



QUAKER SERVICE AUSTRALIA ANNUAL REPORT

1 OCTOBER 2023 - 30 JUNE 2024



ACFID
MEMBER



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*Seed bank, Tamil Nadu
(SOURCE: PBRC)*

QSA respectfully acknowledges the Darramurgal, traditional custodians of the lands on which our office is located. We pay respect to elders past, present, and emerging and recognise the land that was and will always be Aboriginal land.

This report was presented at the QSA Annual General Meeting on 9 November 2024.

COVER IMAGE:
Ethno-veterinary clinic in Tamil Nadu, India (SOURCE: Pitchandikulam BioResource Centre - PBRC)

HIGHLIGHTS

- QSA supported eight international development activities and two refugee and asylum seeker projects in Australia, reflecting its commitment to Australian Quakers' concern for creating a more peaceful, equitable, just, and compassionate world.
- QSA provided \$694,607 to international development and refugee projects involving 6,084 participants, 65% of whom were women and girls.
- Seven new community groups in rural central and western Uganda have kick-started their way to achieving food security and nutritious diet habits for their households.
- Interactive theatre performances increased Cambodian schoolchildren's understanding of the challenges experienced by ethnic Vietnamese students, promoting collaboration and reducing conflict.
- QSA provided support for the resettlement of 15 Manus Island refugees to Canada.
- An innovative environmental education program in India that takes a multi-modal approach to environmental and climate education was recognised by the Tamil Nadu Government. The program will be launched in selected state schools.

*Rakai vegetable garden member,
Greater Masaka, Uganda
(SOURCE: St Jude Family Projects)*



MESSAGE FROM THE CHAIR

QSA has changed its financial year to align with the Australian Financial Year so we have the unusual situation of having two Annual General Meetings in one calendar year, and two annual reports and two annual financial statements. This report covers 1 October 2023 to 30 June 2024.

Unfortunately, we farewelled our Executive Administrator in October 2023 due to family issues. Pia was only briefly in the role, but instigated many ongoing changes including restructuring staff roles, updating storage and financial systems, and moving archives and the QSA mailing address to the Quaker Meeting House at 59 Boundary Rd Wahroonga 2076. Cressida Hall started as our new Executive Manager in October 2023 and has worked four days a week since November 2023.

An AGM was held in February 2024 at which several changes to the QSA Constitution were endorsed including a change in nomenclature with the former Management Committee now more appropriately titled the Board of Directors of QSA. In addition, the Linkages Committee has been disbanded, and instead, people interested in QSA are invited to apply for membership of the Company of QSA. Members receive an invitation to the AGM and copies of the annual financial statement and annual report.

The Board has been reviewing its skills and capabilities and has created a skills matrix to assist with identifying areas of strength and areas where skills may need to be emphasised when seeking new Board members.

Mary Jane Hogan and Dan Ong were farewelled from the Board, and their committed and valuable contributions were recognised. New Board members Chris Macmillan and David Carter have been welcomed.

QSA also appointed a new auditor, Banks Group Assurance Pty Ltd, which has experience with other Australian organisations in the aid and development sector.

Some of the ongoing work the Board has been addressing in this period has been reviewing QSA's vision and mission. The staff, Board, and invited members of the wider Quaker community have participated in workshops with facilitator Ann Porcino. QSA is looking to move to the concept of *positive peace* as our focus for future projects. A great example is a project commenced in Cambodia in 2022 with funding from the Jan de Voogd Peace Fund. QSA is working with project partner Khmer Community Development to assist with community building with different CALD groups.

We look forward to strengthening our relationship with the Australian Quaker community and the wider aid and development sector in the year ahead. Our commitment to the Quaker testimonies of Simplicity, Peace, Integrity, Community, Equality, and Care for the Earth has driven QSA for more than sixty-five years. This commitment is still relevant today, and we believe that QSA, through its committed staff and valued donors and volunteers, continues to make a positive difference in the world.



THERESE DOUGLAS
Chair

GUIDED BY QUAKER PRINCIPLES: ADVANCING EQUALITY AND EMPOWERMENT

Quaker Service Australia's (QSA) purpose is to practically express Australian Quakers' concern for building a more peaceful, equitable, just, and compassionate world. QSA works with communities in need to improve their quality of life with culturally sensitive, economically, and environmentally appropriate and sustainable projects.

We reaffirm QSA's commitment to advancing international development through the lens of Quaker principles. Established in 1959, QSA operates as the international development agency of the Religious Society of Friends (Quakers) in Australia. Our work is guided by the Quaker testimonies of simplicity, peace, integrity, community, equality and environmental stewardship. It reflects our core belief in the equal worth of all people—a principle deeply embedded in our Quaker heritage spanning over 350 years.

In line with our commitment to effective and transparent governance, QSA adopted a new governance structure in December 2016 and transitioned to a company limited by guarantee in April 2017. Our 2024 constitutional update further aligns our governance terminology with Australian norms, enhancing clarity and operational efficiency.

QSA maintains a firm stance against proselytising, terrorism, and party political activities. Our dedication to sustainable, community-led development continues to drive our work. We remain committed to making a lasting impact by empowering communities and fostering resilience in the face of challenges.

*Permaculture design at Kengo Primary
Ssembabule, Uganda
(SOURCE: St Jude Family Projects)*



MESSAGE FROM THE EXECUTIVE MANAGER

This year has been one of continued change and consolidation for QSA.

During the year, we decided to align our financial year with the Australian financial year (AFY). This shift simplifies our reporting processes and aligns our financial reporting with our program reporting which also aligns with the AFY. Previously, our financial year ran from 1 October to 30 September, while our program reporting followed the AFY.

The change means this Annual Report covers 9 months, from 1 October 2023 to 30 June 2024. It is important to note this when comparing this year's audited accounts with those from previous years. Our program reporting remains aligned with the AFY. Therefore, the data and analysis for our programs covers the 12 months, from 1 July 2023 to 30 June 2024.

Over the past year, we have focused on improving and consolidating our organisational, program management, and financial systems. While this remains a work in progress, I am confident these changes will help streamline our work and improve transparency as they are implemented.

One of the biggest challenges we've faced over the past 5 years is a steady decline in donations. We are not alone. This is an issue across the not-for-profit sector. The rising cost of living, economic uncertainties and an ageing donor base are all contributing factors. We are working to better connect with our donor community and communicate the impact of our work.

We appreciate the continued support from the Quaker Shop in Adelaide and the many individual and collective donors who continue supporting our work. Thank you.

I would like to thank our program partners for their continued collaboration. Their passion and commitment to bringing change to their communities continue to inspire our work.

Special thanks to the QSA staff whose efforts have helped us navigate this period of change, and the Board for their guidance and support.

I look forward to continuing our work in the year ahead.



CRESSIDA HALL
Executive Manager

INTERNATIONAL DEVELOPMENT

QSA champions community-led initiatives to build resilient communities, alleviate poverty, and achieve food and water security through sustainable development closely aligned with the United Nations' Sustainable Development Goals (SDGs). Operating from Sydney, QSA collaborates with local, secular, civil society organisations that understand their communities' needs. Their consultative and inclusive approaches ensure that projects are tailored to each community's context and priorities.

QSA utilises an indirect service delivery model, building long-term partnerships with local organisations to provide grassroots support. Interdisciplinary and holistic development approaches incorporate ecology, climate adaptation, nutrition, health, gender equality, women's empowerment, child protection, and inclusiveness, all designed to be culturally appropriate and sustainable.

A key focus of QSA's work is smallholder agriculture, particularly empowering women farmers who play a central role in rural livelihoods. Many of QSA's partners also support women's leadership and gender equality in the household and at the community level, reinforcing social and economic opportunities for women.

Climate change adaptation is essential for people whose livelihoods depend upon agriculture due to its high vulnerability to climate change. All QSA-funded agricultural training integrates climate considerations, helping communities build resilience and reduce the impact of natural disasters.

QSA considers evaluation a part of responsible project management. Regular evaluations help to foster continuous improvement, accountability and effective resource use.

Our regular programming continues to include Cambodia, India, and Uganda. Additional support was provided for permaculture activities in Bangladesh and resettlement initiatives for asylum seekers in Canada affected by Australia's offshore asylum processing policies.

QSA allocated \$215,891 to international projects from 1 July 2023 to 30 June 2024, supporting 6,084 participants, 60% of whom were women and girls.

QSA acknowledges the Australian Government's support through the Australian NGO Cooperation Program (ANCP). In 2023/24, six of QSA's international projects were delivered in partnership with the Australian Government through the ANCP.

QSA funds totalling \$125,246 were allocated to six projects supported by the Australian Government (via ANCP), to which the Government provided \$542,771. These projects involved 5,465 participants, including 1,780 children and young people. 64% of the participants were women and girls, and 1.1% were people living with a disability.



*Fish farming to improve nutrition and generate income
Kandal Province, Cambodia
(SOURCE: KCD)*

Khmer Community Development (KCD), Kandal Province

This three-year project focuses on community-driven development in nutrition, agriculture, gender equity, income generation, and environmental sustainability. By empowering target communities to identify their priority needs, KCD enables participants to implement successful projects that improve livelihoods, including home gardens, livestock management, and gender role sharing. This year, 381 households were assisted through agricultural activities, increasing food security, nutrition and income.

The involvement of men and local authorities in promoting gender equality was another critical feature of the project. KCD engaged with police, district government officials, and education directors to raise awareness about gender issues and encourage their support in building gender equality. The performance-based approach was a creative and effective means of addressing gender inequality, ensuring that both men and women could participate in the conversation and work towards meaningful change. Some villages reported that men's attitudes had improved following participation in these sessions, including increased support for their wives and increased share of the housework.

Following an environmental campaign, local authorities have agreed to support environmental and climate change activities, and teachers have agreed to continue awareness-raising activities.

When additional funds became available, QSA supported KCD to undertake capability-building in project planning and design (based on Forum Theatre) to improve current and future project activities for women's empowerment. It's part of longer-term planning to strengthen co-design methods to increase project impact and sustainability.

This project was delivered in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP), with QSA contributing \$24,275 and ANCP \$125,334. It involved 1,149 participants (603 women and girls) and 43 people living with disabilities.

*Study visit to learn about natural
fertilisers
Kandal Province, Cambodia
(SOURCE: KCD)*



Bunrany Hun Sen Development Center (BRHS), Pursat Province

The Center provides handicraft training for predominantly rural women, a production facility and commercial outlet, and assistance for farmers in increasing and diversifying their incomes.

The Center faces marketing and sales challenges; change is needed to ensure its survival. The aim is to build capabilities and support transitioning to a more commercial, self-sufficient organisation.

A vital element of this plan is a new, more commercial business unit to establish new markets, build business capabilities, and achieve sales to make the Center self-sustaining. A new manager was appointed, detailed business and operations plans were prepared, and an external consultant was engaged to provide business skills training. Work commenced on an online sales campaign to build new markets and achieve new sales, complementing the Center's showroom sales.

The Center continued offering vocational training and providing skills for the production facility. However, attracting students for some of the Centre's vocational training has been challenging in recent years. It continues to offer handicraft training for rural handicraft producers, enabling women in rural areas to earn an income and reduce their reliance on vulnerable agricultural production.

This project was delivered in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP), with QSA contributing \$29,629 and ANCP \$95,955 from 1 July 2023 to 30 June 2024. It involved 39 participants, including 36 women and girls.

*Training in grass mat weaving
for older rural women
Pursat, Cambodia
(SOURCE: BRHS)*



Department of Women's Affairs (DWAKT), Kampong Thom Province

This project exemplifies a comprehensive approach to addressing critical issues such as food and water security, gender empowerment, and community health. Focusing on rural families, particularly women, it integrates vital components like hygiene, sanitation, and livelihood enhancement through sustainable agricultural practices.

Key outcomes from the initiative include training 60 farmers in permaculture and climate change adaptation, enabling them to establish food gardens and secure nutritious food year-round. Notably, 80% of these farmers achieved food security throughout the year, and 55% began earning more than USD50 monthly by selling surplus produce, highlighting improved self-sufficiency and economic empowerment.

Furthermore, the project focuses on female leadership, particularly in addressing sensitive issues such as domestic violence and child protection. Training provided to female commune leaders enables them to better advocate for and represent the rights of women and children.

The project's broader impact on women's empowerment is particularly notable. An independent evaluation conducted early in the year found that the project continues to significantly impact participants' financial situations and lifestyles. See the section on *LEARNINGS* for more about the evaluation.

This project was delivered in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP), with QSA contributing \$22,943 and ANCP \$72,861. It involved 201 participants (185 women).

*Food processing training for permaculture trainees
Kampong Thom, Cambodia
(SOURCE: DWAKT)*



Department of Women's Affairs (DWAP), Pursat Province

This project is pivotal in empowering women, enhancing food security, and building climate resilience. Employing permaculture techniques has transformed the lives of 80 female farmers who established home food gardens to ensure year-round food security. Small business training enables them to generate extra income through animal-raising and selling surplus produce.

The program emphasises climate-smart agriculture, which is critical in these communities that rely on a single monsoon-dependent rice crop, leaving them vulnerable to challenges like flooding, drought, and rising temperatures. By adopting techniques—such as selecting drought-resistant crops, improving irrigation and water management, and enhancing food storage and processing—participants reduce reliance on crops susceptible to climate risks.

Another significant aspect of the project is empowering female commune and village leaders. With 186 women leaders receiving equality, inclusiveness, and climate change training, they are more confident and prepared to intervene in domestic violence or child protection cases.

Training provided to commune kindergarten teachers enables them to collaborate with parents on child rights, protection, and positive parenting and makes their kindergartens safer and more engaging for children.

For the first time this year, a workshop was conducted for 360 commune council representatives, police, village leaders and safeguarding officers on the protection of women and girls from sexual and domestic violence, prevention of trafficking and unsafe migration.

This project was delivered in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP), with QSA contributing \$21,862 and ANCP \$75,835. It involved 433 participants (402 women and girls).

*Permaculture home food
garden garden
Pursat, Cambodia
(SOURCE: DWAP)*



Peacebuilding Project, Kampong Chhnang Province

This peacebuilding project, implemented by Khmer Community Development (KCD), addresses deep-rooted inter-ethnic tensions between Khmer and ethnic Vietnamese communities in Cambodia. It focuses on education, teaching Khmer language skills to ethnic Vietnamese children and youth, many of whom had little to no access to formal education. Language training is vital to reduce the marginalisation of these children. 156 Vietnamese children have now participated in informal classes, and 80 have enrolled in public schools.

This year, a Forum Theatre performance was used to increase Khmer students' understanding of the challenges faced by Vietnamese children attending public schools.

The project also focuses on strengthening the capacities of community leaders and schoolteachers through training in child rights, protection, and safeguarding. Appointing key community figures has been critical in securing sustained community participation.

Meetings between local authorities and Islamic and ethnic Vietnamese leaders have fostered dialogue and planning to further support education.

This project was funded by QSA through the Jan de Voogd bequest, with \$57,274 allocated between July 2023 and June 2024. 504 people participated, including 488 children and young people. One-quarter of the participants were ethnic Vietnamese.

*Capacity building on agriculture to a school committee as part of community peacebuilding
Kampong Chhnang, Cambodia
(SOURCE: KCD)*



Pitchandikulam BioResource Centre, Tamil Nadu

This was the second of a two-year project supporting the Nadukuppam community via the Nadukuppam Panchayat Development Planning Committee (PDPC). The PDPC works with the community and government to set and meet development priorities. In conjunction with the Village Knowledge Centre, it undertakes research, providing the foundation for future projects and planning. This project has seen a shift in focus for PBRC from a training provider to a community partner focusing on building well-informed, more resilient and responsive organisations (PDPC and Village Knowledge Centre) to guide development priorities and support community-led initiatives.

Significant progress has been made in environmental education, health interventions, and ecological surveys. Data collected through surveys and studies was converted into beautiful posters, teaching materials, website creation, eco-geographic maps, and updated PowerPoint presentations that were available and displayed in the Knowledge Centre. An online library of resources has been established to ensure that this knowledge and information is available to the whole community.

PBRC continued refining its Environment Education (EE) program for secondary and middle schools. This program takes an innovative multi-modal approach to environmental education, including establishing vegetable and/or herbal medicine gardens in schools, conducting biodiversity surveys, offering waste-to-art classes, visiting archaeological sites and using traditional story-telling techniques to engage students with the environment and climate change. The Tamil Nadu government has recognised this program and will introduce it to other state schools.

This project was delivered in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP). QSA contributed \$213,629 and ANCP \$52,370. The project involved 2,976 participants, including 935 women and girls.

*Traditional herbal medicine training
Tamil Nadu
(SOURCE PBRC)*



UGANDA

St Jude Family Projects, Greater Masaka

Six new community groups comprising 311 smallholder farmers in rural central and western Uganda have embarked on their journeys to achieve food security and nutritious diet habits for their households. The majority have successfully adopted several new low-cost and climate-resilient farming methods, achieving healthier yields of wider diversity this year despite a month-long drought.

The boost in income this year for just over half of the farmers has mostly come from surplus production of maize, cassava and plantain. High participation in the savings and lending groups has enabled over 250 farmers to access loans for school fees, health and household expenses.

Furthermore, 342 school students participated in setting up school food gardens, enabling 7 schools to provide an additional day meal for their students during the school term.

This project was delivered in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP), with QSA contributing \$12,909 and ANCP \$56,361. 667 people participated directly (480 women and girls), including 8 people living with disabilities.

*Farmer in her diversified
horticulture garden
Nambirizi, Uganda
(SOURCE St Jude Family Projects)*



Dream Farm Kyakabunga, Kiruhura

This year, Dream Farm Kyakabunga (DFK) is supporting a new group of 40 (women) community members to build climate-resilient food security. The women and their household members have restored and prepared 80 acres of land for sustainable food crop production.

During the project, participants and their households increased food security from one to three meals daily due to improved land productivity and soil and water conservation. The creation of surplus and diversification of farm produce, such as onions, beetroot, and cabbage, has also enabled farmers to earn additional income of up to \$100 a month.

QSA fully funded this project, providing \$24,501 this year. In addition to 42 women (2 living with disability), several other community members benefitted from joining various training sessions and exercises with DFK during the year.

*Josephine Kizza, Executive Director of St Jude Family Projects, guides a women's group discussion on gender-based violence. Uganda
(SOURCE: St Jude Family Projects)*



BANGLADESH

Permaculture guide for refugees

QSA continued supporting the Bangladesh Association for Sustainable Development to translate and print Rowe Morrow's Earth Restorer's Guide to Permaculture. This publication is instrumental in facilitating agricultural training for refugee communities in Bangladesh, empowering them with sustainable farming practices that align with permaculture principles.

AUSTRALIA

Refugees and asylum seekers

Manus Lives Matter

QSA supported Manus Lives Matter (MLM) in its critical efforts to aid refugees impacted by Australia's offshore processing policies, particularly those awaiting resettlement in Canada and those left destitute in Papua New Guinea (PNG). Through MLM's partnership with Operation Not Forgotten—a collaboration with the Refugee Council of Australia and MOSAIC—69 refugees were successfully resettled in Canada. However, 47 individuals remain in limbo, waiting for their transfer, with 102 family members still separated from their loved ones.

A significant focus of MLM's work during this time has been addressing the humanitarian crisis in PNG. After the government withdrew its support in November 2023, 50 men and their families were left without necessities. Some of the funds provided by QSA were used to assist these individuals. This is the first of a two-year project, and funding for the two-year project was given upfront.

Family Reunion Loan Fund

The Queensland Regional Meeting of Quakers continues to manage a family reunion loan fund aimed at supporting refugees who need assistance with travel costs to bring sponsored relatives to Australia from central and eastern Africa. This fund helps facilitate family reunification by providing financial support for travel expenses, ensuring that refugees can reunite with their loved ones in Australia.



*Manus Island
(SOURCE: The Guardian)*

FEATURE

Food Security: Why does hunger exist when there is more than enough food to feed the world?

By Ai Leen Quah, International Programs Lead

Having enough food to eat and knowing where your next meal will come from is more than a physiological need. It is also essential for one's psychological and overall well-being. Food security, as defined by the Food and Agriculture Organisation (2017), is when all people, at all times, have physical, social, and economic access to sufficient, safe, and nutritious food. Food security is often a fundamental feature in initiatives relating to rural livelihoods, women's empowerment, and environmental sustainability. Much of QSA's work involves supporting subsistence and smallholder farmers who manage less than two hectares of land—an area slightly larger than a soccer field.

Small-scale agriculture is closely related to critical global issues of poverty, hunger, gender inequality, environmental sustainability and climate change.

Someone earning less than the equivalent of US\$2.15 per day (the official international poverty line) is more likely to live in rural or remote places with limited economic opportunities. They are more likely to eat less and have food of poorer quality. Ironically, the populations we are talking about tend to be those whose livelihoods depend on agriculture and where land is the family's only asset. In Australia, when we think of farmers, we tend to think of men. But in many places worldwide, women are primarily responsible for growing, harvesting, and preparing food for their families - and bear the brunt of many related hardships.

The problem is not food scarcity but issues of poverty and inequality in global food and economic systems. Collectively, we produce enough food to feed the world's population, but not everyone can access or afford safe and nutritious food to meet their needs. Most smallholder farmers are in low- and middle-income countries, accounting for 84% of farmers worldwide. They comprise only 12% of agricultural land but produce 35% of the world's food! By contrast, the largest 1% of farms are primarily in high-income countries and operate 70% of available farmland.

How is it possible that farmers cannot feed themselves? Recently, in Australia, we have seen our farmers growing quality produce yet still unable to obtain adequate prices. Low-income countries have fewer resources to support their farmers and less bargaining power in international trade negotiations.

In this context, QSA supports rural communities that rely on subsistence and smallholder farming. These communities build on their existing knowledge and practices to make the most of their available land and resources in a way that is sustainable and resilient to key challenges such as climate change. In 2023/24, QSA supported several hundred smallholder farmers, yet much work remains to be done to change the unsustainable ways of our global food and economic systems.



*Farmer involved in animal-raising for income generation
Kandal Province, Cambodia
(SOURCE KCD)*

*Read more about QSA's work with St Jude Family Projects in the full version of this article.
Visit QSA Notes at
www.qsa.org.au/resources*

CASE STUDY

Training gives Chenda the courage and confidence to overcome disabilities

Chenda lived a typical childhood until she fell seriously ill at age seven. With no health centre nearby, her father sought help from a traditional healer, which unfortunately worsened her condition. Desperate, he took her to doctors in Phnom Penh. However, the treatment delay left her with lasting impairments. Her ability to walk, her memory, speech, and hearing were all affected, and she needed time to process thoughts and speak.

The illness dramatically changed Chenda's life. It took four years for her to walk again. Her education ceased because she couldn't commute to school, especially when the roads were flooded. She experienced discrimination in her community, so her parents kept her at home for her safety. This isolation deeply affected her motivation and courage, leaving her feeling hopeless, with only her parents truly supporting her.

At 35, Chenda's life changed when she joined a Khmer Community Development workshop. Initially, she was unsure what to expect, as she had become accustomed to rarely leaving the house and had not interacted with many people in years. However, she found the workshop transformative. The training brought together people with other disabilities and supported them in building self-confidence and self-acceptance.

Chenda says she gained courage and confidence. She also learned skills, including sewing, which she now uses to make t-shirts to sell. She also learned how to raise chickens, providing her with a new source of income.

Chenda has also earned respect from her community, which is impressed by her ability to achieve things that many people without disabilities cannot.

At KCD's training sessions in Phnom Penh, I could share my story and connect with others facing similar struggles. Although there is still some discrimination, I feel confident enough not to let it affect me.

Chenda



Chenda working on her sewing following training
Kandal Province, Cambodia
(SOURCE: KCD)

LEARNINGS

Notes from an evaluation

QSA worked with the Department of Women's Affairs, Kampong Thom (DWAKT), to evaluate their project designed to enhance women's economic empowerment through training in permaculture-based agriculture. The evaluation aimed to assess the extent to which the project had increased women's empowerment over the short to medium term, 1-5 years after participating, and to recommend any changes or improvements to the project design and implementation for effectiveness.

The evaluation was designed by QSA in conjunction with DWAKT and undertaken by an independent reviewer. Data was collected via focus group meetings. Twenty-eight women, including previous participants (1-5 years after participating) and a control group, joined the discussions.

The report stated: *The project has significantly impacted and continues to impact the lives of people who participated in its financial situation and lifestyles. However, the changes go further, affecting family power dynamics and how women see and enjoy their lives. Evidence also shows that the program has a broader social impact, improving community-based partnerships and relationships.*

Changes that continued beyond the project included increased women's access to and control over family finances and decision-making within the household. Men also assumed a more significant role in caring and household work.

The former-participant households generally had a higher level of income security, leading to increased spending on children's education and family lifestyles.

Other findings include a sustained positive shift in attitudes toward gender equality and improved respect for women. A lower acceptability of domestic violence was also evident in the former-participant households, with a trend of lower incidence and higher reporting rates.

Recommendations included:

1. Continuation of the training program to reach more people.
2. A more in-depth evaluation exploring the longer-term impacts of the program and its impact on the broader community.
3. Longer-term follow-up and refresher courses could be beneficial.
4. Consider a 'train the trainer' model.

Now we can discuss issues with our husbands and are confident to do so. We could not communicate or discuss before. A big difference is that we now have money.



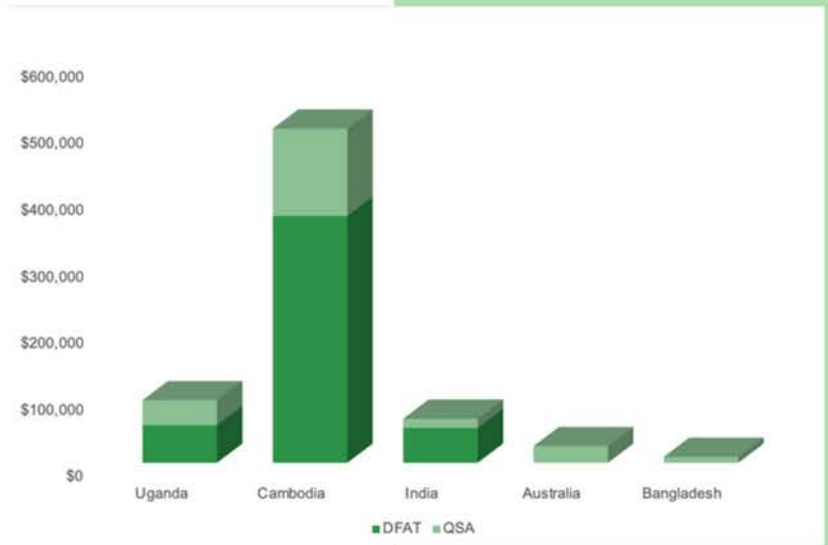
*A project participant in her home garden
Kampong Thom, Cambodia
(SOURCE: QSA)*

PROGRAM STATISTICS

The following graphs illustrate QSA's activities, highlighting key aspects such as geographic reach, source of funds, the nature of activities, and details of the participants. It provides an overview of QSA's impact and scope.

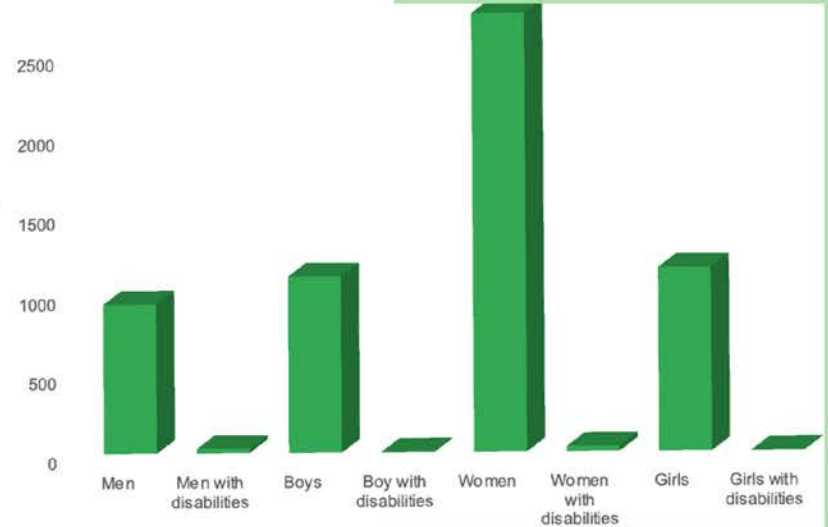
Project expenditure by country

Cambodia was the largest region for QSA project spending, with its five projects accounting for more than 72% of QSA's total project expenditure. This year, QSA's funds were all directed towards international projects and activities, although a small proportion was channelled through Australian-based organisations' projects in overseas locations.



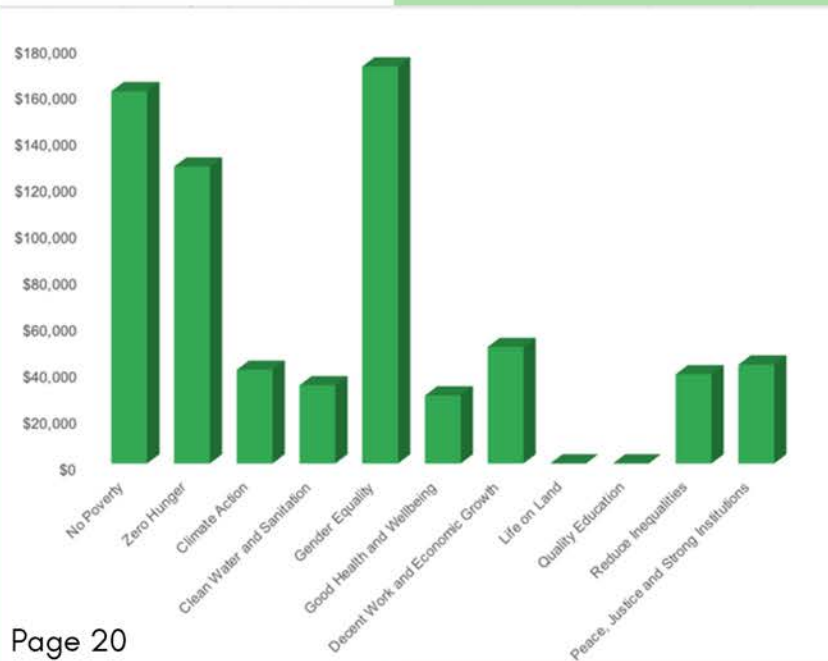
Participants by gender, age, & disability

This image illustrates the demographics of project participants. Of the 6,018 participants, 66% were women and girls, and 38% were under 18. Individuals living with a disability accounted for 1.1% of participants. QSA welcomes non-binary gender data disaggregation. However, QSA's partners did not identify such participants this year. This breakdown highlights QSA's focus on supporting women, girls, and youth in their projects while acknowledging an increasing need to include people with disabilities.



Project expenditure by activity (Sustainable Development Goals)

This image illustrates the proportion of project spending by activity type, reflecting QSA's focus areas and funding distribution across activities aligned with various SDGs. It is important to note that all QSA projects are designed holistically and, in reality, contribute to multiple SDGs simultaneously. Although one project may target a primary goal such as food security or gender equality, it will also contribute to the interconnected goals of environmental sustainability, education, and community empowerment.



ORGANISATION INFORMATION

Due Diligence

Due diligence and risk management are built into QSA's organisational and operational processes and for each project and context. QSA engages rigorous procedures in managing its funds and projects to ensure transparency and accountability, prevent and deter fraud and misuse of funds, and to promote organisational effectiveness and efficiency for QSA and its partners.

QSA undertakes regular monitoring and assessments as per its policies to ensure that all decisions and transactions are conducted fairly, honestly, and transparently. We strive to continually improve the ways in which we our work and strengthen our systems and processes for good governance.

Feedback and complaints

QSA maintains a policy on Grievance Handling, Complaints, and Dispute Resolution and strives to consider the rights of all concerned. To resolve complaints, grievances, and disputes, QSA uses open communication consistent with collaborative work practices and follows Quaker teachings and ideals.

As an Australian Council for International Development (ACFID) member, QSA is party to an independent, accessible, fair, and confidential Code complaints handling process (see below).

ACFID Code of Conduct

The Australian Council for International Development (ACFID) Code of Conduct establishes standards of good practice in governance, program effectiveness, fundraising, and financial reporting to enhance its members' transparency and accountability.

QSA is a signatory to the ACFID [Code of Conduct](#), a voluntary, self-regulatory sector code of good practice. As a signatory, we are committed to and fully adhere to the ACFID Code of Conduct, conducting our work with transparency, accountability, and integrity.

QSA has been an ACFID member and a signatory to the ACFID Code of Conduct since 1996. Following its principles and values, the QSA Management Committee is committed to achieving the highest standard in every area of its work. It recognises that handling complaints well is a critical way of learning what is needed to improve our work. More information is available from QSA or directly from [ACFID](#).



Permaculture trainee in her home food garden, Kampong Thom, Cambodia (SOURCE: DWAKT)

The QSA Board affirms its commitment to be bound by the ACFID Code of Conduct complaints handling process and promptly comply with reporting requirements, reasonable information requests and remedial or disciplinary actions recommended by the Code of Conduct Committee. QSA's adherence to the Code of Conduct demonstrates its commitment to ethical practice, public accountability, and supporting fellow ACFID members in pursuing their ideals and objectives.

QSA's Chair is the contact person for receiving complaints:

chair@qsa.org.au

The Chair, QSA

59 Boundary Road, Wahroonga, NSW 2076

For further information regarding the ACFID Code of Conduct or to make a direct complaint, contact the ACFID Code of Conduct Committee:

main@acfid.asn.au

<https://acfid.asn.au/contact-us>

(02) 6285 1816

Code of Conduct Committee

Private Bag 3, Deakin, ACT 2600

Memberships and accreditation

QSA is a member of the Australian Council for International Development (ACFID), the peak body for Australian non-government aid and international development organisations that sets standards for good practice.

QSA maintains full accreditation with the Department of Foreign Affairs and Trade, and is a recipient of the Australian NGO Cooperation Program (ANCP) that supports trusted Australian Non-Government Organisations through flexible annual grants for overseas development projects. To receive funding through the ANCP, NGOs must be accredited by DFAT. Accredited NGOs are required to undergo a rigorous independent assessment of their organisational structure, systems, and philosophies.

QSA is a member of the Refugee Council of Australia, Women in Aid and Development, and the Church Agencies Network (CAN), a group of church-based aid and development agency members of ACFID.

QSA maintains its status as a registered not-for-profit entity with a charitable purpose for public benefit under the Australian Charities & Not-for-profits Commission (ACNC), the national regulator of charities.



*Animal raising as part of a permaculture-based home garden
Kampong Thom, Cambodia
(SOURCE: DWAKT)*

QSA Board

Therese Douglas - Chair

Rae Litting - Deputy Chair

Aletia Dundas

Paul Carter

David Carter (Appointed 2 February 2024)

Chris McMillan (Appointed 19 April 2024)

Mary Jane Hogan (Resigned 2 February 2024)

Daniel Ong (Resigned 15 December 2023)

Public Officer

Garry Duncan

Company Secretary

Cressida Hall (from 20 October 2023)

An up-to-date list of Board members, including their profiles, is available on the QSA website.

Description
Greater Masaka, Uganda
(SOURCE: St Jude Family Projects)



QSA Office Team



Cressida Hall
Executive Manager



Niraj Shah
Finance Officer



Ai Leen Quah
International Programs Lead



Fleur Bayley
Project Manager, Cambodia



Alis Middleton
Finance Administrator (to 2 May 2024)



*Siphon and Sithol, long-standing project staff at Department of Women's Affairs
Kampong Thom, Cambodia
(SOURCE: QSA)*

FINANCIAL SUMMARY

The financial reports are for the 9 months from 1 October 2023 to 30 June 2024 (FY24, compared with 12 months in FY23).

QSA's total income for the 9 months from 1 October 2023 to 30 June 2024 was \$1,394,235. This comprised:

- Grant funding recognised as income was \$248,032 compared with \$677,744 for the 12 months of FY23. DFAT funding received for FY23 was \$540,545.
- Interest income was \$20,378. (\$21,784 in FY23).
- Funds from the Quaker Shop in Adelaide were \$59,000 (\$98,000 in FY23).
- Bequests received were \$881,816 (\$566,670 in FY23).
- Donations were \$185,009 (\$205,694 in FY23).

The increase in grant funding is due in part to an increase in funds allocated to overseas development aid by the Federal Government since May 2022.

Regular donation income continues to trend downward. However, QSA has been very fortunate to benefit from generous legacies and bequests in recent years. We are also very grateful for the continued and regular financial support from the Quaker Shop in Adelaide.

In the nine months to 30 June 2024, QSA delivered projects in partnership with the Australian Government through the Australian NGO Cooperation Program (ANCP), receiving \$370,472 for international aid and development projects (\$906,552 for 12 months of FY23).

The funds allocated to domestic and non-ANCP international projects during the same period were \$13,655 (\$86,530 in FY23). The FY23 funds largely comprised a bequest.

Administration and employee expenses in the 9 months were \$281,715 (\$279,663 in FY23).

Cash and Cash Equivalents as of 30 June 2024 were \$1,682,832 (\$1,239,766 as of 30 September 2023).

Net Equity at 30 June 2024 was \$1,613,292 (\$884,899 at 30 September 2023).

QSA reported a surplus of \$728,393 for the 9 months to 30 June 2024 (FY23 of \$297,147). This surplus is due to the bequests received.

QSA maintains adequate general reserves to cover exchange rate losses, staff annual and long service leave, and to provide three months' expenditure in the event of winding up.

From 1 July 2024, QSA's financial year reporting will be aligned with the Australian Financial Year.

The audited financial statements were prepared following the requirements of the ACFID Code of Conduct available on the ACFID website (<https://acfid.asn.au>).



*Conducting a household survey for new project participants
Kampong Thom, Cambodia
(SOURCE: DWAKT)*

QSA acknowledges and is extremely grateful to its supporters, volunteers and donors without whom this work would be possible.

Please contact us for further information about our work, to provide feedback or to donate.



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