

Project Didi Australia

Annual Report 2021-22



This report contains stories from survivors who have experienced modern slavery and gender-based violence. We are grateful to those who have shared their story but also respect their privacy – as such all names have been changed.

We recognise that these stories may cause distress or discomfort. We strongly encourage you to read this report in a safe and supportive environment and seek additional support and self-care should you need.





Poon kindly shared her story with Asha Nepal, Project Didi's local partner organisation in Nepal. Her name has been changed to respect her privacy.

Poon is 19 years old and lived with Asha Nepal from 2014 until June 2022, when she was reintegrated with her mother. Poon's family are Dalit¹ and her mother is hearing impaired. When Poon was younger, her parents and her brother all moved to Kathmandu for better employment opportunities; however, they were separated from her father and brother and have never seen them again.

Poon's mother remarried, and when Poon was about 8 years old she was sent to Darjeeling, India to work as a domestic helper. She was in India for three years, which she says are the hardest of her life.

When she was 11 years old, Poon returned to live with her mother, step father and two step siblings in one of the slum communities in Kathmandu. Poon did not attend school and had to stay at home while her mother worked as a cleaner during the day. During this time, Poon was given alcohol by a neighbour and raped.

Other members of the community supported Poon and her mother to report the rape and access a women's crisis centre. From there, Poon was referred to Asha Nepal. During her time with Asha Nepal, Poon has been supported to attend school and has worked hard to improve her grades. She is currently studying a Diploma of Computer Engineering. While she reports that she finds it challenging, she is determined to complete the course and become a computer technician.

Poon's story highlights her resilience and determination to strive for a brighter future through education. Even more inspiring is her choice to study computer engineering, an industry traditionally dominated by men. Globally, women hold only 2 in every 10 science, engineering and information and communication technology jobs.²

¹Dalits are members of the lowest caste system under the traditional Hindu social hierarchy. Previously referred to as the 'untouchables', a term now considered offensive, members of the Dalit community are the most underprivileged class in Hindu societies experiencing high rates of economic exploitation.

² [Progress on the Sustainable Development Goals: The Gender Snapshot 2022](#), UN Women, 2022

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Our Mission

Project Didi Australia (PDA) is an Australian charity, registered with the [Australian Charities and Not-for-profits Commission](#) since 2014. We strive for futures of **hope, dignity, and independence** for survivors of trafficking and abuse, particularly in Nepal.

We partner with locally led organisations in Nepal.

We work with well established, reputable organisations in Nepal, specialists in trauma-informed care with over 10 years of experience supporting women and girls.

We are powered by our didis, a respectful term for sister in Nepali.

We provide survivors of trafficking and violence with the support, tools and opportunities they need to lead self-determined lives.

We challenge the inequalities that hold women & girls back.

We raise awareness and advocate for action to end gender-based violence and modern slavery with our community in Australia.

A note on language

We recognise people with lived experience of trafficking and abuse identify themselves in many ways. We choose to use the term **'survivor'**, rather than **'victim'**, to reflect the challenging, long-term work that survivors do to rebuild their lives after violence. Where we have included a survivor's experiences, kindly shared with our partner organisations, we use their name (changed to respect their privacy) to reflect that they are individuals with full life experiences - not only defined by the exploitation they have faced.

As part of our commitment to adopt a survivor-centred approach, this year we signed the [My Story, My Dignity pledge](#), committing to:

- Choose respectful **images** that are representative of the issue
- Use strength-based **language** that accurately represents the story, avoiding sensationalist language
- **Respect** survivors' right to privacy and dignity
- Obtain prior **consent** to using a personal story or photograph, be transparent and accurate about the process and how it will be used.

A message from our President

Sometimes to go fast, you must first go slow. Mash that together with another old favourite **"If you want to go fast, go alone, if you want to go far, go together"**, and you have a pretty good summary of what Project Didi has been up to in 2021-2022.

Since our **2021 AGM**, we made a conscious and deliberate choice to spend time grappling with and doing the iterative work of rationalising our goals and ambitions, our activities, and our resources against our core purpose. Why? So we can be as efficient and impactful as possible and hold true to our core responsibility, mission and values. We committed ourselves to a collaborative process that would really harvest the insights and experience of all our board members and the wonderful women of our partner organisations in Nepal.

The result is **our three-year strategy, and we are very proud of our collective work to bring this together whilst also keeping our funding commitments to our partner, Asha Nepal**, so they can continue their critical work. We are proud to share the high-level strategy with you all in the coming pages of this Annual Report.

Our Impact: **Partners**

Of course, we still delivered impact, particularly in supporting our partner organisations. We maintained steady support for Asha Nepal as they faced the enduring impacts of the COVID-19 lockdowns. We supported:

- The recovery of **26 survivors** of trafficking and gender-based violence, through two Family Based Care homes, and
- The reintegration of **12 children** with their communities, and whole-of-person care, through:
 - 100+ individual and group counselling sessions
 - Extracurricular activities, including Taekwondo and computer classes.
 - Birthday and cultural celebrations, and group outings.
 - Family counselling, parenting workshops and seed funding.

We also increased our support for Samunnat Nepal through jewellery sales on our online store (please have a look at our online store: projectdidiaustralia.org/shop)

Our Impact: **Education**

In line with our core values, we increased our support for education, a key to breaking intergenerational cycles of poverty and violence. We were very grateful to be awarded

an \$11,682 grant from the Albert & Barbara Tucker Foundation to fund:

- **3-year diplomas** for four students in Computer and Electrical Engineering, and
- **Ongoing support** for the students by Asha's social worker, counsellor and job coordinator.
- **In addition**, we supported 6 girls to graduate from Year 12.

2023 and beyond

So, what are our priorities for the future? Over the next three years, to deliver on our vision and mission, we are concentrating on developing capacity in three key areas:

Funding, Communications and Education, and Organisational development.

Our three-year goals will see **Project Didi:**

1. Deepen our partnership with Asha Nepal to provide long-term committed funding for their identified strategic priorities, aligned with our core mission
2. Expand and strengthen communications to equip our community to understand and effect change using a positive, strengths-based approach, informed by those with lived experience
3. Strengthen and operationalise our governance, risk, financial and human resources frameworks to enhance our strategic capability, diversity, and long-term sustainability

We have set up the framework to achieve these goals with interim objectives and targets, and we have set our collective intentions, but to achieve this, we need the help of our community. If last year was about transformative imagination (see my message in last year's annual report), this year is about action! We're ready to bounce back from COVID and break through the barriers that kept us at a distance. We want to engage, communicate, collaborate, and get runs on the board towards our three-year goals.

We will need the continued commitment, energy, and skills of our existing incredible volunteers, and we need more skilled, passionate volunteers to jump on board with us to achieve this three-year vision. We need people to share our stories of success with, people who are open to hearing and learning about the complex issues that precipitate and perpetuate this reality for women and girls and the solutions that can affect genuine change. **We need donations, we need collaborators, and we need sponsors – people willing to help spread our message and grow our community.**

We hope you will join us in 2023 and beyond.

With gratitude,
Chloë Spackman and the **Project Didi Australia Board.**

**Author of quote unknown.*



Our board



Chloë Spackman (President) Chloë has a background in international development, higher education and global citizenship development. Chloë is the Director of Programs and Engagement at Australian non-profit Next25, working to improve how Australia makes its future to share our successes across generations.



Clare Bartram (Vice President): Clare works as Policy & Stakeholder Engagement Manger for the University of Sydney's Modern Slavery Unit. She holds a MA in Slavery and Liberation and has a background in human rights education and responsible investment.



Alison Thornburn (Secretary): Alison holds a Master in Development Studies, and currently works for Australian not-for-profit Good Return in Cambodia, where she has more than five years' experience in social microfinance and disability inclusion. Alison is a qualified CPA and previously worked in banking and finance.



Tania Davies (Treasurer, resigned March 2022): Tania served as Treasurer from August 2021 - March 2022. A CPA with experience at CFO level, Tania developed a passion for empowering women through education after living in Africa, South East Asia and the Middle East, where she saw the realities of the exploitation of women and children.



Merry Cloutier (Treasurer, appointed July 2022): Merry joined Project Didi as Strategic Funding Advisor in 2020, and was appointed Board Treasurer in 2022. With a background in global consulting her goal is to help Project Didi evolve and expand capacity to provide even more support for our Nepal partners.



Kira Osborne (Board Member): Kira has a Masters in International Development and has worked alongside marginalised communities, including women and girls across South Asia and the Pacific. Kira is passionate about social resilience and driven to challenge the stereotypes placed on survivors of gender-based violence and sex trafficking.



Bryce Morton (Board Member, resigned September 2022): Bryce is Partner Development Manager for Sonder, a technology company reimaging organisational wellbeing and safety through innovation. Prior to this, Bryce coordinated international strategy and relationships for UTS Business School.

Our Team

As a 100% volunteer-run organisation, our team are the driving force behind our work. We are continually amazed and humbled by their expertise, commitment, and passion.

We believe in responsible and sustainable volunteering. All our volunteers, including our Board, are recruited based on their professional skills and their ability to contribute to the needs of our organisation. All volunteers sign up to our Code of Conduct and Safeguarding Policy.

'Volunteering with Project Didi, I have valued their strong partnership with Asha Nepal. This partnership has provided me with the opportunity to work closely with Asha Nepal and gain a deeper understanding of the issues faced by survivors trafficking and gender-based violence in Nepal. This collaborative approach ensures I am able to seek and apply for grants where they are needed most.'

- Sally Larner, Grants Lead



Why we exist

Close to **50 million people³** are living in situations of modern slavery, These new estimates, released in 2022, show about **10 million more people** have been forced into exploitation since the previous estimates in 2017.

Modern slavery undermines a person's freedom and dignity, through deception, threats and coercion. It involves some of the most serious violations of human rights, including trafficking, forced marriage, forced labour and child labour.



One of every 150 people in the world are living in situations of modern slavery.

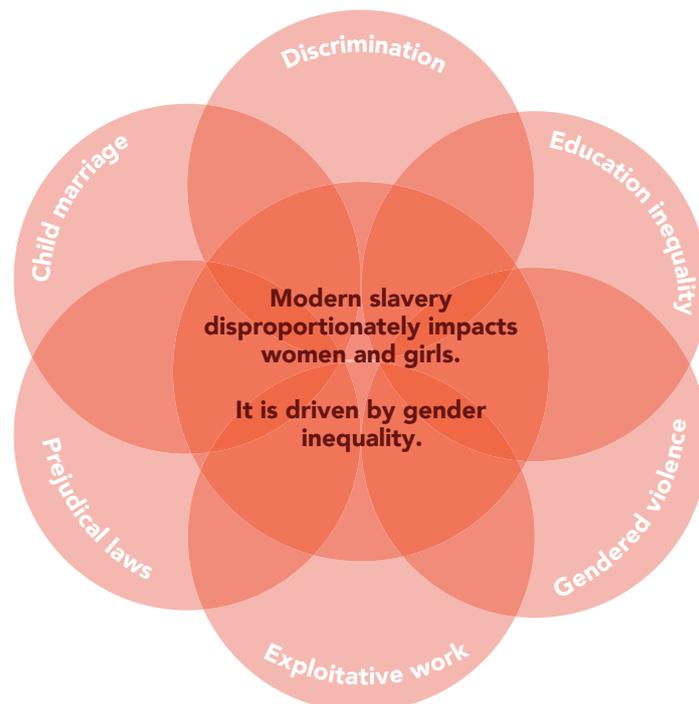


Women and girls account for **more than half (54%)** of those in modern slavery.



The Asia-Pacific region has the **highest number** of people in modern slavery **globally**.

Project Didi exists to break the cycles of **poverty, inequality and violence** that perpetuate modern slavery.



³[Global Estimates of Modern Slavery](#), International Labour Organization, Walk Free & International Organization for Migration, 2022.

Why do we support women and girls?

Modern slavery disproportionately impacts women and girls. It is driven by deeply entrenched discriminatory beliefs, inequality in education and employment, and gender-based violence.

When women and girls are denied their freedom and subjected to violence it is a drag on development for everyone. It creates immense profits for a select few while denying millions the opportunity to contribute as productive and equal members of society, leading to significant public health burdens, exacerbated inequality and intergenerational poverty.

Equipping women and girls with tools and opportunities to lead lives of freedom and equality benefits everyone. Investing in women and girls' education and employment pathways not only empowers them to determine their futures, but is a country's greatest opportunity to achieve multi-generational prosperity.



Educating girls is linked to faster poverty reduction, better maternal health, lower child mortality, and reduced child marriage and violence against women.⁴



Each additional year of schooling boosts a girl's earnings as an adult by **up to 20%**.⁵



If women were to participate in the world of work identically to men, an additional **US\$28 trillion, or 26% of incremental global GDP**, could be achieved in 2025. That's roughly the combined size of the economies of the United States and China today.⁶

⁴[Growing Economies through Gender Parity](#), Council for Foreign Relations, accessed January 2023,

⁵[Progress on the Sustainable Development Goals: The Gender Snapshot 2022](#), UN Women, 2022,

⁶[The Power of Parity: How advancing women's equality can add \\$12 trillion to global growth](#), McKinsey Global Institute, 2015,

Why do we focus on Nepal?

Nepal is challenged by poverty, inequality and natural disasters. Expectations that girls marry early and work to support their family prevent many from completing their schooling. This leaves girls without the protective skills to secure decent work, understand their rights and make informed decisions. Domestic violence intersects with economic hardship, compelling girls to take risky offers to leave their family and leaving them vulnerable to modern slavery.

An estimated **171,000 people** are living in modern slavery in Nepal, including in forced labour, forced marriage and forced sexual exploitation.⁷

Despite the challenges, Nepali people are resilient, adaptive and innovative. Nepal has a dynamic youth population – about 20% of the population are 15-25 years of age⁸. Investing in their futures is likely to lead to significant economic and social gains.

Our founders have been working to address these complex challenges in Nepal for over 15 years, and with our partner organisations for 10 years. Our partners, locally based, women-led organisations, are best placed to drive sustainable change for women and girls. They have been advocating for over 10 years for gender equity in education and employment and delivering trauma-informed care for survivors of gender-based violence and modern slavery. We support our partners to provide holistic care, enable decent work, and strengthen families, through two main programs, **Family Based Care** and **Education Scholarships**.



⁷ [Nepal, Global Slavery Index](#), Walk Free, 2018.

⁸ [For young people, by young people](#), UN Population Fund, 2022.

Family Based Care

Survivors of violence, abuse or trafficking often experience challenges in returning to their homes due to stigma and poverty in their communities, and the need for intensive support services to overcome their experience of trauma. Where children are unable to return to their own homes, care arrangements in family-like settings are considered the best alternative, in line with the *United Nations Guidelines for the Alternative Care of Children*.

Asha Nepal's model of Family Based Care provides a safe, stable home for survivors who cannot immediately return to their families, closely mirroring the family environment, with 5-6 children and a housemother in each home. The support of a full time housemother and holistic care, including counselling, healthcare and a consistent social worker for each home, helps them to rebuild their confidence and emotional wellbeing.

Children in Family Based Care are supported to go to school and plan for the future, through life skills programs, career guidance, vocational training and job placements, to equip them to lead independent and fulfilling lives. Asha also works to strengthen each child's biological family, to support the ultimate aim of enabling the child to reintegrate back into their community.

Since Asha Nepal started supporting survivors through Family Based Care, **more than 100** young people have been successfully reintegrated back into their community, either with their families or supported independent living.



Education Scholarships

Education increases opportunities for girls to build lives of independence and freedom. Girls who are educated are more likely to marry later, have fewer children and earn more⁹, which then enables them to provide greater opportunities for their own children.

Asha Nepal provides education up to secondary school Year 10 for girls in their Family Based Care homes, and also supports children in the wider community to attend school where their families cannot afford the costs involved. Continuing to higher and tertiary education further increases the opportunities for young people to achieve their potential through a well-paid, fulfilling career; however, in the past Asha has had limited funds to support these ambitions.

To help to meet this need, we have agreed on a strategic goal to fund scholarships to cover the cost of further education or technical and vocational training courses for students identified by Asha, to fulfil their career goals and support them to become economically independent in future. This requires a commitment of up to four years' funding for each student, which we will deliver through deep relationships with committed supporters, and grant funding.



⁹ [#HerEducationOurFuture: keeping girls in the picture during and after the COVID-19 crisis; the latest facts on gender equality in education](#), United Nations Educational, Scientific and Cultural Organization, 2021.

How we work

Nepal has a complex history of dependency on foreign aid. Short term funding cycles and duplication of work stretches limited funding and impedes local organisations from driving strategic priorities, stifling institutional development and sustainable change.

Project Didi is committed to doing things differently:

- ❧ We work in direct partnership with local organisations in Nepal to develop deep and genuine relationships.
- ❧ We apply a strengths-based lens to our projects, our communications and our funding.
- ❧ We believe that local organisations are best placed to identify the needs of beneficiaries .
- ❧ We understand that true impact requires long term commitments and reliable and flexible funding.
- ❧ We value a holistic approach to programming and understand that complex issues cannot be addressed in isolation.
- ❧ We know education and employment are human rights and believe that access to both will contribute to generational change.
- ❧ We acknowledge that global, systemic change is needed to tackle the inequalities holding women and girls back. We engage our community in Australia to understand and advocate to end modern slavery and gender-based violence.



Our Partners and Collaborators



[Asha Nepal](#) is a women-led, grassroots organisation, delivering trafficking prevention and trauma-informed care to survivors of trafficking and gender based violence. Their goal is to support survivors to rebuild their lives and reclaim their dignity. They do this through their Family Based Care model, counselling, education, vocational training and community outreach.



[Samunnat Nepal](#), a grassroots organisation based in eastern Nepal, empowers women who have experienced gender based violence and poverty through legal support, income generation training, counselling and mentoring. Some women are introduced to polymer clay and learn the art of jewellery making. Income from the sale of the jewellery has helped start several local initiatives: a tailor shop, pickle making, organic gardening and catering.



[Global Development Group](#) (GDG), is an Australian-based NGO approved by the Department of Foreign Affairs and Trade and the Australian Taxation Office, a member of the Australian Council for International Development (ACFID), and a signatory to the ACFID Code of Conduct. GDG assumes governance responsibility for specified projects to be delivered by Asha Nepal, which helps ensure we meet both Australian and local compliance requirements, while Project Didi carries out fundraising and promotion. GDG operates under the Overseas Aid Gift Deduction Scheme classification to partner in aid and development activities in approved countries. This means donations over \$2 to GDG approved overseas projects are tax deductible in Australia.

Our impact: Asha Nepal

26 children in Family Based Care lived free from violence and abuse and showed greater wellbeing, self-confidence and independence

Why is this important?

In Nepal, children in need of a safe home have few options. The government provides funding for only 10 shelters and two long-term rehabilitation centres for trafficking survivors, many of which had to restrict or halt services during the pandemic¹⁰. Asha Nepal's Family Based Care responds to a pressing need for trauma-informed, individualised care for children rebuilding their lives after violence or abuse.

Hope for the future for Pia and her mother

Pia is 16 years old and living in Asha Nepal's Family Based Care. Pia's father left the family while her mother was pregnant with Pia. Her step-father, a second marriage for her mother arranged by her uncle, committed suicide while Pia was still young. In search of work to support her children, Pia's mother took an offer to work in Kuwait as a domestic helper. She was deceived about the nature of the work and when she arrived in Kuwait she was forced into commercial sexual exploitation.

Back in Nepal, a community organisation found Pia working as a child in a restaurant. They referred her to Asha Nepal. Family Based Care has provided Pia with the safety and stability to return to school and start to plan for her future. Her mother, rescued after seven months in Kuwait, has established a tailoring shop, with seed money from Asha Nepal.

"Our hope is with this support both Pia and her mother's life will be settled a bit more, and in a year's time the family will be able to live together in a safe and stable unit."

- Smriti Khadka, Country Director, Asha Nepal

¹⁰ [Trafficking in Persons Report](#), U.S. Department of State, 2022.

12 children reintegrated into the community, with their families or in supported community living

Why is this important?

Children thrive when they live with their family in a safe, caring environment. Recognising the fundamental role of family in children's resilience, self-esteem and wellbeing, when a child enters Asha Nepal's care they work with their biological family to eventually reintegrate them. Where family reintegration is not an option, Asha transitions young adults to community living, where they are supported to build their independence.

Asha Nepal continues to support families post-reintegration to ensure children can flourish at home. Support is tailored to their needs and may involve emergency living or health assistance, counselling, parenting workshops, career coaching and skills training for mothers, and seed money to support business ideas.

100+ individual and group counselling sessions delivered

Why is this important?

Survivors of trafficking and gender-based violence face prolonged trauma and mental health concerns, including anger, depression, and lack of hope for the future. Asha Nepal takes a holistic approach to trauma recovery.

They employ a counsellor, who provides support to children and their families on an as-needs basis, run meditation and breathing exercises in the Family Based Care homes, and hold dance and yoga classes to manage stress.

Sewing circles for trauma healing

In 2022, 10 girls participated in weekly trauma recovery workshops for 6 months. The girls came together with other women and girls to sew their stories onto cloth, share their experiences, find commonalities in their challenges, heal and support one another.

Asha Nepal's counsellor facilitates the workshops and has been trained in the [Common Threads Treatment Model](#), which combines the practice of female sewing circles, an ancient practice found across diverse cultures, with trauma-informed therapy.



11 new girls supported to move into Family Based Care

Why is this important?

During the pandemic, it was challenging for Asha Nepal to reintegrate children with their families and support new children in their care. There continued to be a pressing need for their services. COVID-19 may have increased this need by exacerbating many of the underlying drivers of modern slavery and gender-based violence.

As lockdowns in Nepal have lifted, Asha has received referral requests from the Nepal Government and other community organisations. Trafficking and abuse survivors may not always be able, or want, to return home, due to safety concerns, financial hardship and stigma from their families and communities. In interviews with over 50 trafficking survivors, Asha Nepal identified 50% experienced discrimination and exclusion from their family.¹¹

6 young people graduated Year 12

4 young people in higher education diplomas

Why is this important?

The impact of the pandemic - school closures, economic stress and increased gender-based violence - has been devastating for girls' education. Since the pandemic, an estimated 11 million girls globally are expected to not return to school. Girls aged 12-17 in low income countries have been particularly affected.¹²

We're immensely proud that every child at Asha Nepal continued their education during the pandemic. With the support of tablets to access virtual learning, six young people graduated from school and some are now pursuing higher education. With a grant from the Albert & Barbara Tucker Foundation, we are supporting four students to complete diplomas in engineering. In the coming year, we have committed to supporting six students to complete higher secondary education and undergraduate and postgraduate degrees. In one of the best examples of the long-term, transformative impact of this work, some of these children were the first in Asha Nepal's care in 2008. They were supported to complete school, reintegrated with their family and are now pursuing higher education!

¹¹Laura Buet, Peter Bashford & Muna Basnyat, Looking Towards Tomorrow: A Study on the Reintegration of Trafficking Survivors, Asha Nepal, Shakti Samuha & Terre des hommes, 2012.

¹²[#HerEducationOurFuture: keeping girls in the picture during and after the COVID-19 crisis;the latest facts on gender equality in education](#), UN Educational, Scientific and Cultural Organization, 2021.

Our impact: Samunnat Nepal

We have supported Samunnat Nepal on an as-needs basis since 2016. We are aiming to provide more consistent support through the sale of their beautiful polymer clay jewellery on our online store: projectdidiaustralia.org/shop.

Jewellery sales account for **90-95%** of Samunnat Nepal's income. Profits are invested into accommodation, medical assistance, legal representation, counselling and school fees for women and their children, along with salaries and childcare for the polymer artists - currently 10 women full time. Samunnat Nepal continued wages during the COVID-19 lockdowns in Nepal.

Sumunnat Nepal's achievements

270 women presented to Samunnat Nepal for advice, counselling, legal assistance, income generation training and other forms of support

For the past 6 years, Samunnat has provided 87 women and children with accommodation, ranging from 5-1380 days depending on need.

Some women have been able to access the financial compensation to which they are entitled, through legal support.

Women have been supported with income generation opportunities in tailoring, catering, organic farming, floriculture and small business management, along with the design and production of polymer jewellery. Several have succeeded in becoming fully financially independent and have been able to purchase their own property.

Samunnat Nepal exhibited at the Smithsonian Institute in Washington

The women of Samunnat and Kathleen Dustin, renowned American polymer clay artist, collaborated to create several pieces. For a year, they met almost weekly for virtual demonstrations. There was laughter, lots of aha moments and a deep connection developed.

These pieces were exhibited at the Smithsonian's [Craft2Wear Show](#) in April 2022 and the women were awarded the prestigious Judy Lynne Prince Award for Craftsmanship!

You can see some of the limited edition pieces on our [online store](#).



Samunnat Nepal recognised for service to the community

The Women's Chamber of Commerce (Mahila Udyami Samuha) in Samunnat's municipality recognised Samunnat for its 15 years of quiet achievement in providing assistance and shelter to women in need and helping them rebuild their lives. Kopila Basnet, co-founder of Samunnat and Chair of the Board accepted the award - you can see from the image above that she was overwhelmed by the appreciation!

New trips to Nepal in partnership with Samunnat Nepal

We are very excited to be running a **Women Empowering Women** trip to Nepal, in partnership with Samunnat Nepal and Himalayan Sunrise. Travel to Eastern Nepal, where few tourists go. Learn from the creativity and resilience of women leading change in Nepal. Meet the artists of Samunnat Nepal and make your own piece of polymer clay jewellery. Details to come in February 2023!

Our strategy

Over the next three years, to deliver on our vision and mission, we are concentrating on developing capacity in three key areas: **Funding, Communication & Education, and Organisational Development.**

FUNDING

To deepen our partnership with Asha Nepal to provide **long-term committed funding** for their identified strategic priorities, aligned to our core mission

STRATEGIC GOAL

YEAR ONE

- Fund two Family Based Care homes
- Fund 10 further education scholarships

YEAR TWO

- Fund two Family Based Care homes
- Increase number of education scholarships funded in year one (based on Asha Nepal's needs)
- Funding allocated to support Asha Nepal's capacity building for monitoring and evaluation

YEAR THREE

- Fund an extra Family Based Care home, making a total of three
- Increase number of education scholarships funded in year two (based on Asha Nepal's needs)
- Further funding allocated to support Asha Nepal's capacity building for monitoring and evaluation

COMMUNICATIONS & EDUCATION

To expand and strengthen communications to **equip our community to understand and effect change** using a positive, strengths-based approach, informed by those with lived experience

YEAR ONE

- Build a social media and communications volunteer team
- Establish monthly communication with our community, Asha Nepal and volunteers

YEAR TWO

- Implement mechanisms to measure the impact of our communication and education efforts
- Work with Asha Nepal to meaningfully incorporate the voices of women and girls in our communications
- Resume "Women Empowering Women" trips to Nepal
- Provide opportunities for our community to better understand systemic issues, such as modern slavery.

YEAR THREE

- Triple the size of our audience across social media and other communication channels
- Deliver three targeted communication campaigns providing opportunities to act on systemic issues and engage with our work and partners
- Demonstrate deep and reciprocal engagement with our community

ORGANISATION

To strengthen and operationalise our governance, risk, financial and human resources frameworks to **enhance our strategic capability, diversity, and long-term sustainability**

YEAR ONE

- Appoint at least one Board Member or Advisor with Nepali expertise
- Identify and secure suitable pro-bono legal support
- Operationalise existing policies, including safeguarding training for volunteers
- Appoint a Volunteer Coordinator

YEAR TWO

- Develop a network of advisors with Nepali expertise
- Progress plan for incorporation and deductible gift recipient (DGR) status
- Strengthen financial management and volunteer policies

YEAR THREE

- Establish a management committee of volunteers, strengthen our volunteer recruitment and retention, and create a board development and succession plan
- Review 3-year strategy in collaboration with Asha Nepal and advisor network
- Conduct full evaluation of policy implementation

The future is bright! **In three years**, Project Didi will have:

Grown and stabilised funding, and

1. Created a funding plan matched to strategic goals
2. Increased our existing stable funding sources.
3. Found new sources of stable / regular funds
4. Implemented repeatable, scalable multi-purpose funding activities
5. Implemented an appropriate reserve policy to reduce risk

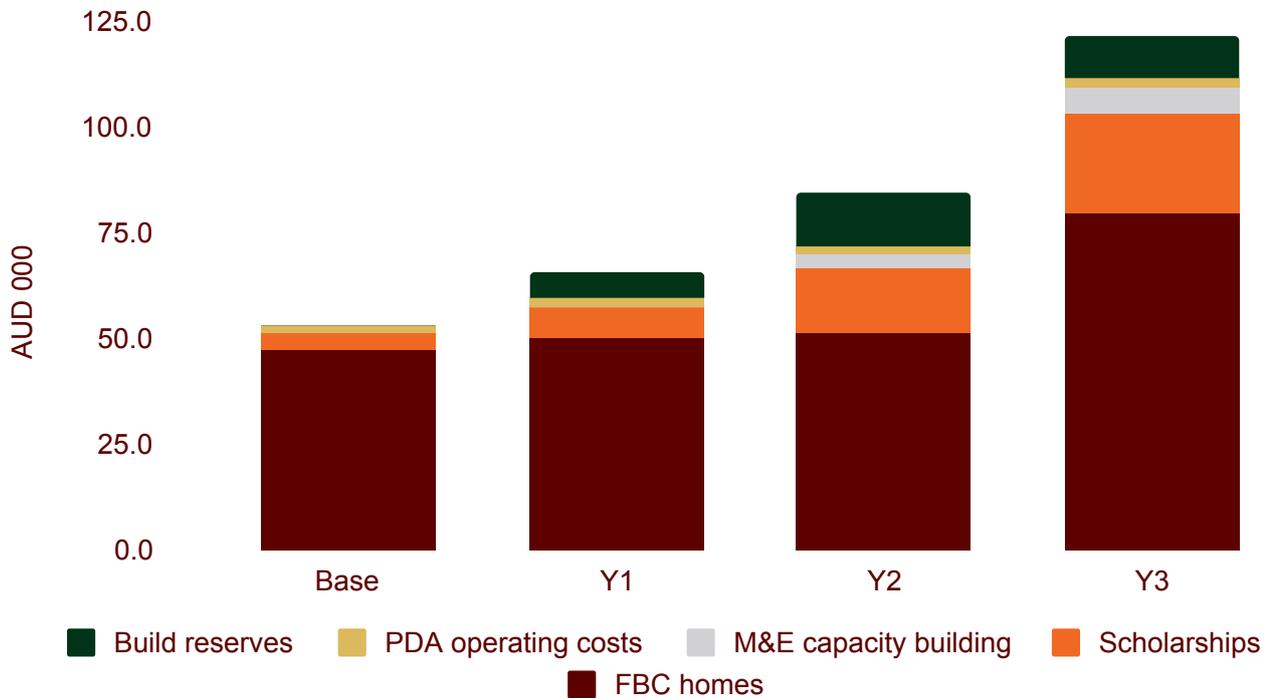
Inspired and informed with our communications and education, and

1. Delivered regular communications with our community on the impact of your contribution, work done by Project Didi and our partners, and progress towards our mission
2. Expanded and strengthened our communications with donors and prospects to support our funding goals
3. Enhanced internal communications with volunteers and partner organisations to ensure key stakeholders are supported
4. Ensured our communications are effective and empowering and reflect a diversity of voices from our community, including women and girls with lived experience of trafficking and gender-based violence
5. Enhanced our communications, advocacy, and education offerings to raise awareness of relevant issues and equip our community to contribute to positive change

Increased our efficacy and sustainability through organisational development, and

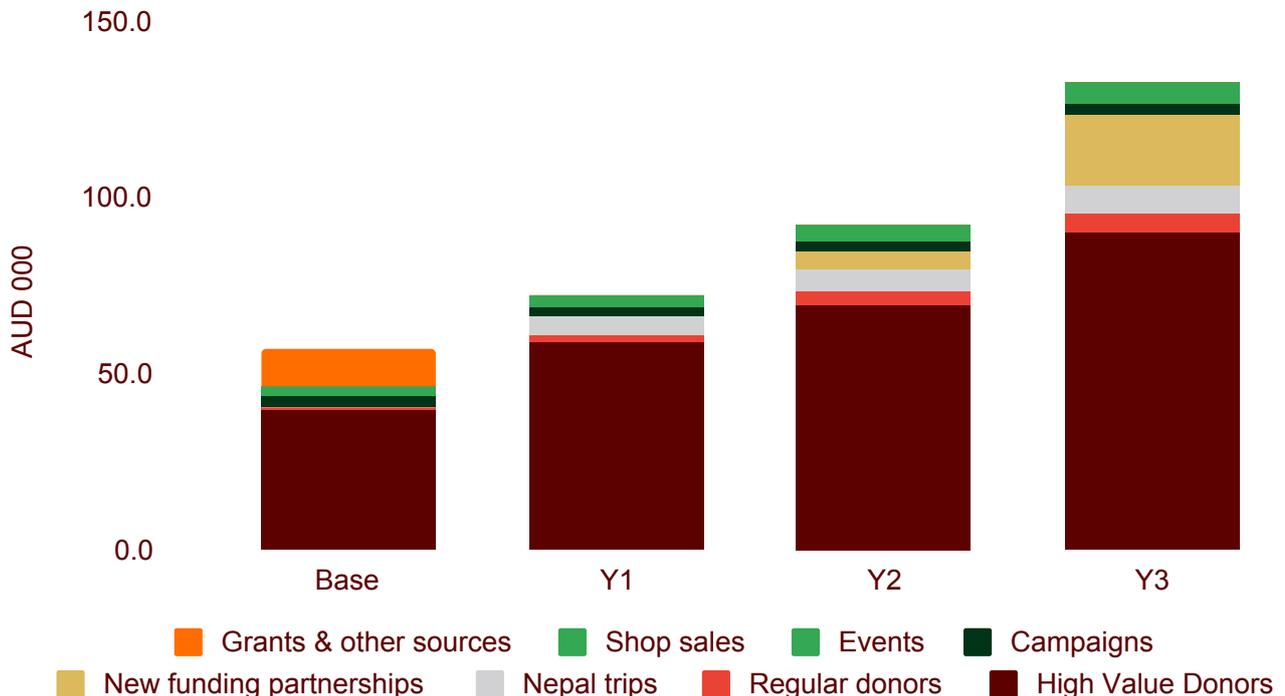
1. Strengthened our capacity and frameworks for governance, risk management and compliance
2. Created and implemented a plan for Project Didi to incorporate as an organisation
3. Made an informed decision on a preferred mechanism for tax deductible status and implemented next steps to achieve this
4. Enhanced the strategic capability, diversity, and sustainability of the Board
5. Developed and increased our volunteer community to deliver our strategic plans

Our three-year funding requirement



Our three-year funding sources

We will achieve this by deepening relationships with our community and building new partnerships to grow our stable, long-term funding sources.



Report from the Treasurer

Project Didi raised \$59,454 in the financial year ending June 2022, a 19% increase on the prior year's income of \$50,558, despite COVID-19 restrictions still having an impact on our ability to raise funds through face-to-face events and our Nepal travel groups.

As of 30 June 2022 Project Didi Australia is again in a sound financial position to meet its upcoming financial commitments to January 2023.

During the year, Project Didi Australia converted to an accrual basis of accounting in 2021-2022 to provide a more accurate picture of its financial position.

Financial Highlights

- Including our partnership with Global Development Group, in FY 2021-22 we raised funds of \$59,454, disbursed \$41,267 to Asha Nepal, and incurred \$7,718 in operating expenses.
- Project Didi held \$14,155 cash, and projects with Global Development Group had \$32,053 funds remaining at the end of the 2021-22 Financial Year. This will cover our January 2023 commitment to Asha Nepal, with funds remaining after that.
- During 2021-22 we were successful in obtaining a three year grant from Albert & Barbara Tucker Foundation for \$11,682, of which \$2,272 was recognised as income this year. This grant is being used to provide full education scholarships for 3 students and a partial scholarship for a 4th student.

Financial Summary FY 21-22 (AUD)			
	Project Didi Accounts	Projects in partnership with Global Development Group	Total Project Didi + Global Development Group partnership
Net Income	\$12,092	\$47,362	\$59,454
Funds disbursed to Asha Nepal for Family Based Care	-	\$41,267	\$41,267
Operating Expenses	\$4,109	\$3,609	\$7,718
Net Profit/(Loss)	\$7,983	\$2,486	\$10,469
Albert & Barbara Tucker Foundation education scholarships	\$11,682		

Income

- In 2021-22 Project Didi raised a total of \$59,454, of which 80% was through projects in partnership with Global Development Group, and 20% raised by Project Didi through other donations (16%) and grants (4%).
- Sustained relationships with several donors contributed significantly to this income, accounting for \$40,000 (84%) of the funds raised for projects managed by Global Development Group, and \$8,500 (70%) of net income through to Project Didi.

Net Income (AUD)	Project Didi accounts	Partnership with Global Development Group	Total	%
Projects in partnership with Global Development Group	-	\$47,362	\$47,362	80%
Other donations	\$9,350	-	\$9,350	16%
Grants	\$2,272	-	\$2,272	4%
Shop Sales	\$354	-	\$354	1%
Events	\$109	-	\$109	-
Interest	\$7	-	\$7	-
Total Net Income	\$12,092	\$47,362	\$59,454	100%

Expenditure

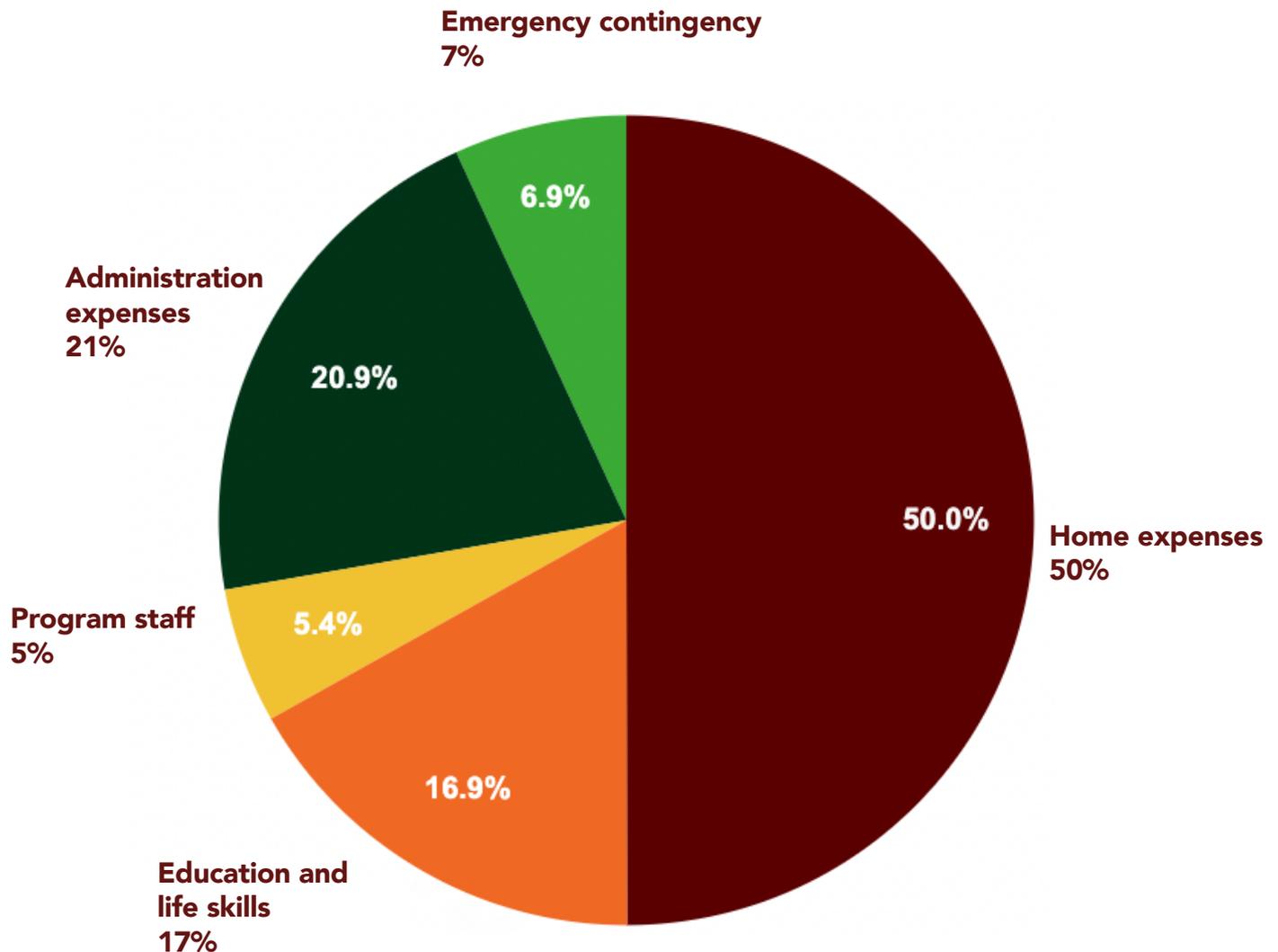
- During the financial year a total of \$41,267 was disbursed to Asha Nepal.
- We transferred the Albert & Barbara Tucker Foundation grant of \$11,682 to Asha Nepal for scholarships over the next 3 years. Under the accruals method of accounting, this will be recognised as income over the 36 month terms of the grant, with \$2,272 recognised as income in this financial year.
- Operating expenses (including Global Development Group Project Costs but excluding grant disbursements) were \$5,446, only 9% of funds raised.

Operating Expenses	Project Didi accounts	Partnership with GDG	Total	%
Global Development Group Project Costs		\$3,609	\$3,609	47%
Administrative Expenses	\$831		\$831	11%
Fundraising Expenses	\$856		\$856	11%
Grant disbursements	\$2,272		\$2,272	29%
Reimbursement	\$63		\$63	1%
International transfer fee	\$20		\$20	-
Postage and delivery	\$67		\$67	1%
Total Net Income	\$4,109	\$3,609	\$7,718	100%

Our financial impact

- In this financial year we disbursed a total of \$41,267 to Asha Nepal for Family Based Care. An analysis of the costs of the two Family Based Care homes supported by our funding is shown in the chart below.
- Similar to many homes, the home expenses include rent, food, utilities and maintenance, along with medicine, clothing and celebrations/outings for the children, plus the house mother expenses.
- Administration expenses cover the Asha Nepal office requirements: salaries, utilities, phone/internet, stationary, audit, transport, and government fees.
- We also transferred the Albert & Barbara Tucker Foundation grant to Asha Nepal for education scholarships.

Use of Funds by Asha Nepal for Family Based Care



Financial Statements

The following summary financial report is an extract from the full audited Annual Financial Report for Project Didi Australia. It excludes the projects in partnership between Project Didi and Global Development Group arrangements and related transactions. Nexia Sydney completed the independent audit report for financial statements for the year ended 30th June 2022. The full audited Annual Financial Report is available upon request and without charge, by emailing treasury@pda.com.

Statement of profit or loss and other comprehensive income¹³ For the year ended 30 June 2022

	2022	2021 Restated
Income	\$	\$
Campaign donations	-	560
Donations to Project Didi	9,350	1,251
Events	109	3,800
Investments – Interest	7	26
Sales	918	1,233
Grants	2,272	-
Total Income	12,656	6,870
Cost of Shop Stock	(564)	(140)
Gross Profit	12,092	6,730
Operating Expenses		
Accounting and audit fees	-	(660)
Administrative expenses	(831)	(615)
Fundraising expenses	(856)	(297)
Grant disbursement	(2,272)	(21,725)
International Bank Transfer Fees	(20)	(20)
Paypal fees	-	(13)
Postage and delivery	(67)	(87)
Volunteer and board reimbursements	(63)	-
Total Operating Expenses	(4,109)	(23,417)
Surplus/(deficit) for the year	7,983	(16,687)
Other comprehensive income for the year	-	-
Total comprehensive income for the year	7,983	(16,687)

¹³ Note: During the year, Project Didi changed its accounting policy from cash to accrual basis. The prior year comparatives have been restated to a consistent basis.

Project Didi Australia
Statement of financial position¹⁴
As at 30 June 2022

	2022	2021
	\$	Restated \$
Assets		
Current assets		
Cash and cash equivalents	14,155	7,258
Inventories	545	546
Prepayments	9,411	-
Total current assets	24,111	7,804
Total assets	24,111	7,804
Liabilities		
Current liabilities		
Trade and other payables		1,087
Contract liabilities	9,411	-
Total current liabilities	9,411	1,087
Total liabilities	9,411	1,087
Net assets	14,700	6,717
Equity		
Retained surplus	14,700	6,717
Total equity	14,700	6,717

¹⁴ Note: During the year, Project Didi changed its accounting policy from cash to accrual basis. The prior year comparatives have been restated to a consistent basis.

Independent Auditor's Report to the Members of Project Didi Australia

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Project Didi Australia (the Entity), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the Committee Members' declaration.

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

- i) giving a true and fair view of the Entity's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- ii) complying with Australian Accounting Standards - Simplified Disclosures and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the 'auditor's responsibilities for the audit of the financial report' section of our report. We are independent of the Entity in accordance with the ethical requirements of the Accounting Professional & Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Committee Members' responsibility for the financial report

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

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

Auditor's Independence Declaration under Section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* to Project Didi Australia

I declare that, to the best of my knowledge and belief, for the period ended 30 June 2022, there have been:

- (i) no contraventions of the auditor independence requirements as set out in section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Nexia Sydney Audit Pty Ltd**Vishal Modi**

Director

Dated: 19 December 2022

Thank you

To our donors, our dedicated volunteers, our partners and the wider Project Didi Australia community, thank you for generously gifting your funding, time and expertise. You make the critical work of our partners in Nepal possible.

- Maggie Mackay on behalf of the Netta and Norman Niven Endowment
- The Tall Foundation
- The Rellim Foundation
- The Albert & Barbara Tucker Foundation
- Nexia Sydney
- Orana School staff, students and parents
- University of Technology Sydney (UTS) student teams
- Macquarie University student teams



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projectdidicommunity@gmail.com

Project Didi Australia

ABN 68 320 267 277

projectdidicommunity@gmail.com

www.projectdidiaustralia.org

