(41,007,342)</td>
<td>(38,940,838)</td>
</tr>
<tr>
<td>GST (net) remitted to the ATO</td>
<td>(1,816,142)</td>
<td>(997,191)</td>
</tr>
<tr>
<td>Dividends received</td>
<td>329,573</td>
<td>271,286</td>
</tr>
<tr>
<td>Interest received</td>
<td>563,463</td>
<td>576,508</td>
</tr>
<tr>
<td>NET CASH (USED IN) PROVIDED BY OPERATING ACTIVITIES</td>
<td>7,666,321</td>
<td>7,149,719</td>
</tr>
</tbody>
</table>

| CASH FLOWS FROM INVESTING ACTIVITIES | | |
| Payments for leasehold improvements, plant and equipment | (287,463) | (88,885) |
| Proceeds from investments / (Payments for investments) | 100,289 | 194,665 |
| Proceeds from sale of plant and equipment | - | - |
| NET CASH USED IN INVESTING ACTIVITIES | (187,174) | (283,550) |
| Net (decrease) increase in cash held | 7,479,147 | 6,866,169 |
| Cash at beginning of year | 22,345,962 | 15,479,792 |
| CASH AT END OF FINANCIAL YEAR | 29,825,109 | 22,345,962 |

The accompanying notes form part of these financial statements.
The financial report covers the entity of Caritas Australia which is an agency of the Australian Catholic Bishops Conference.

NOTE 1: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation
The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards, Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Australian Council for International Development (ACFID) Code of Conduct. For further information of the Code of Conduct, please refer to the ACFID Code of Conduct Guidance available at www.acfid.asn.au.

Caritas Australia is a not-for-profit entity for the purpose of preparing the financial statements.

Australian Accounting Standards set out accounting policies that the Australian Accounting Standards Board (AASB) have concluded would result in a finance report containing relevant and reliable information about transactions, events and conditions to which they apply. Material accounting policies adopted in the preparation of this financial report are presented below. They have been consistently applied unless otherwise stated.

The financial report has been prepared on an accruals basis and is based on historical costs, modified where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires the Bishops Commission to exercise its judgement in the process of applying Caritas Australia’s accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in Note 1(o).

Accounting Policies

(a) Income Tax

No income tax is payable by Caritas Australia as the entity is exempt from income tax under Section 50-5 of the Income Tax Assessment Act 1997.

(b) Leasehold Improvements, Plant and Equipment

Leasehold improvements, plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of leasehold improvements, plant and equipment is reviewed quarterly by the Audit and Risk Management Committee to ensure that it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets’ employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Subsequent costs are included in the asset’s carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to Caritas Australia and the cost of the item can be measured reliably. All other repairs and maintenance costs are charged to the statement of income and expenditure during the financial period in which they are incurred.

Depreciation

The depreciable amount of all fixed assets is depreciated on a straight line basis over their useful lives to the entity commencing from the time the asset is held ready for use. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

<table>
<thead>
<tr>
<th>Class of Non-Current Asset</th>
<th>Amortisation/ Depreciation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leasehold Improvements</td>
<td>10.0% or Shorter over life of lease</td>
</tr>
<tr>
<td>Motor Vehicles</td>
<td>22.5% – 25.0%</td>
</tr>
<tr>
<td>Plant and Equipment</td>
<td>10.0% – 40.0%</td>
</tr>
</tbody>
</table>

The assets’ residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet 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 statement of income and expenditure. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to accumulated funds available for future use.

(c) Leases

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 entity are classified as finance leases.

Lease payments for operating leases, where substantially all the risks and benefits of ownership remain with the lessor are charged as expenses in the period 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.

(d) Financial Instruments

Initial Recognition and Measurement

Financial assets and financial liabilities are recognised when Caritas Australia becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that Caritas Australia commits itself to either purchase or sell the asset. Financial instruments are initially measured at fair value plus transactions costs where the instrument is not classified ‘at fair value through profit and loss’.

Transaction costs related to instruments classified ‘at fair value through profit and loss’ are expensed to the statement of income and expenditure immediately.

Classification and Subsequent Measurement

Financial instruments are subsequently measured at fair value less amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.
Amortised cost is calculated as:

(i) the amount at which the financial asset or financial liability is measured at initial recognition;
(ii) less principal payments;
(iii) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and
(iv) less any reduction for impairment.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash flows or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in the statement of income and expenditure.

**Financial liabilities at fair value through profit and loss**
Financial liabilities are classified ‘at fair value through profit and loss’ where they are derivatives that do not qualify for hedge accounting. Such liabilities are subsequently measured at fair value through profit and loss.

**Loans and receivables**
Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.

**Available-for-sale financial assets**
Available-for-sale financial assets, comprising principally marketable equity securities, are non-derivatives that are either designated in this category or not classified in any of the other categories. They are included in non-current assets unless the investment matures or management intends to dispose of the investment within 12 months of the end of the reporting period. Investments are designated as available-for-sale if they do not have fixed maturities and fixed or determinable payments and management intends to hold them for the medium to long term.

**Financial liabilities**
Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

**Fair Value**
Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value of all unlisted securities, including recent arm’s length transactions and reference to similar instruments.

**Impairment**
At each reporting date, Caritas Australia assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available-for-sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether impairment has arisen. Impairment losses are recognised in the statement of income and expenditure.

**Derecognition**
Financial assets are derecognised where the contractual rights 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 risk and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are either discharged, cancelled or expire. The difference between the carrying value of the financial liability extinguished or transferred to another party and the fair value of consideration paid including the transfer of non-cash assets or liabilities is recognised in income and expenditure.

**(e) Impairment of Assets**
At each reporting date, Caritas Australia reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset’s fair value less costs to sell and value-in-use, is compared to the asset’s carrying value. Any excess of the asset’s carrying value over its recoverable amount is expensed to the statement of income and expenditure.

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

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

**Foreign Currency**

**Transactions and Balances**

**Functional and Presentation Currency**
The functional currency of Caritas Australia is measured using the currency of the primary economic environment in which Caritas Australia operates. The financial statements are presented in Australian dollars which is Caritas Australia’s functional and presentation currency.

**Transactions and Balances**
Foreign currency transactions are translated into functional currency using the exchange rates prevailing at the date of the transaction. Foreign currency monetary items are translated at the year-end exchange rate. Non-monetary items measured at historical cost continue to be carried at the exchange rate at the date of transaction. Non-monetary items measured at fair value are reported at the exchange rate at the date when fair values were determined.

Exchange differences arising on the transaction of monetary items are recognised in the statement of income and expenditure, except when deferred in equity as a qualifying cash flow or net investment hedges.

Exchange differences arising on the transaction of non-monetary items are recognised directly in equity to the extent that the gain or loss is directly recognised in equity, otherwise the exchange difference is recognised in the statement of income and expenditure.

**(g) Employee Benefits**

**Short-term employee benefits**
Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

**Other long-term employee benefits**
The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured as the present value of expected future payments to be made in respect of
services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

(h) Provisions
Provisions are recognised when Caritas Australia has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

(i) Cash and Cash Equivalents
Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of six month or less.

(j) Revenue
Fundraising proceeds, bequests, donations, gifts in kind and contributions from local groups are recognised as revenue when received.

Grant revenue is recognised in the statement of income and expenditure when Caritas Australia obtains control of the grant, and it becomes probable that the economic benefits gained from the grant will flow to the entity and when the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets. Dividend revenue is recognised when the right to receive a dividend has been established.

Gifts in kind are recognised at fair value, when its measurement can be reasonably determined. The contributions included in the financial report are measured on the basis of the wage, salary or rental expenses incurred by the relevant Archdioceses who have donated staff time to Caritas Australia. The contributions are also expensed at the same value in the expense category to which it is related.

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

(k) 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 in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(l) Comparative Figures
Where required by Accounting Standards, comparative figures have been adjusted to conform to changes in the presentation for the current financial year.

(m) Reserves
Reserves represent funds held for the specific purpose (restricted) for which they were raised or in the case of general donations, for the commitments made to third parties engaged in aid or development activities where program agreements or memorandums of understanding are in place.

(n) Accumulated Funds Available for Future Use
Funds available for future use represent accumulated surpluses available to fund future projects.

(o) Critical Accounting Estimates and Judgements
Estimates and judgements incorporated in the financial report are 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
Caritas Australia assesses impairment at each reporting date by evaluating conditions and events specific to Caritas Australia that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

Key judgements — Available-for-sale investments
Caritas Australia maintains a portfolio of shares and managed funds for the purpose of meeting its long term program funding commitments. The carrying value for the portfolio at reporting date is $7,805,531. Certain investments, within the portfolio have declined in value but the Bishops Commission does not believe that this decline constitutes a significant or prolonged decline below the prior year’s carrying value. Should prices remain at levels below prior year’s carrying value for a period in excess of 12 months, the Bishops Commission has determined that such investments will be considered impaired in the future.

(p) New Accounting Standards for Application in Future Periods
Changes in accounting policy and disclosure
No accounting standard has been adopted earlier than the application date as stated in the standard.

New accounting standards, amendments to standards and interpretations issued by the Australian Accounting Standards Board that are applicable in the current period are assessed to have a material financial effect on the entity.

Accounting Standards and Interpretations issued but not yet effective
New standards, amendments to standards, and interpretations that are applicable to future periods have been issued by the AASB. It is assessed that adopting these pronouncements, when effective, will have no material impact on future reporting periods. Caritas Australia has not elected to apply any pronouncements before their operative date in the annual reporting period beginning 01 July 2015.

The financial report was authorised for issue by the Caritas Australia National Council, a delegated committee of the Bishops Commission on 30 October 2015. The Bishops Commission has the power to amend and reissue the financial report.
### NOTE 2: REVENUE

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE FROM GOVERNMENT AND OTHER GRANTS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Government grants</td>
<td>13,744,381</td>
<td>14,502,602</td>
</tr>
<tr>
<td>Other Australian</td>
<td>727,720</td>
<td>285,455</td>
</tr>
<tr>
<td>Other overseas</td>
<td>28,629</td>
<td>50,366</td>
</tr>
<tr>
<td></td>
<td>14,500,730</td>
<td>14,838,423</td>
</tr>
<tr>
<td>Other revenue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations and gifts - monetary</td>
<td>27,867,042</td>
<td>27,814,224</td>
</tr>
<tr>
<td>Gifts in kind - non-monetary</td>
<td>120,882</td>
<td>118,810</td>
</tr>
<tr>
<td>Legacies and bequests</td>
<td>2,318,406</td>
<td>2,815,833</td>
</tr>
<tr>
<td>Interest - other corporations</td>
<td>564,192</td>
<td>586,545</td>
</tr>
<tr>
<td>Dividends - other corporations</td>
<td>374,549</td>
<td>314,643</td>
</tr>
<tr>
<td>Gain on foreign currency translation</td>
<td>10,276</td>
<td>541,938</td>
</tr>
<tr>
<td>Other income</td>
<td>160,952</td>
<td>153,432</td>
</tr>
<tr>
<td></td>
<td>31,416,299</td>
<td>32,345,175</td>
</tr>
<tr>
<td><strong>TOTAL REVENUE</strong></td>
<td>45,917,029</td>
<td>47,183,598</td>
</tr>
</tbody>
</table>

### NOTE 3: EXPENDITURE

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EXPENSES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Rental expense on operating leases</td>
<td>763,826</td>
<td>747,262</td>
</tr>
<tr>
<td>Salaries</td>
<td>8,978,972</td>
<td>8,251,963</td>
</tr>
<tr>
<td>Depreciation and amortisation of leasehold improvements, plant and equipment</td>
<td>307,688</td>
<td>313,987</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
NOTE 4: CASH AND CASH EQUIVALENTS

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at bank and in hand</td>
<td>$2,459,309</td>
<td>$2,319,335</td>
</tr>
<tr>
<td>Short-term bank deposits</td>
<td>$27,365,800</td>
<td>$20,026,627</td>
</tr>
<tr>
<td><strong>TOTAL CASH AND CASH EQUIVALENTS</strong></td>
<td><strong>$29,825,109</strong></td>
<td><strong>$22,345,962</strong></td>
</tr>
</tbody>
</table>

Table of Cash Movements for Designated Purposes

<table>
<thead>
<tr>
<th>Designated Purpose / Appeal</th>
<th>Cash available at beginning of financial year $</th>
<th>Cash raised during financial year $</th>
<th>Cash disbursed during financial year $</th>
<th>Cash available at end of financial year $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Haiti Earthquake Appeal</td>
<td>103,648</td>
<td>2,361</td>
<td>-</td>
<td>106,009</td>
</tr>
<tr>
<td>East Africa Appeal</td>
<td>12,944</td>
<td>500</td>
<td>(40)</td>
<td>13,404</td>
</tr>
<tr>
<td>Typhoon Haiyan Appeal</td>
<td>5,191,977</td>
<td>107,156</td>
<td>(1,957,072)</td>
<td>3,342,061</td>
</tr>
<tr>
<td>Other Designated Appeals</td>
<td>537,681</td>
<td>6,544,712</td>
<td>(2,150,270)</td>
<td>4,932,123</td>
</tr>
<tr>
<td>Other Purposes</td>
<td>16,499,711</td>
<td>42,473,278</td>
<td>(37,541,477)</td>
<td>21,431,512</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>22,345,961</strong></td>
<td><strong>49,128,007</strong></td>
<td><strong>(41,648,859)</strong></td>
<td><strong>29,825,109</strong></td>
</tr>
</tbody>
</table>

NOTE 5: OTHER FINANCIAL ASSETS - CURRENT

<table>
<thead>
<tr>
<th>Note</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial assets at fair value through profit and loss</td>
<td>$8,936,761</td>
<td>$9,075,854</td>
</tr>
<tr>
<td>Financial assets at fair value through profit and loss comprise:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Derivatives, at fair value:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>– Foreign currency forward contract</td>
<td>$8,936,761</td>
<td>$9,075,854</td>
</tr>
</tbody>
</table>

Financial assets comprise foreign currency forward contracts that Caritas Australia has entered into to minimise the effect of foreign currency fluctuations on future project payments. Asset is recognised at the time the forward contract is signed with a matching liability.
### NOTE 6: OTHER FINANCIAL ASSETS – NON CURRENT

<table>
<thead>
<tr>
<th></th>
<th>2015 $</th>
<th>2014 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Available-for-sale financial assets</td>
<td>7,805,531</td>
<td>7,270,009</td>
</tr>
</tbody>
</table>

Available-for-sale financial assets comprise:
- Managed funds: 7,805,531 7,270,009

Available-for-sale financial instruments comprise investments in the ordinary issued capital of various entities. There are no fixed returns or fixed maturity dates attached to these instruments.

### NOTE 7: LEASEHOLD IMPROVEMENTS, PLANT AND EQUIPMENT

<table>
<thead>
<tr>
<th></th>
<th>2015 $</th>
<th>2014 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office Equipment:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td>1,763,477</td>
<td>1,649,631</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(1,496,673)</td>
<td>(1,384,045)</td>
</tr>
<tr>
<td></td>
<td>266,804</td>
<td>265,586</td>
</tr>
<tr>
<td>Motor Vehicles:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td>121,576</td>
<td>172,759</td>
</tr>
<tr>
<td>Accumulated depreciation</td>
<td>(40,615)</td>
<td>(92,597)</td>
</tr>
<tr>
<td></td>
<td>80,961</td>
<td>80,162</td>
</tr>
<tr>
<td>Leasehold Improvements:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>At cost</td>
<td>1,390,147</td>
<td>1,259,298</td>
</tr>
<tr>
<td>Accumulated amortisation</td>
<td>(976,841)</td>
<td>(807,396)</td>
</tr>
<tr>
<td></td>
<td>413,306</td>
<td>451,902</td>
</tr>
<tr>
<td>TOTAL LEASEHOLD IMPROVEMENTS, PLANT AND EQUIPMENT</td>
<td>761,071</td>
<td>797,650</td>
</tr>
</tbody>
</table>
NOTE 7: LEASEHOLD IMPROVEMENTS, PLANT AND EQUIPMENT (continued)

(a) Movements in Carrying Amounts

Movement in the carrying amounts for each class of plant and equipment between the beginning and end of the current financial year.

<table>
<thead>
<tr>
<th></th>
<th>Office Equipment $</th>
<th>Motor Vehicles $</th>
<th>Leasehold Improvements $</th>
<th>Total $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CARRYING AMOUNT AT 1 JULY 2013</strong></td>
<td>324,584</td>
<td>119,277</td>
<td>578,890</td>
<td>1,022,751</td>
</tr>
<tr>
<td>Additions</td>
<td>88,886</td>
<td>-</td>
<td>-</td>
<td>88,886</td>
</tr>
<tr>
<td>Disposals</td>
<td>(156,855)</td>
<td>-</td>
<td>-</td>
<td>(156,855)</td>
</tr>
<tr>
<td>Depreciation and amortisation expense</td>
<td>8,971</td>
<td>(39,115)</td>
<td>(126,988)</td>
<td>(157,132)</td>
</tr>
<tr>
<td><strong>CARRYING AMOUNT AT 30 JUNE 2014</strong></td>
<td>265,586</td>
<td>80,162</td>
<td>451,902</td>
<td>797,650</td>
</tr>
<tr>
<td>Additions</td>
<td>156,614</td>
<td>-</td>
<td>130,849</td>
<td>287,463</td>
</tr>
<tr>
<td>Disposals</td>
<td>(42,768)</td>
<td>(51,183)</td>
<td>-</td>
<td>(93,951)</td>
</tr>
<tr>
<td>Accumm. Depreciation/Amortisation</td>
<td>-</td>
<td>77,598</td>
<td>-</td>
<td>77,598</td>
</tr>
<tr>
<td>Depreciation and amortisation expense</td>
<td>(112,628)</td>
<td>(25,616)</td>
<td>(169,445)</td>
<td>(307,689)</td>
</tr>
<tr>
<td><strong>CARRYING AMOUNT AT 30 JUNE 2015</strong></td>
<td>266,804</td>
<td>80,961</td>
<td>413,306</td>
<td>761,071</td>
</tr>
</tbody>
</table>
## NOTE 8: TRADE AND OTHER PAYABLES

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade payables</td>
<td>572,951</td>
<td>446,321</td>
</tr>
<tr>
<td>Other payables – Salary Sacrifice</td>
<td>120,477</td>
<td>74,035</td>
</tr>
<tr>
<td>Unexpended grants</td>
<td>3,331,860</td>
<td>414,413</td>
</tr>
<tr>
<td>Sundry payables and accrued expenses</td>
<td>1,346,336</td>
<td>770,512</td>
</tr>
<tr>
<td></td>
<td>5,371,624</td>
<td>1,705,281</td>
</tr>
</tbody>
</table>

(a) Financial liabilities at amortised cost classified as trade and other payables:

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>- Total current</td>
<td>5,371,624</td>
<td>1,705,281</td>
</tr>
<tr>
<td>- Less unexpended grants</td>
<td>(3,331,860)</td>
<td>(414,413)</td>
</tr>
<tr>
<td>Financial liabilities as trade and other payables</td>
<td>2,039,764</td>
<td>1,290,868</td>
</tr>
</tbody>
</table>

## NOTE 9: OTHER FINANCIAL LIABILITIES - CURRENT

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Financial liabilities at fair value through profit and loss</td>
<td>9,604,830</td>
<td>8,867,214</td>
</tr>
</tbody>
</table>

Financial liabilities at fair value through profit and loss comprise:

Derivatives, at fair value

- Foreign currency forward contract | 9,604,830| 8,867,214|

Financial liabilities comprise foreign currency forward contracts that Caritas Australia has entered into to minimise the effect of foreign currency fluctuations on future project payments.
### NOTE 10: OTHER LIABILITIES

<table>
<thead>
<tr>
<th></th>
<th>Current</th>
<th>Non-Current</th>
<th>Total Other Liabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015</td>
<td>2014</td>
<td></td>
</tr>
<tr>
<td>Program funding commitment (payments falling due within the next 12 months)</td>
<td>$2,550,527</td>
<td>$5,173,614</td>
<td>$2,588,642</td>
</tr>
<tr>
<td>Financed Lease</td>
<td>$38,115</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>2,588,642</td>
<td>$5,173,614</td>
<td></td>
</tr>
<tr>
<td>Program Funding Commitment (payments falling due after 12 months)</td>
<td>$717,706</td>
<td>$1,700,195</td>
<td>$3,306,348</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL OTHER LIABILITIES</strong></td>
<td><strong>$3,306,348</strong></td>
<td><strong>$6,873,809</strong></td>
<td><strong>$3,306,348</strong></td>
</tr>
</tbody>
</table>

### NOTE 11: PROVISIONS

<table>
<thead>
<tr>
<th></th>
<th>Short Term Employee Benefits</th>
<th>Long Term Employee Benefits</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015</td>
<td>2014</td>
<td></td>
</tr>
<tr>
<td>Annual Leave</td>
<td>$730,665</td>
<td>$730,665</td>
<td></td>
</tr>
<tr>
<td>Long Service Leave</td>
<td>$452,657</td>
<td>$225,031</td>
<td>$677,688</td>
</tr>
<tr>
<td><strong>BALANCE AT 30 JUNE 2015</strong></td>
<td><strong>$1,183,322</strong></td>
<td><strong>$225,031</strong></td>
<td><strong>$1,408,353</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ANALYSIS OF TOTAL PROVISIONS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td>$1,183,322</td>
<td>$1,018,086</td>
</tr>
<tr>
<td>Non-Current</td>
<td>$225,031</td>
<td>$262,327</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,408,353</td>
<td>$1,280,413</td>
</tr>
</tbody>
</table>

**Provision for long-term employee benefits**

A provision has been recognised for employee entitlements relating to long service leave.

The measurement and recognition criteria relating to employee benefits have been included in Note 1 of this report.
## NOTE 12: RESERVES

Caritas Australia maintains three reserve categories for the purpose of tracking and monitoring all funds that are committed and/or restricted to future program activity use and requirements.

### Reserve Summary

<table>
<thead>
<tr>
<th>Reserve Category</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specified Purpose Reserve</td>
<td>8,393,597</td>
<td>5,846,250</td>
</tr>
<tr>
<td>Committed Funds Reserve</td>
<td>13,416,276</td>
<td>14,038,452</td>
</tr>
<tr>
<td>Financial Assets Reserve</td>
<td>736,003</td>
<td>1,208,688</td>
</tr>
<tr>
<td><strong>TOTAL RESERVES</strong></td>
<td><strong>22,545,876</strong></td>
<td><strong>21,093,390</strong></td>
</tr>
</tbody>
</table>

(a) Specified Purpose Reserve:

Specified purpose reserve records donations and contributions made to Caritas Australia where the contributor or donor has designated the funds towards a specific appeal or purpose.

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>East Africa Appeal:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balance</td>
<td>12,944</td>
<td>148,709</td>
</tr>
<tr>
<td>Transfers to the reserve</td>
<td>500</td>
<td>5,120</td>
</tr>
<tr>
<td>Transfers from the reserve</td>
<td>(40)</td>
<td>(140,885)</td>
</tr>
<tr>
<td>Closing balance</td>
<td>13,404</td>
<td>12,944</td>
</tr>
<tr>
<td><strong>Haiti Earthquake Appeal:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balance</td>
<td>103,648</td>
<td>103,466</td>
</tr>
<tr>
<td>Transfers to the reserve</td>
<td>2,361</td>
<td>8,011</td>
</tr>
<tr>
<td>Transfers from the reserve</td>
<td>-</td>
<td>(7,829)</td>
</tr>
<tr>
<td>Closing balance</td>
<td>106,009</td>
<td>103,648</td>
</tr>
<tr>
<td><strong>Typhoon Haiyan Appeal:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balance</td>
<td>5,191,977</td>
<td>-</td>
</tr>
<tr>
<td>Transfers to the reserve</td>
<td>107,156</td>
<td>7,154,281</td>
</tr>
<tr>
<td>Transfers from the reserve</td>
<td>(1,957,072)</td>
<td>(1,962,304)</td>
</tr>
<tr>
<td>Closing balance</td>
<td>3,342,061</td>
<td>5,191,977</td>
</tr>
<tr>
<td><strong>Other Specified Purpose Reserve:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balance</td>
<td>537,681</td>
<td>471,249</td>
</tr>
<tr>
<td>Transfers to the reserve</td>
<td>6,544,712</td>
<td>686,488</td>
</tr>
<tr>
<td>Transfers from the reserve</td>
<td>(2,150,270)</td>
<td>(620,056)</td>
</tr>
<tr>
<td>Closing balance</td>
<td>4,932,123</td>
<td>537,681</td>
</tr>
<tr>
<td><strong>Total Specified Purpose Reserve</strong></td>
<td>8,393,597</td>
<td>5,846,250</td>
</tr>
</tbody>
</table>
### NOTE 12: RESERVES (continued)

#### (b) Committed Funds Reserve:
Committed expenditure reserve fund was put in place to ensure that the agency has the financial means to continue to meet its current obligation to program partners where there is a current signed funding agreement in place, as well, to meet the ongoing obligation it may have towards any operating lease agreement.

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Caritas Australia Committed Expenditure Reserve:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balance</td>
<td>6,873,809</td>
<td>5,439,185</td>
</tr>
<tr>
<td>Transfers to the reserve</td>
<td>-</td>
<td>1,434,624</td>
</tr>
<tr>
<td>Transfers from the reserve</td>
<td>(1,159,061)</td>
<td>-</td>
</tr>
<tr>
<td>Closing balance</td>
<td>5,714,748</td>
<td>6,873,809</td>
</tr>
</tbody>
</table>

Caritas Foundation reserve was put in place to recognise the preference as notified by supporters that their contribution, wherever operationally possible, provide a capital base from which the annual income derived be used to fund expenditure.

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Caritas Foundation Reserve:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balance</td>
<td>7,164,643</td>
<td>6,254,381</td>
</tr>
<tr>
<td>Transfers to the reserve</td>
<td>536,885</td>
<td>910,262</td>
</tr>
<tr>
<td>Transfers from the reserve</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Closing balance</td>
<td>7,701,528</td>
<td>7,164,643</td>
</tr>
</tbody>
</table>

#### Total Committed Funds Reserve

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>13,416,276</td>
<td>14,038,452</td>
</tr>
</tbody>
</table>

#### (c) Financial Assets Reserve:
Financial assets reserve records the mark to market movement in available-for-sale investments held by Caritas Australia.

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Financial Assets Reserve:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Opening balance</td>
<td>1,208,688</td>
<td>364,235</td>
</tr>
<tr>
<td>Revaluation increment – financial assets</td>
<td>(472,685)</td>
<td>844,453</td>
</tr>
<tr>
<td>Closing balance</td>
<td>736,003</td>
<td>1,208,688</td>
</tr>
</tbody>
</table>

### NOTE 13: ACCUMULATED FUNDS AVAILABLE FOR FUTURE USE

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Accumulated funds available at beginning of year</td>
<td>148,500</td>
<td>6,233,680</td>
</tr>
<tr>
<td>Excess of revenue over expenditure</td>
<td>3,237,865</td>
<td>8,256,339</td>
</tr>
<tr>
<td>Transfers to /from) reserves</td>
<td>2,217,289</td>
<td>(14,341,519)</td>
</tr>
<tr>
<td>Accumulated funds available at end of year</td>
<td>5,603,654</td>
<td>148,500</td>
</tr>
</tbody>
</table>
NOTE 14: GOVERNANCE OFFICERS AND SENIOR MANAGEMENT

(a) Name and position held of Caritas Australia governance officials and key management personnel in office at any time during the financial year are:

<table>
<thead>
<tr>
<th>Key Governance Officers</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ms. Louise Campbell</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Mr. Christopher Carlile (until June 2015)</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Ms. Louise Crowe</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Dr. Leoni Degenhardt</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Mr. Richard Haddock</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Mr. Clyde Consetino</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Mr. Bob Ward</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Mr. Michael Burnett</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Mr. Anthony Fogarty (until June 2015)</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Mr. John Warhurst (commenced June 15)</td>
<td>Council member – non-executive</td>
</tr>
<tr>
<td>Mr. John Bouffier (commenced June 15)</td>
<td>Council member – non-executive</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Senior Management</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Paul O’Callaghan</td>
<td>Chief Executive Officer</td>
</tr>
<tr>
<td>Mr. Rocky Naickar</td>
<td>Chief Finance &amp; Operations Officer</td>
</tr>
<tr>
<td>Ms. Jamieson Davies</td>
<td>Head, International Programs</td>
</tr>
<tr>
<td>Ms. Helen Forde</td>
<td>Head, Community Engagement</td>
</tr>
<tr>
<td>Mr. Mark Green (resigned November 2014)</td>
<td>Head, Mission &amp; People</td>
</tr>
<tr>
<td>Sr. Anne McGuire (commenced February 2015)</td>
<td>Head, Mission</td>
</tr>
</tbody>
</table>

* Indicates members of Bishops Commission for Justice, Ecology and Development

(b) Senior Management Compensation:

National Committee members do not receive any compensation for their roles at Caritas Australia.

<table>
<thead>
<tr>
<th></th>
<th>Short-term benefits</th>
<th>Post Employment benefits</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Salary</td>
<td>Super-annuation</td>
</tr>
<tr>
<td>2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Compensation</td>
<td>806,653</td>
<td>89,520</td>
</tr>
<tr>
<td>2014</td>
<td>782,049</td>
<td>77,017</td>
</tr>
</tbody>
</table>
NOTE 15: CASH FLOW INFORMATION

Reconciliation of Cash Flow from Operating Activities with Excess of Revenue over Expenditure

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Excess of revenue over expenditure for year</td>
<td>$3,237,865</td>
<td>$8,256,339</td>
</tr>
</tbody>
</table>

NON-CASH FLOWS:
- Depreciation and amortisation: $324,042, $313,987
- Fair value adjustment to financial liabilities: $(362,972), $(541,938)

CHANGES IN ASSETS AND LIABILITIES:
- (Increase) / Decrease in receivables: $(14,602), 1,370
- (Increase) / Decrease in prepayments: $(18,479), $(77,971)
- Increase / (Decrease) in payables: $4,435,428, $(725,964)
- Increase in provisions: 26,924, $(70,924)
- Increase / (Decrease) in other liabilities: 38,115, $(5,180)

CASH FLOWS FROM OPERATING ACTIVITIES

<table>
<thead>
<tr>
<th></th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$7,666,321</td>
<td>$7,149,719</td>
</tr>
</tbody>
</table>

NOTE 16: RELATED PARTY TRANSACTIONS

Caritas Australia is an agency of the Catholic Church in Australia where the Bishops Commission for Justice, Ecology and Development and National Council members are appointed by the Australian Catholic Bishops Conference (ACBC). As part of Caritas Australia’s normal operations and activities it conducts a substantial number of transactions with other entities within the Catholic Church both in Australia and abroad. These entities include other Catholic Church agencies, its dioceses and parishes. The nature of these transactions is predominately in the form of donations and transfers of funds.

NOTE 17: FINANCIAL INSTRUMENTS

Caritas Australia’s financial instruments consist mainly of deposits with banks, trade and other receivables, trade and other payables and long term investments. The totals 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:

<table>
<thead>
<tr>
<th></th>
<th>Note</th>
<th>2015 $</th>
<th>2014 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>FINANCIAL ASSETS</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>4</td>
<td>29,825,109</td>
<td>22,345,962</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>5</td>
<td>198,636</td>
<td>184,034</td>
</tr>
<tr>
<td>Available-for-sale financial instruments</td>
<td>6</td>
<td>7,805,531</td>
<td>7,270,009</td>
</tr>
<tr>
<td>Financial assets at fair value through profit and loss</td>
<td>6</td>
<td>8,936,761</td>
<td>9,075,854</td>
</tr>
<tr>
<td></td>
<td></td>
<td>46,766,037</td>
<td>38,875,859</td>
</tr>
</tbody>
</table>

| FINANCIAL LIABILITIES    |      |        |        |
| Trade and other payables | 8    | 2,039,764 | 1,290,868 |
| Financial liabilities at fair value through profit and loss | 9 | 9,604,830 | 8,867,214 |
|                          |      | 11,644,594 | 10,158,082 |
NOTE 17: FINANCIAL INSTRUMENTS (continued)

FINANCIAL RISK MANAGEMENT POLICIES
Caritas Australia’s management analyses its exposure to financial risks and evaluates strategies in the context of the most recent economic and industry conditions and forecasts. Caritas Australia’s overall risk management strategy seeks to assist Caritas Australia in meeting its financial targets, whilst minimising potential adverse effects on financial performance.

SPECIFIC FINANCIAL RISK EXPOSURES AND MANAGEMENT
The main risk Caritas Australia is exposed to through its financial instruments is liquidity risk.

(a) Interest Rate Risk: At 30 June 2015 Caritas Australia is not exposed to any material interest bearing liabilities and therefore is not materially impacted by fluctuations in interest rates.

(b) Liquidity: Liquidity risk arises from the possibility that Caritas Australia might encounter difficulty in settling its debts or otherwise meeting its obligations related to financial liabilities. Caritas Australia manages liquidity by monitoring forecast cash flows and ensuring that adequate cash reserves are maintained. The table below reflects an undiscounted contractual maturity analysis for financial liabilities.

<table>
<thead>
<tr>
<th></th>
<th>Within 1 Year</th>
<th>1 – 5 Years</th>
<th>Over 5 Years</th>
<th>Total contractual cash flow</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2015 $</td>
<td>2014 $</td>
<td>2015 $</td>
<td>2014 $</td>
</tr>
<tr>
<td>Trade and other payables</td>
<td>2,039,764</td>
<td>1,290,868</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Unexpended</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td>3,331,860</td>
<td>414,413</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>At fair value through profit and loss</td>
<td>9,604,830</td>
<td>8,867,214</td>
<td>-</td>
<td>14,976,454</td>
</tr>
<tr>
<td>Total expected outflows</td>
<td>14,976,454</td>
<td>10,572,495</td>
<td>-</td>
<td>25,548,949</td>
</tr>
</tbody>
</table>

FINANCIAL LIABILITY DUE FOR PAYMENT

<table>
<thead>
<tr>
<th></th>
<th>2015 $</th>
<th>2014 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade and other payables</td>
<td>2,039,764</td>
<td>1,290,868</td>
</tr>
<tr>
<td>Unexpended</td>
<td></td>
<td></td>
</tr>
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<td>3,331,860</td>
<td>414,413</td>
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<td>9,604,830</td>
<td>8,867,214</td>
</tr>
<tr>
<td>Total expected outflows</td>
<td>14,976,454</td>
<td>10,572,495</td>
</tr>
</tbody>
</table>

FINANCIAL ASSETS CASH FLOWS REALISABLE

<table>
<thead>
<tr>
<th></th>
<th>2015 $</th>
<th>2014 $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>29,825,109</td>
<td>22,345,962</td>
</tr>
<tr>
<td>Trade and other receivables</td>
<td>198,636</td>
<td>184,034</td>
</tr>
<tr>
<td>Available-for-sale investments</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>At fair value through profit and loss</td>
<td>8,936,761</td>
<td>9,075,854</td>
</tr>
<tr>
<td>Total anticipated inflows</td>
<td>38,960,506</td>
<td>31,605,850</td>
</tr>
<tr>
<td>Net inflow on financial instruments</td>
<td>23,984,052</td>
<td>21,033,355</td>
</tr>
</tbody>
</table>

(c) Credit Risk: Caritas Australia does not have any material credit risk exposure to any single receivable under financial instruments entered into.

(d) Foreign currency risk: Caritas Australia is exposed to fluctuations in foreign currencies arising from the payment of overseas aid and development funds in currencies other than its functional currency. Caritas Australia manages these fluctuations through appropriate budgeting of foreign currency expenditure and taking out foreign currency forward contracts to mitigate fluctuations.

NET FAIR VALUES
The net fair values of all financial assets and liabilities approximate their carrying value. The accounting policies, terms and conditions of these items are the normal commercial policies, terms and conditions adopted by businesses in Australia. The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the balance sheet and in the notes to the financial statements.

SENSITIVITY ANALYSIS
No sensitivity analysis has been performed for interest rate risk as Caritas Australia is not materially exposed to fluctuations in interest rates. No sensitivity analysis has been performed for foreign exchange risk as Caritas Australia is not materially exposed to fluctuations in foreign currency rates.
NOTE 18: CAPITAL AND LEASING COMMITMENTS

Operating Lease Commitments contracted but not capitalised in the financial statements:

<table>
<thead>
<tr>
<th>Payable: minimum lease payments</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>– not later than 12 months</td>
<td>676,250</td>
<td>723,178</td>
</tr>
<tr>
<td>– between 12 months and 5 years</td>
<td>1,732,150</td>
<td>2,563,705</td>
</tr>
<tr>
<td>– greater than 5 years</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>2,408,400</td>
<td>3,286,883</td>
</tr>
</tbody>
</table>

NOTE 19: REMUNERATION OF AUDITORS

During the year the following fees were paid or payable for the services provided by the auditor of the Caritas Australia.

<table>
<thead>
<tr>
<th>Audit and Other Assurance Service Fees</th>
<th>2015</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>– Moore Stephens</td>
<td>24,000</td>
<td>-</td>
</tr>
<tr>
<td>– PwC</td>
<td>-</td>
<td>46,200</td>
</tr>
<tr>
<td>Total</td>
<td>24,000</td>
<td>46,200</td>
</tr>
</tbody>
</table>

NOTE 20: CHANGE IN ACCOUNTING POLICY

Caritas Australia has not changed its accounting policy from the previous financial year. All accounting is undertaken in compliance with the ACFID Code of Conduct.

NOTE 21: CONTINGENT OR OTHER LIABILITIES

Under the terms of the lease of Level 1, 24-32 O’Riordan Street, Alexandria, Caritas Australia would be required to remove designated fixtures, fittings, floor coverings, signs and notices if the option to renew is not exercised at the completion of the initial six year lease term being October 2013. Caritas Australia did exercise this option therefore is not required to allow for any ‘make good’ of the premises at the end of this renewed six year lease term.

NOTE 22: EVENTS AFTER THE REPORTING DATE

No matters or circumstances have arisen since the end of the year which significantly affected or may significantly affect the operations of Caritas Australia, the results of those operations, or the state of affairs of Caritas Australia in future years.
CHAPTER 15: Cliffhangers

The end of the 2014–15 financial year saw the start of new activities at Caritas Australia. Here are the prologues to some of our stories that will continue into 2015–16 and beyond. For updates, see our website.

‘Our Common Home’

In June 2015, Pope Francis made climate change and its linkage to poverty the main theme of his Encyclical, titled Laudato Si’. In this public letter, he asks all to “hear both the cry of the poor and the cry of the earth” (49). The Encyclical calls for a new global solidarity, where individuals, communities and governments have an essential part to play in caring for creation and for communities vulnerable to climate change.

In 2015–16, our Advocacy team will be working in the area of climate justice, creating awareness that climate change is the single biggest threat to reducing poverty in the world today, and highlighting the deep impact of climate change on the people and communities with whom we work globally. To elevate their voices, the Advocacy team will launch the ‘Our Common Home’ campaign. We will address schools and parishes and hold an event at Parliament House in August 2015 to engage policymakers in the Encyclical and share stories in the media (including social media) from communities affected by climate change.

Deepening Catholic identity

A key goal for Caritas Australia is to ‘Deepen Catholic identity’ (Goal 1; see page 3). Anne McGuire, Caritas Australia’s Head of Mission, is planning mission formation workshops for all Australian staff early in 2015–16, to increase their understanding about the deep connections between our work and our Mission. The workshops, to be held initially in the Sydney office, and later extended regionally and internationally, “will enable staff to explore how their story is part of the Caritas Australia story, and how our Mission is at the centre of all our work,” Anne says.

Revisiting immersion programs

With Australian schools increasingly conducting overseas field trips, Caritas Australia saw the need to create a resource to guide teachers and students in Australian Catholic Schools in planning their travel programs and reviewing the experience on return. Using Catholic Social Teaching (CST) principles as a framework, ‘Just Visiting?’ was developed as an online resource by Caritas Australia’s Education team. It will be promoted for use in 2015–16. The resource is based around an informal interview between Sister Len Montiel from Maryknoll, Caritas Australia’s local partner in Cambodia, and Kath Rosic, from our Programs team, and shares our partner’s voice and Kath’s long-term experience in the development field. The interview has been divided into short film clips, each linked with the CST principles. ‘Just Visiting?’ also provides other materials to support teachers with designing, evaluating and reviewing global immersion programs for students.

Caritas Australia is on the steering committee for the first National Ecumenical Service learning conference ‘Transforming Service’, to be held in Brisbane in April 2016. ‘Just Visiting?’ will be introduced at the conference, with a keynote presentation from Sister Len.

GOAL 01

Revisiting immersion programs

Taking Caritas Ks to greater lengths

After the success of the Mt Kilimanjaro Caritas Ks event (see Chapter 11), another challenge is being planned for February 2016. Cycle in Solidarity will take another group of committed supporters on a 350km cycle over 12 days through Cambodia, visiting Caritas Australia-supported projects and learning firsthand how their fundraising helps resilient Cambodian communities to create lasting change in their own lives.

GOAL 05

Our first task in approaching another people, another culture, another religion is to take off our shoes, as the place we are approaching is holy: else we may find ourselves treading on someone’s dreams. More serious still, we may forget that God was there before our arrival.

– Max Warren, Maryknoll, 1987

Our is a values based approach - a personal approach. Our mission is so integrated into what we do.”

– Celia Paoloni, Relationships Coordinator – Trusts and Foundations
Protection in the Pacific

Caritas Australia will increase its support for our partners in the Pacific region in 2015–16 as they work to prevent and respond to violence against women and children.

In Kiribati [7], levels of violence against women and children are significantly high. Caritas Australia has worked with partners to design the Ending Violence against Women and Girls program, which will be rolled out in 2015–16, and is funded by donations from our supporters.

We will be supporting the work of our partner in Kiribati, the Our Lady of the Sacred Heart Sisters. They have served the people of Kiribati through two leading programs: the Women and Children’s Crisis Centre, and the Alcohol Awareness and Family Recovery Centre (AAFR).

The Crisis Centre is the only refuge for women in the whole country, and offers critical immediate support to survivors of violence in the form of counselling and shelter. Sister Rosarin Tataua, the Centre’s Director for many years, has been advocating for women and children vulnerable to violence. Sister Maritina Tawita has been working tirelessly with the AAFR to support individuals and families dealing with alcohol, drug and violence issues in Kiribati.

Chapter Notes

1. Caritas Australia’s website: www.caritas.org.au
2. Read Pope Francis’ Encyclical at w2.vatican.va/content/dam/francesco/pdf/encyclicals/documents/papa-francesco_20150524_enciclica-laudato-si_en.pdf
4. For more about our global immersion school resource, see www.caritas.org.au/learn/schools/just-visiting
5. Watch videos and find resources for ‘Just Visiting?’ at www.caritas.org.au/learn/schools/just-visiting/how-to-use-this-resource
7. Learn about our work in Kiribati at www.caritas.org.au/learn/countries/kiribati

This year we made significant progress towards these outcomes of our Strategic Goals:

- ‘Our Common Home’ Goal 3, outcome 3.2.1: Between 2015 and 2016, an increasing percentage of poor and marginalised people whom Caritas Australia represents are aware how their stories/issues had an influence on Caritas Australia advocacy work.
- Deepening Catholic identity: Goal 1, outcome 1.1.1: Increase the agency’s understanding of the significance of Catholic identity, Gospel values and Catholic Social Teaching in shaping its mission and action.
- Revisiting immersion programs: Goal 1, outcome 1.3.1: Develop innovative initiatives for reaching and mobilising the Australian Catholic community and Catholic agencies in the mission of Caritas.
- Taking Caritas Ks to greater lengths: Goal 5, outcome 5.2.3: Grow and build a diverse range of financial giving, retention and recognition programs that offer choice and flexibility for the Australian Catholic community and our supporters.

Protection in the Pacific: Goal 2, outcome 2.1.1: Develop capacity and mechanisms to ensure Caritas Australia, its partners and their programs prioritise, reach and involve the poorest and most marginalised people. Goal 3, outcome 3.1.4: Further integrate strategies for working with children, women, people with disabilities, Indigenous Peoples and other poor and marginalised groups into the agency’s initiatives.
A short history
In 1962, the Australian Catholic Bishops formed the Catholic Church Relief Fund (CCRF) to administer funds received from the Church's participation in this campaign, and in 1964 CCRF was renamed the Catholic Overseas Relief Committee (CORC).

That year parishes collected money to assist a Diocesan priest working in Peru, and the Newman Institute conducted a parish-based Lenten appeal across Adelaide, raising nearly 1,000 pounds for a deep-sea fishing boat for First Australian communities off Bathurst Island.

In 1965, a national Lenten appeal was held; in 1966 this was renamed Project Compassion; CORC became known as Australian Catholic Relief (ACR), and Project Compassion raised approximately $116,000 nationwide.

As the pace of global social change began to increase, and as the Catholic Church adjusted to the dramatic changes brought about by the Second Vatican Council (1962–5), ACR saw that responding to emergency situations was only a small part of the response to poverty. Our agency began to focus more on human development and programs which build community independence.

In 2004, Caritas Australia experienced significant growth after the Asian tsunami, and is now one of 10 partner agencies under the Australian NGO Co-operation Program (ANCP).

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Acknowledgements

Many thanks to all who have been part of the Caritas Australia story this year. Together we have helped to end poverty, promote justice and uphold dignity.

We could not have done so without the generosity of the Australian Government, through DFAT, and the generosity of each and every one of our supporters. Thanks to all, including those listed here.

Major donors
Valerie and John Braithwaite
Jack and Denise Cartwright
Pam Dougherty
Julia Farrell
Gilbert Family
Mr Tom Lyons and Mrs Carolyn Lyons OAM
Mr David McIntosh OAM and Mrs Colleen McIntosh OAM
Fr. Peter Morrissey
The Noonan Family – In Memory of Patricia Noonan
Vincent and Virginia Scanlan

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Vincent and Virginia Scanlan

Bequests: A lasting gift
In 2014-15 we received $2,318,406.43 from 62 separate bequests. We would like to express our condolences to the family and friends of those who left a gift in their will. Please know you are in our thoughts and prayers.

Gloria Andrews
Anthony Joseph Bones
Joseph James Bosley
Robert William Buckley
Father Robert Burtonclay
Douglas John Carlon
Veronica Casey
Jack Chambers
Maisy Margaret Cherill
Marlene Ernestine Christopherson
Community Foundation of South Australia - John Constant Maria Heuts Fund
Josephine Mary Compton
Sandra Helen Cowling
Brendan Thomas Crawford
John Francis De Van Der Schueren
John Lawrence De Yong
John Vincent Delhunty
Richard Francis Dobner
James Patrick Doyle
Henry Erftemejery
Leo Vincent and Daphne Mary O’Hara
John Gregory Farelly
Peter Roch Farley
Winifred Florence Fitzgerald
Father Daniel Michael Foley
Patricia Magdalene Fraser
Mary Josephine Gibson
Yvonne Adeline Glover
Mary Patricia Greene
Patricia Eleanor Gurton
Veronica Jean Hagarty
Francis Stephen Heffaran
Father Chris J MISC Kean
Andrew John Bruce Keliso
Carmel Kennedy
Marie Helen Leedham
Joan Margaret Lynch
Norma Winifred Mahony
Rita Catherine McIvor
June Perpetua McNamara
Mary Alice Middleton
Virginia Mary Miller
Father Frank Monaghan
Romual Brian Murphy
Andre Hermane Nantil
John William O’Brien
Sylvia Margaret O’Brien
Leonard John O’Rourke
Vera Raymer
Brian Joseph Rigney
Mary Rigoni
Kevin Arthur Shelverton
Margaret Hannah Skinner
Father Robin Sutherland
Denise Lydia Marea Terry
Patricia Mary Tighe
Betty Mary Tomlinson
Eleanor Mary Trethewie
Kathy Wakely
Elizabeth Frances Walch
John Gregory Farelly

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Mary Patricia Greene
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Veronica Jean Hagarty
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Father Chris J MISC Kean
Andrew John Bruce Keliso
Carmel Kennedy
Marie Helen Leedham
Joan Margaret Lynch
Norma Winifred Mahony
Rita Catherine McIvor
June Perpetua McNamara
Mary Alice Middleton
Virginia Mary Miller
Father Frank Monaghan
Romual Brian Murphy
Andre Hermane Nantil
John William O’Brien
Sylvia Margaret O’Brien
Leonard John O’Rourke
Vera Raymer
Brian Joseph Rigney
Mary Rigoni
Kevin Arthur Shelverton
Margaret Hannah Skinner
Father Robin Sutherland
Denise Lydia Marea Terry
Patricia Mary Tighe
Betty Mary Tomlinson
Eleanor Mary Trethewie
Kathy Wakely
Elizabeth Frances Walch
John Gregory Farelly

Commonwealth Bank Foundation Partnership:

From 2008–15 CBA part funded the Manage Your Income, Manage Your Life project in Western NSW. This financial literacy program, delivered by Centacare Wilcannia-Forbes and supported by Caritas Australia, is designed specifically for and by Indigenous people in Western NSW.

CCI Personal Insurance:

Thanks to CCI Personal Insurance for partnering with Caritas Australia on Caritas Kitchen, our new fundraising initiative. CCI has funded the costs of the materials and offers a promotion where $10 from each new personal policy sold goes to Caritas Kitchen. CCI is promoting Caritas Kitchen in its newsletters and on its social media pages. CCI is a proud partner of Caritas Australia, recognising the valuable contribution the agency makes to the Catholic community.

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Australian Aid

We gratefully acknowledge the funding support of the Australian Government through DFAT.

Back cover image: Caritas Australia staff celebrate the completion of a Strategic Planning workshop in February 2015 in Dili, Timor-Leste (see Chapter 7). The contributions of all the national staff resulted in a country plan for 2015–19 which focuses on the most vulnerable communities in the country.
Through effective partnerships in humanitarian relief and development and by transforming hearts and minds in the Australian community, Caritas Australia helps to end poverty, promote justice and uphold dignity.

To learn more, or to be part of the Caritas Australia story:
Phone: 1800 024 413
Visit: www.caritas.org.au
Email: questions@caritas.org.au
Caritas Australia National Office:
24-32 O’Riordan Street,
Alexandria NSW 2015