

A close-up photograph of a young girl with dark skin and her hair styled in many small braids. She is looking directly at the camera with a slight smile. She is wearing a blue patterned cardigan over a pink and white striped shirt. A large, rough-textured log is resting on her shoulder.

**PLAN
INTERNATIONAL
AUSTRALIA**

ANNUAL REPORT

2017



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About this report

This report sets out Plan International Australia's progress and achievements between 1 July 2016 and 30 June 2017. We have referred to this period as '2017'.

For more information about the topics covered in this report, visit plan.org.au.

Front cover: Jackleen, four, stands next to a tree, Malawi.

Boy plays outside his new pre-school built with Plan International's support in Myanmar.



MESSAGE FROM THE CEO

2017 marked Plan International's eightieth birthday, a tremendous milestone for our global organisation and one that has seen us witness great change in the sector and across the globe.

We're proud of our new status as octogenarians, but we understand that the world we were founded in is a very different one to the one we see now. In order to make the largest possible impact for children and girls, we need to be as forward thinking and willing to adapt as we were at our inception.

Plan International Australia is now one year into our three-year corporate strategy. This strategy has seen us adopt new ways of working, a stronger voice as advocates for children and girls and more strings to our bow in our role in the sector.

Our advocacy here and overseas has seen young women take the stage and fight for their rights. Our work with children through our programs has continued to strive for greater inclusion throughout communities so that the most marginalised are heard.

Climate change and conflict continue to threaten the wellbeing of children and their communities. The crisis in South Sudan this year showed the culmination of both, with conflict and drought resulting in the first declaration of famine globally in six years. Your support in this crisis is reaching many of those affected. Thank you for your continued support.

As the world changes we are proud that we have been able to adapt with it. It is imperative that we equip children and their communities to have the tools, resilience and a voice in the face of this shifting world.

Our work is only possible with your support. Whether it's sponsoring a child, advocating for change, fundraising, supporting our humanitarian efforts, or even remembering Plan International in your will, your support is invaluable.

Thank you for changing with us.

Ian Wishart
CEO, Plan International Australia



MESSAGE FROM THE CHAIR

Plan International Australia experienced strong growth this financial year, with our revenue at its second highest level in five years. We have been able to adapt to a changing and often challenging market, working to improve our efficiency to ensure more of our revenue goes towards our programs for children.

In 2017 Plan International entered the first year of its global strategy, with an aim of taking action so that 100 million girls can lead, learn, decide and thrive. It's a bold ambition and one we aim to achieve by becoming a leader in the fight for equality.

This strategy recognises the reality of the world we live in today. One that is more urban with more than half the world's population living in cities. One with more people on the move displaced by conflict, climate change or lack of opportunity. One that is more inter-connected. One that is more competitive, with a highly saturated fundraising market. And one that is younger, with half the world's population under 30 and the majority living in developing countries.

These factors present new challenges and opportunities that we are determined and well-placed to meet, with children at the centre of our work.

Thank you for backing us in our new direction, which in reality is an evolution of our work to date. We will always strive for a world where children are heard and empowered to create their own futures.

I look forward to seeing the exceptional change these young people will drive with your support.

Gerry Hueston
Chair, Plan International Australia

OUR PURPOSE

WE STRIVE FOR A JUST WORLD THAT ADVANCES CHILDREN'S RIGHTS AND EQUALITY FOR GIRLS.

We engage people and partners to:

- Empower children, young people and communities to make vital changes that tackle the root causes of discrimination against girls, exclusion and vulnerability
- Drive change in practice and policy at local, national and global levels through our reach, experience and knowledge of the realities children face
- Work with children and communities to prepare for and respond to crises and to overcome adversity
- Support the safe and successful progression of children from birth to adulthood



Find out more:

Child protection: planau.me/policy-child-protection
Feedback and complaints: planau.me/feedback-complaints

Refugee children from Myanmar playing together in Balukhali camp, Bangladesh.

Last year we introduced our new purpose, focusing on a just world that advances children's rights and equality for girls.

This year, we've been taking strides along our roadmap to achieve our global super goal:

1 BILLION PEOPLE TAKE ACTION SO THAT 100 MILLION GIRLS LEAD, LEARN, DECIDE AND THRIVE.



Girl learns in an Early Childhood Care and Development centre in the district of Adjumani, Uganda.

One year into our new strategy, this is our progress in these key areas.

IMPACT

AUSTRALIA, THE PACIFIC AND GLOBALLY

We will continue to work as we have always done, within Plan International's areas with a focus on Asia and South and East Africa. We're excited to expand our operations into the Pacific, our nearest neighbours. Soon, we'll be commencing programming in Australia where we believe we can advance children's rights and equality for girls based on the wealth of knowledge, capabilities and approaches we've developed overseas.

IN 2017

- We scaled up our work with young people in the Pacific by establishing a new program to provide safety for girls in Honiara, Solomon Islands and a Pacific wide consortium program to address disaster risks for young people and communities in five Pacific countries. We also successfully concluded the first phase of our Bougainville Youth Initiative which provided training and support to young Bougainville women leaders, vocational pathways for adolescent girls and boys, and support for young women at risk.
- In Asia and Africa, we were able to provide sustained support to a million children and adults affected by conflict and disasters in Zimbabwe, South Sudan, Central African Republic, Myanmar, and Nepal. This support enabled families to protect and nourish children, and maintain their access to schooling to give them a chance to develop

to their potential. In Nepal we were able to rebuild twelve schools damaged by the earthquake and support teachers to provide an inclusive learning environment.

- In Malawi, Indonesia, Pakistan, Vietnam and Laos our work to promote safe sanitation practices and hygienic environments for children have benefitted half a million children and adults to live healthier lives, and lower the risk of life-threatening disease amongst young children.
- Our sponsorship funded projects continued to deliver tangible benefits for children in the area of education, water and sanitation, and child protection, in the remote areas of 50 developing countries. This work was complemented by specific grant and donation funded project work funded either from Australia or one of the other Plan International fundraising offices in the federation.

COMBINING ADVOCACY AND PROGRAMMING

Advocacy has traditionally been seen as something that happens here in Australia directed at our own government, and programming as a practical service that is provided to our communities and projects overseas.

We know that if we combine the power of advocacy and programming we can create greater change that tackles both the root causes of poverty and discrimination as well as the systems that hold girls in particular behind.

IN 2017

- We supported our Indonesian colleagues with their Country Strategic Plan and provided advice on advocacy and influence for girls aligned to the Sustainable Development Goals.
- We completed the stakeholder mapping for the Honiara Safer Cities Program and also identified possible areas of advocacy work with girls in the Solomon Islands.
- We partnered with an existing program in Timor-Leste to design campaign training for young people so they can take up their own issues.

PROGRAMS THAT TRANSFORM THE WORLD FOR GIRLS

We will develop programming that is transformative for girls and focuses on safety, gender equality and wellbeing. These won't be 'girls only' programs. Boys will be included as part of the solution and will benefit from an equal gender environment that is safe and fair for all children. Still, we can see the barriers that are holding girls back and we need to address them.

IN 2017

- We worked with girls, young women, partners and city governments to provide safe environments for girls in Kampala in Uganda, Hanoi in Vietnam, and Honiara in Solomon Islands. By promoting the voice and participation of girls in these three cities we are enabling them to create the space to influence other aspects of their lives.
- Our positive parenting programs with mothers and fathers, and respectful relationships and gender equality programs with girls and boys created more supportive environments for girls in Indonesia, Ethiopia, Laos, Vietnam, Nepal, Bangladesh, and Papua New Guinea. Girls in participant communities have better opportunities to attend early childhood learning and schooling, benefit from more protective environments, and have expanded opportunities to realise their full potential.

Monitoring, evaluation and learning.

We are committed to implementing strong monitoring, evaluation and learning across our work. To do this, we developed a Monitoring, Evaluation and Learning Framework (MELF) to provide a common understanding on what is relevant and important to monitor in each of our projects and programs. The framework promotes outcomes-based monitoring and learning to ensure that our work is aligned with our global, organisational and program strategies and it identifies, captures and makes sense of our progress against these strategies.

Our progress is reviewed annually against key indicators in the MELF. Our inaugural assessment that was conducted from September – November 2017 included: 10 standard one-country end-of-project

- We scaled up our work on understanding the specific challenges faced by girls in the countries we work in and initiated more evidential and responsive programs to address the specific vulnerabilities of girls in conflict and disasters, focusing on South Sudan, Cambodia, Myanmar, and Zimbabwe. This work has reinforced our need and commitment to focus our programs, humanitarian and development, on the lived reality and specific challenges faced by girls. As a result of this we are adapting and focusing our programs to address issues such as menstrual hygiene management, protection from the risk of abuse and discrimination, enhanced access to sexual and reproductive health services, and reinforcement of legal rights.

LEADING A GLOBAL MOVEMENT FOR GIRLS

Girls are amongst the most excluded, under-privileged and disempowered groups in the world. We believe this needs to change in order to create a fairer world for all children. We will become a catalyst for change while engaging with young people to help amplify their voices on the issues impacting them. We can't do it alone. We will engage and work with others to push for change, and we will use the Sustainable Development Goals as a tool to ensure our goals are tracked and achieved.

IN 2017

- We amplified the voices of girls and young women through research into online safety, safety in public spaces and everyday sexism, and expanded our youth activist leadership training from Melbourne to Sydney.
- We trialled an online mapping tool, Free to Be to highlight safety concerns of young women in public spaces linked to our work internationally for Safer Cities in Hanoi, Kampala, Cairo, Delhi and Lima.
- More than 5,000 people joined us in taking action for girls and vulnerable children.

evaluation reports, two mid-term evaluation reports, two multi-country evaluation reports, four assessment or research documents, three monitoring reports, four assessment tool (field monitoring) documents, one advocacy document and one policy review. This helps us document the change we are achieving with our programs and sets a baseline for years to come.

Each evaluation explored value for money – we view value for money as achieving the right balance between economy, efficiency, effectiveness and equity. This echoes our commitment to improving the lives of the poorest and most marginalised within the communities with which we work.

In the coming years we will share our learnings against this framework so you can see how we're tracking.

View the framework at planau.me/MELFramework

ADDING VALUE

NEW VALUE FOR OUR PRIVATE SUPPORTERS

We value our supporters, and know that building relationships and connecting you with our work through thoughtful, helpful communication will amplify our impact. We want your supporter journey to be a meaningful one, no matter how you choose to support us.

IN 2017

- We commenced communicating the new and exciting global purpose – to advance children's rights and equality for girls.
- We re-designed and improved the experience sponsors have in the first few months through greater use of email, videos, SMS and letters.
- We improved the personal service we provide for major donors giving gifts greater than \$5,000.
- We have increased the assistance we provide to supporters wishing to include Plan International Australia as a beneficiary in their Will.

NEW INNOVATION FOR INSTITUTIONAL SUPPORTERS

We will sharpen our focus and technical capacity to program for equality for girls as we strive for stable, sustainable and growing funds from institutional supporters. We will also create powerful partnerships and joint ventures with different organisations with the aim of securing large grants and as a result more sizable and effective programming.

IN 2017

- We worked with the Asia Development Bank to establish a youth employability trust fund to promote opportunities for marginalised young women in a number of Asian countries to access appropriate vocational training programs. This innovative fund will provide assistance to governments and private sector actors to develop and implement contemporary, relevant and accessible programs that enable young women to access decent and sustainable employment.
- We established a 3D printing project in Solomon Islands that will utilise recycled waste plastic to manufacture components for use in programs to provide clean water systems to remote and at-risk communities.

- We expanded and developed our Digital Birth Registration program and model to operate in countries and communities with high incidences of unregistered children including those affected by disasters and displacement. Our work in Uganda and Pakistan has registered thousands of children and set a foundation for expansion into other countries and regions.

VALUE FROM STRATEGIC ALLIANCES AND PARTNERSHIPS

Through embracing new and existing alliances and partnerships we have the potential to build our support base, our capabilities and the breadth of our work geographically.

IN 2017

- We have adopted an approach that considers partnerships and alliances as a preferred way of working for greater impact.
- We formed a new humanitarian consortium for responding to disasters that includes ChildFund, CBM, AVI and Actionaid.
- We have formed an alliance with ChildFund as preferred partners to be considered in future projects.
- Our long standing partnership with International Medical Corp continues to help us respond to the Middle East humanitarian crisis.

EXPLORING NEW SOCIAL ENTERPRISES

This is relatively new ground for charities like ours, but there is potential for us to utilise our skills to create new products and business ideas to open us up to new revenue from commercialised sources.

IN 2017

- We have identified capabilities and services that we already have that it might be possible to turn into social enterprises.
- We have identified partners that are available to help us down the pathway to creating social enterprises.

We have set ourselves to take this area of the strategy further in the next financial year.

COMMUNICATING OUR EXCITEMENT

We will embrace and master new media, and engage people through traditional channels with renewed vigour in order to communicate our purpose. We want our communications to be brave, progressive and bold in order to reach more people who are passionate about a just world for children and girls.

IN 2017

- From July 1 2016 to June 30 2017, Plan International was mentioned in 1,191 news reports across TV, radio, online and in magazines. We reached an audience of more than 26 million people. If we'd paid for the same editorial space, it would have cost \$11.6 million.
- Our share of media among the big Australian non-government organisations doubled to 30% of all of the media coverage of the top 14 agencies combined. Plan International also drastically increased our TV coverage from 14 reports to 54 TV news reports.
- We tripled our following on the Because I am a Girl Facebook page after partnering with Facebook for Day of the Girl on a special 'change your profile picture to support girls' initiative where every Facebook user around the world was invited to change their profile picture in support of Plan International. Our frame was adopted by 870,000 people worldwide, including Melinda Gates and Sophie Trudeau.

LEADING DIGITAL EXPERIENCES

We want to create a leading digital experience to ensure a seamless experience for our supporters, while also improving our fundraising efficiency.

IN 2017

- We developed a three-year digital strategy that will assist us in providing relevant and personalised information and content to all who are part of our work.

- We commenced re-designing our supporter portal and website for a better mobile and tablet experience.
- We continued highlighting the stories of the work we are doing together and the impact we are achieving through both written and video content to bring the work closer to you.
- We continued to improve our digital transactional and communications services to help reduce waste and costs.

THE CULTURE, CURIOSITY, CAPABILITY AND CREATIVITY OF OUR PEOPLE

Our people are the imaginers and the creators of our future. We will strive to attract and retain innovative and talented people who are passionate about the rights of children and girls.

IN 2017

- Using agile methodologies, learning and testing, we are building capability and collaboration with a mindset for shared success across the business.
- We commenced work on organisational culture strengthening with the launch of our new Values, supported by a behavioural framework to set the scene and foundation, to work toward our purpose.
- Organisational re-alignment of three departments has provided greater clarity over roles and responsibilities, to facilitate better accountability and collaboration, to deliver the strategy.
- We researched powerful new ways of working together, commencing with a review of our working environment with the creation of new spaces to promote creativity and innovation, while supporting our people's wellbeing.



OUR WORK WITH CHILDREN

We are reaching and changing the lives of more girls and boys under our exciting new program strategy which aims to help all vulnerable and excluded children, particularly girls to Learn, Lead, Decide, Thrive and Survive.

In 2017 we adapted and expanded our programs to better understand and respond to the specific barriers and risks to girls and their development. Across our portfolio we have undertaken more research, consultation and analysis to make sure we hear and respond effectively to the voice of girls and young people. As a result, our programs directly address barriers and promote the agency of girls and young women.

Girl plays in Internally Displaced Persons camp in Kachin State, Myanmar.

LEARN.

Our 'Learn' programs aim to ensure vulnerable and excluded children, particularly girls, have the education and skills they need to succeed in life and make a decent living. These programs include Inclusive Education and Early Childhood Development, and Youth Economic Empowerment.

EDUCATION AND EARLY CHILDHOOD

Our education programs aim to break down barriers that prevent children from accessing quality education. Our early childhood development programs ensure girls participate, prepare children for school and future learning and encourage parents to be the champions of their children's education.

Where we work: Ethiopia, Indonesia, Vietnam, Myanmar, Cambodia, Laos, Bangladesh, Nepal, Solomon Islands and Bougainville, Papua New Guinea.

HIGHLIGHTS:

We worked to positively influence governments to support the development of children. In Bangladesh we influenced a framework of inclusion for the government's Primary Education Development Program, while in Myanmar we supported the National Early Childhood Care and Development (ECCD) Strategic Plan Review and were invited to join the National ECCD Implementation Committee as a result. In Vietnam our activities were replicated in 46 preschools and 46 primary schools in 26 new communes.

Our programs improved access to strong, community-managed early childhood learning, empowering parents to support the healthy development of their children, the transition to formal education as well as inclusive education for marginalised children and those with disabilities. Overall, 59,016 children and parents benefitted.

Plan International programs improved participation in parenting education in Ethiopia (1,095 parents), Indonesia (over 4,000 parents and caregivers), Myanmar (650 mothers and 79 fathers), Vietnam (918 parents), while in Bangladesh 9,844 parents (6,059 women and 3,785 men) participated in 300 parenting groups.



Father class meeting at Amol Village Indonesia. Read the full story on page 38.



After taking part in Plan International's Youth Economic Empowerment program 25-year-old Suhirtha's broom business is growing. Read her story on page 41.

YOUTH ECONOMIC EMPOWERMENT

Our programs help young people build livelihoods by gaining job skills, participating in workplace training, securing employment and even setting up their own businesses.

Where we work: Zimbabwe, Vietnam, Myanmar, Cambodia, Timor-Leste, Sri Lanka, Solomon Islands and Bougainville, Papua New Guinea.

HIGHLIGHTS:

Over 11,340 vulnerable young people, including young women, indigenous youth and youth with disabilities, have acquired life skills, soft skills and vocational skills relevant to the needs in the market. As a result, 4,709 young people successfully sought decent work through employment or small enterprises.

We provided improved vocational training by engaging with the private sector and government. We increased demand-driven skills development for young people by working with the private sector on curriculum development, on the job training and job placement. Government engagement increased the capacity of technical vocational education and training providers to meet the demands of the labour market, particularly for young women and young people with disabilities. Strong pathways for sustainable programming through engaging national governments to take up the inclusive program models were also established. Vulnerable young people, including indigenous youth and youth with disabilities were engaged in meaningful civic service leadership opportunities.

We also used digital tools to enhance innovative approaches in monitoring, learning and evaluation and extended the reach of our programs through e-learning.

LEAD.

Our 'Lead' programs aim to ensure vulnerable and excluded children, and particularly girls, have the power to take action on issues that matter to them and shape the decisions that affect their lives. These programs include Child Centred Disaster Risk Reduction and Climate Change Adaptation, and women's leadership and gender equality focused programs like Safer Cities for Girls.

DECIDE.

Our 'Decide' programs aim to ensure vulnerable and excluded children, particularly girls, have control over their lives, their bodies and their futures, and make informed choices about identity and relationships, and if and when to have children. These programs include life skills and identity focused programs, young women's leadership, integrated sexual and reproductive rights and maternal and child health activities.

THRIVE.

Our 'Thrive' programs aim to ensure vulnerable and excluded children, particularly girls, grow up equally healthy, valued and cared for, free from discrimination, fear or violence. These programs aim to reduce gender-based violence, promote positive parenting, address child protection, nutrition and water, sanitation and hygiene (WASH).

WATER, SANITATION AND HYGIENE (WASH)

Our WASH projects are designed to support and empower children and their families to take the lead in staying healthy by learning and using good hygiene practices like hand-washing, using a toilet and brushing their teeth. Our WASH programs are focusing on how to promote gender equality and address specific challenges and barriers for girls.

Where we work: Indonesia, Laos, Malawi, Pakistan, Solomon Islands, Vietnam and Zimbabwe.

HIGHLIGHTS:

We were able to support the delivery of more services across the countries where we work. In Indonesia the Deputy Governor for Spatial Planning and Environment of Jakarta Province has endorsed the project as a model, encouraged provincial units to explore replication, and requested the Jakarta Development Planning Agency allocate budget to replicate the program. At a local level we trained almost 950 members of more than 145 village WASH management committees in Indonesia, Laos, Myanmar, Solomon Islands and Zimbabwe.

Our programs increased access to services and encouraged changed behaviour. In Zimbabwe almost 2,000 people have access to an improved water supply as a result of the installation or rehabilitation of seven hand pumps, while in Laos there are over 27,000 users of new latrines. Over

11,000 people have a greater understanding of safe hygiene practices as a result of mass campaigns, house-to-house visits, Community Led Total Sanitation activities and school-based health sessions. These include more than 6,800 community members in Laos and over 2,700 villagers in the Solomon Islands.

We are working with private sector enterprises to supply WASH related materials and services over a range of projects. These include training local pump mechanics and builders to establish small businesses in Zimbabwe; consulting with current providers of WASH services and materials to inform technology selection in Laos and Indonesia and to co-develop low-cost technical options for sanitation in Laos; and working with established private enterprises to install hand pumps and urban sanitation systems, tapping into existing market capacities to deliver services in Zimbabwe and Indonesia.



Deakin University's passionate staff are working to develop and test creative new 3D printing technology to support our WASH programming. Read the full story on page 30.

SURVIVE.

Our 'Survive' programs aim to ensure children and youth grow up in resilient communities and realise their rights to live with dignity and protection, before, during and after disasters and conflicts. These programs include Food and Livelihoods Security, Climate Change Adaptation and Disaster Risk Management.

FOOD ASSISTANCE

Our food projects enable children to access nutritious food. We work with communities to improve their harvest quality, farming methods and resilience to food crises and we provide immediate food assistance to those who have experienced conflict or disaster.

Where we work: Cambodia, South Sudan, Zimbabwe, Central African Republic and Myanmar.

HIGHLIGHTS:

In 2017, our food and livelihoods programs provided a combination of emergency and targeted assistance to close to a million children and adults across five countries. The programs address not just food insecurity but nutrition, livelihoods recovery, saving lives in times of crisis, resilience building, climate change adaptation, child protection, women's empowerment and disability inclusion.

CLIMATE CHANGE AND DISASTERS

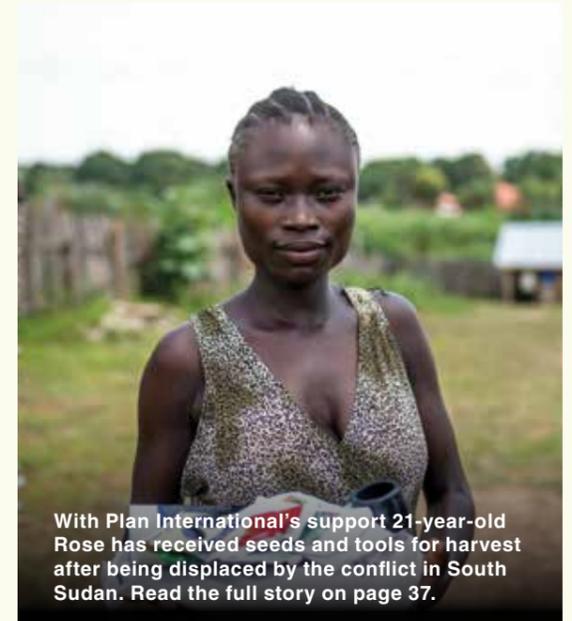
Our Disaster Risk Reduction (DRR) and Climate Change Adaptation (CCA) programs work with children, communities and governments to raise awareness of disasters and climate change; train children, youth and communities on risk assessment and action planning; and support and facilitate DRR and management process in communities.

Where we work: Philippines, Myanmar, Vietnam, Indonesia, Solomon Islands, Fiji, Papua New Guinea, Kiribati, Tonga and Tuvalu.

HIGHLIGHTS:

The program has strengthened Plan International's previous achievements in working with government and stakeholders to manage disasters and the impact of climate change.

This year's program focused on sustainability, partnership and innovation – engaging more closely with disaster management authorities and exploring partnerships with private organisations as well as supporting and facilitating disaster management systems and capacity to institutionalise resilience processes. More than 116 communities and schools have organised risk assessments and developed or strengthened DRR and CCA action plans and now have



With Plan International's support 21-year-old Rose has received seeds and tools for harvest after being displaced by the conflict in South Sudan. Read the full story on page 37.

improved disaster risk management systems and more than 77 small-scale risk mitigation activities have been implemented.

Through continuous engagement, training and support, children and youth in project areas are now assuming leadership roles in community risk management and becoming a part of the government's response. Through these programs over 41,097 children and adults have increased awareness of disaster risks and the impacts of climate change, and are able to plan and develop local solutions to address them.



Fly Harbour Champions of climate change are raising climate change awareness amongst their communities. Read the full story on page 25.



LEADING A GLOBAL MOVEMENT FOR GIRLS

On International Day of the Girl, young women across the globe stepped into the shoes of leaders, decision-makers and influencers. They took over 250 positions of power in more than 50 countries to raise the voices of girls all over the world and the issues they care about.

Girls took to the world stage to tell their leaders, their peers and their communities that they are capable and deserving of taking their rightful place as equals.

The President of Nepal thanking Sajju, 17, after presenting the girls' plan at a parliamentary session.



Plan International Australia Youth Activists.

Our Youth Activists in the media

In Australia our youth activists fronted the media to help launch our *Everyday Sexism* report, highlighting girls and young women's views on gender inequality in Australia. These incredible young women spoke of their own experiences and the experiences of Australian girls to show we still have a long way to go when it comes to equality.

Facebook went pink

We were thrilled to have the opportunity to partner with Facebook to help raise awareness about the inequality facing girls worldwide.

Together we launched a Facebook frame that saw 870,000 people change their profile picture to stand with girls all over the world. The frame generated awareness and conversations on how far we still have to go globally to achieve equality for girls.



Melinda Gates is one of hundreds of thousands who adopted our Facebook frame.

Everyday Sexism report launch

Plan International Australia achieved phenomenal media coverage for the launch of our *Everyday Sexism* report, a survey of 600 Australian girls aged 15 to 19-years-old, launched for International Day of the Girl 2016. The report highlighted that everyday sexism is still a reality for girls in Australia.

There were 251 individual media reports in total (not including syndicated items), reaching a massive 9 million people. The coverage was equal to a paid advertising space rate of \$10.4 million.

Highlights include: ABC online, an opinion piece in The Guardian, an interview with Huffington Post Australia, SBS online, an opinion piece in the Sydney Morning Herald, Vice magazine, Junkee, Mashable and Marie Claire.

High profile Australians supported Plan's report including Tara Moss, Jo Stanley, Claire Bowditch, Penny Wong, Kate Jenkins, the late Fiona Richardson, Tanya Plibersek, European Union in Australia, Australian Human Rights Commission, Etsy, Social Good Australia, The Project, and Marie Claire.

The immense public interest and high profile conversations the *Everyday Sexism* report fuelled confirms that we are strongly placed to amplify the voices of girls and young women.

It solidifies our belief in our focus on girls as part of our new strategy. Keep watching this space!

OUR COMMUNITY

The Plan International community is a force to be reckoned with. You are diverse, powerful and passionate advocates for children and the backbone of our work. 2017 saw you visiting your sponsored children, exchanging letters, standing in solidarity with young women taking on the world, responding in times of crisis, fundraising for children and girls and even thinking of the legacy you could leave for children in the future.

Your support in 2017

- 39,442** children supported by sponsors in Australia
- 40** children were sponsored by a single supporter
- 42** sponsors visited their sponsored children overseas
- 40,308** Australians donated to our work
- 927** other regular givers supported our ongoing work
- 6,174** supporters took action to create a fairer world for all children
- 14** supporters chose to leave a gift to Plan International in their Will





Six year old Archie meets Plan International Australia CEO Ian Wishart.

Meet one of our youngest supporters, Archie

One of our youngest supporters, gave up his birthday presents and instead raised \$845 to help children in Nepal.

"It was absolutely, 100% his idea," Archie's mum, Helen, says.

"Archie's sixth birthday wish was to send gifts, in the form of donations, to help his sponsored child, Sakina, and other children in her community in Nepal.

"We have sponsored for 10 years and our kids really love watching the Plan International videos and stories about how donations help children their age in other parts of the world. Archie told us he didn't need anything but wanted to give to other kids who did. We are very proud of him."

Congratulations Archie, we are proud of you too!



The 2017 Cycle for Girls team.

Cycle for Girls Cambodia 2016

In October 2016, Plan Adventurers took on a life-changing experience cycling through Cambodia while raising funds to support girls to lead, learn, decide and thrive.

17 participants cycled 400 kilometres across Cambodia in 10 days, raising over \$100,000 to help empower girls to reach their full potential.

The Cycle for Girls team also took part in a very special visit to one of Plan International's projects on International Day of the Girl – singing hokey pokey to children at an early learning centre, meeting with single mothers who are supporting their children with basket weaving, and talking to young women who are learning trades.

They rode in sun, wind and rain, sharing laughter and forging countless friendships along the way.

"I'll never forget the cheeky, smiling children who ran to high five us as we peddled past. Sharing all this with such an amazing team made the experience one that will stay with me forever."
– Mandy Kopelke.

Plan Adventures are an exciting way for supporters to engage with our work overseas. Since 2011, our participants have raised an incredible \$625,000 towards our gender equality programs and have returned even more passionate about the impact their support is making in the world.

To find out how you can be a Plan Adventurer, head to plan.org.au/act/fundraise/join-an-adventure

Adelaide Because I am a Girl Breakfast 2016

Last September, the Adelaide Plan International Women for Girls Committee hosted the fifth annual Because I am a Girl breakfast as part of our International Day of the Girl activities.

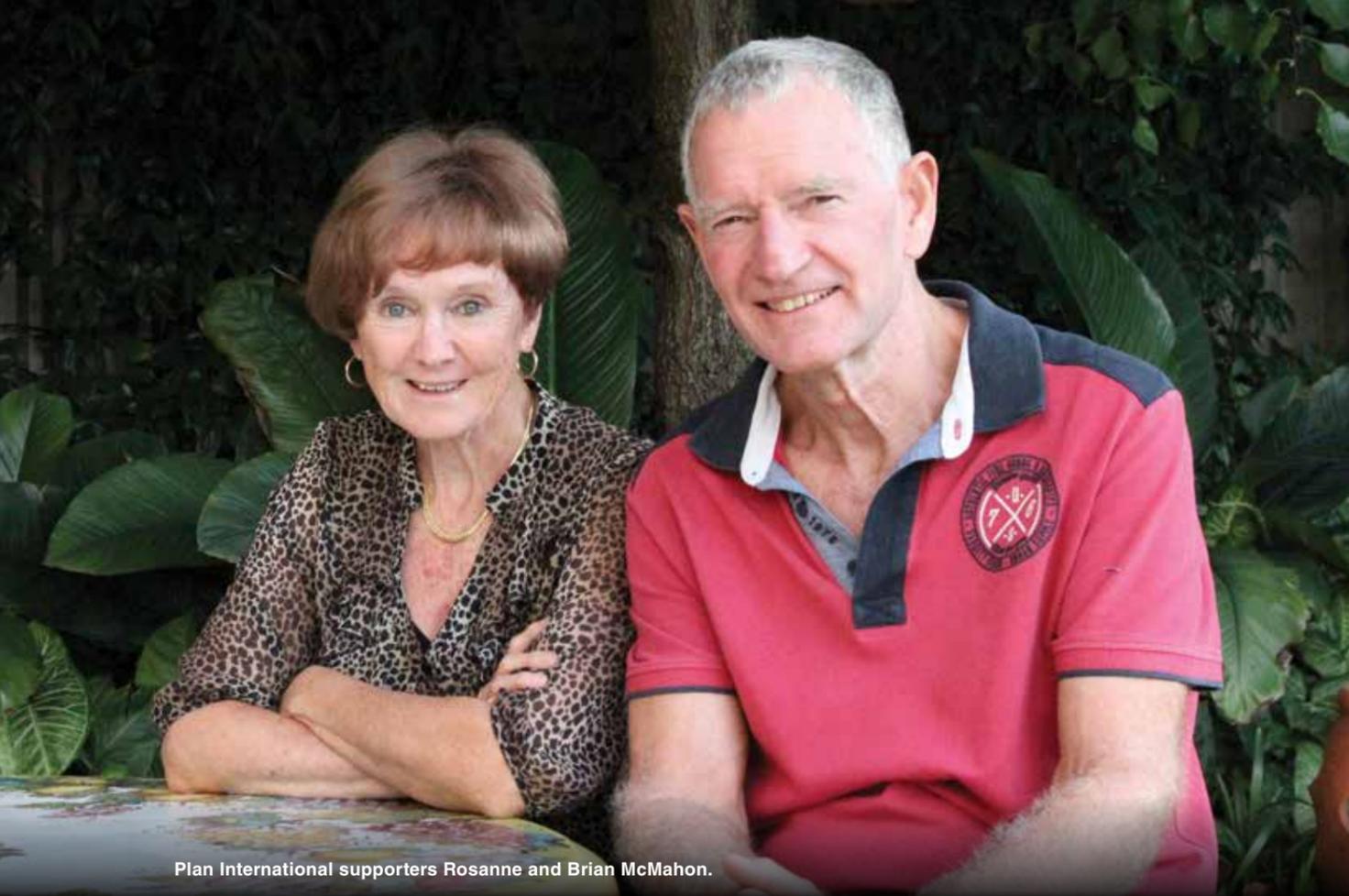
Inspiring and informative speakers brought to light the invisible underworld of child trafficking, highlighting the increased vulnerability experienced by girls.

Each year, the breakfast provides an opportunity for corporates, teachers, students and the broader community to hear about the challenges facing girls all over the world and the work that still needs to be done to address these issues.

An incredible \$19,000 was raised at the event with all proceeds going towards Plan International's gender equality programs.



Adelaide Women for Girls Committee (left to right): Yve, Katrina, Amber, Leanne (Chair), Chloe, Christine, Kathryn, (Caitlin-not pictured).



Plan International supporters Rosanne and Brian McMahon.

Small gestures that mean the world

“There’s this room and there’s almost nothing in it.”

If you have young kids in your life, you’ll know that when you drop them off at kindergarten, you’re met with a mass of colour, toys and tools to help them create, explore and encourage their curiosity. We now know just how important that is to help little minds grow. On a trip to Cambodia to visit a kindergarten supported by Plan International, it was this stark contrast that struck Rosanne McMahon.

“It was so sad to see these toddlers who have nothing in comparison to what we have and yet they probably had so much more than the next village. The kids were still learning to write on slates with chalk, and tiny little stubs of chalk you know, right down to the end,” she says.

Rosanne and her husband Brian have supported Plan International for 20 years. They currently sponsor 10 children as well as supporting our Youth Economic Empowerment program in Cambodia. Brian’s support predates when the couple first met when they were both working in real estate.

“I think at that stage I would have been in business about seven years,” Brian says. “We’d been through the recession, it had been an incredibly tough time, it was a trial by fire period. We were coming out of that period and it was time to give a little.”

Two year ago, the McMahons went to Cambodia to visit Plan International’s projects in Siem Reap.

“It’s a place that touches our soul,” Rosanne says.

“The Cambodian story is such a challenging story. I think it really resonates with us, the history of the country and the fact that a huge percentage of the population is under 25,” Brian adds.

While there, Rosanne and Brian met young people taking part in our Youth Economic Empowerment project, which they support.

“We met some girls who were doing dressmaking,” Rosanne remembers. “They were in a tiny little cottage, and there was someone’s home at the back I suspect. There were probably six or eight people in one room all with their sewing machines. They had only recently started there, they were showing us what they did and how they progressed from this to that and how it won’t be long and they’ll be able to make the whole outfit. It was lovely to see.”

“And these three boys that we met were doing electrical apprenticeships,” Brian adds.

“They were typical teenage boys,” Rosanne laughs. “They didn’t say much.”

“It was hard to get a word out of them. And when we were talking to them they were standing against the wall in a line. The lady who was escorting us, said after that ‘actually three is an unlucky number and having three of them together wasn’t good luck.’ That was probably part of why they were a little reserved!” Brian explains.

The McMahons also visited a training college where teenagers from country areas took preliminary education classes to get them to the point where they could progress out of schooling and into work. It was an example of Plan International’s commitment to support children as they transition into adulthood.

Education is an important part of Plan International’s work. We invest in a child from birth through to adulthood by understanding the challenges facing kids at all ages and the importance of nurturing them right from the beginning. Here in Australia, we are well aware of the crucial early years before a child starts school. Plan International reflects that in its work overseas.

Rosanne and Brian were able to see the transition from kids attending kindergarten through to vocational opportunities for young adults, first-hand. They were struck by how a seemingly small gesture could make such a difference. For the kids in the kindergarten with their tiny stubs of chalk it could be something as small as a box of chalk.

“When you see things like that, it makes you realise just how fortunate we are and how a box of chalk would be such an exciting gift. To have their own long stick rather than these tiny little stubs,” Rosanne says.

When they visited the local school they asked if there was something they could give the school. The staff there went away for an hour to think about it before they returned with an answer.

“They said: ‘We’ve got 10 orphans here at the school and they don’t have school uniforms. If you could buy them school uniforms, that’s what we would like.’” Brian recalls. “So we went with the lady who was escorting us there. And she took us to the markets where we bought ten school uniforms, which cost — what did they cost us?”

Rosanne answers: “60 dollars.”

Brian nods, “60 dollars Australian, 10 uniforms.”

“I mean, it makes you cry,” Rosanne says. “You wouldn’t even buy a blazer for 60 dollars here. And there they were, they were so happy with

these new uniforms, because otherwise they would have had old hand-me-downs.”

The headmaster had another request. A bike for the cook, who left at four in the morning every day to prepare breakfast for the students as part of the School Feeding Program so it would be ready at six in the morning when students arrived. She lived five kilometres from the school and a bike would save her walking each morning. Brian and Rosanne were staying with some friends at the time who were eager to help. The pair bought the bike on behalf of their friends and gifted it to the school.

“It cost \$35 for a bike,” Brian says.

“A bike with a basket and a bell and lights,” Rosanne tells us.

“She was rapt to get her bike.”

“And our friends often say: ‘you know I still think about that bike, it makes me feel so good that I did that.’”

“We have no doubts that we’re giving our money to a good cause that is being well used and creating a lot of benefit for the people,” Rosanne says, of her experience with Plan International and visiting our projects.

As they made the journey to the school and vocational training centres, the Plan International team who escorted the couple pointed out newly built wells in the villages.

“They pointed out the health centre that was just about to open, they pointed out an early childhood centre and at each of those there were also public wells provided by Plan International with fresh water,” Rosanne says.

“The impression we got from the people we met was they had really bought into the process themselves, it wasn’t just a job,” Brian adds.

“Having seen it work at the coal face, we weren’t left in any doubt as to how worthy a cause it is,” Brian continues.

“I gather there’s more of a focus on girls now which I think is really good. I think women are the salt of the earth, they’re the strength of most communities, so the education of girls and getting to bring out the strength of the girls in those communities can only be a good thing.”



Vale Jeremy Ingall 1960 – 2016

**BY PHILIPPA QUINN, BOARD MEMBER,
PLAN INTERNATIONAL AUSTRALIA**

“Teamwork makes the dream work”

Channelling ‘the great Stevie Wonder’, Jeremy Ingall wrote these words to his mother, Janet, not long after he was diagnosed with cancer in early 2016.

“Let’s get on the front foot and send POSITIVE energy my way. I’m here to enjoy life and the lives of those around me. From this moment on we have to smile and be thankful for what we have today and everyday.”

And Jeremy did exactly that right up until the day he died, on 20 October last year, just 11 days shy of his fifty-sixth birthday.

Jeremy had a globetrotting childhood that began not long after he was born in 1960, courtesy of his father David and the Royal Australian Air Force. His mother, Janet believes all the travel ‘made him a citizen

of the world’ and set him up perfectly for a role in Plan International Australia.

“We lived in Malaysia from 1965–67 and even then he could see what it was like for those less fortunate,” said Janet.

“Our house on the base was right opposite the kampong, where the Malays lived. Jeremy was aware of poverty, he understood what it was to be poor.”

From Malaysia to America and nine schools later, it was a rather worldly young man that returned to Shore School in Sydney in 1972.

Jeremy relentlessly pursued a career in banking and finance after graduating from university in the early 1980’s. His own business ventures leaned toward engineering, science and education – projects that sought to deliver a human value along with a dollar one.

“He understood the value of money. Not money for money’s sake but what it could do to help people,” said Janet.

It was this commercial and entrepreneurial nous that led former Chair and friend, Wendy McCarthy, to ask Jeremy to join the board of Plan International Australia in 2008.

CEO, Ian Wishart, says he made an immediate impact.

“Jeremy was a big imposing guy, but such a gregarious and happy chap, you easily warmed to him. He just fitted into the culture of the board really well,” said Mr Wishart.

At the time Plan International Australia was going through a transformation and the one-time banker challenged the organisation to think differently. To cast critical, commercial eyes over operations to help the business grow.

“Jeremy urged us to dream big rather than be incremental. He loved blue-sky ideas. How big could this be? It was never to make more money for ourselves - it was always about growing so we could help more children,” said Mr Wishart.

It was a field trip to Cambodia in 2009, to visit the programs and the children Plan International was helping, that transformed Jeremy from an interested supporter into a strong advocate for the organisation.

“My vivid memory is of Jeremy sitting cross-legged on the floor, in a makeshift shelter, surrounded by young smiling children,” recalls another former Chair, Anne Skipper.

“His laughter, smile and playful manner was so engaging and they were drawn to him like a magnet.”

“That night as we all sat around sharing memories of our day, Jeremy told us that until then, he hadn’t really got what Plan did. But now he could say with true understanding exactly how Plan could positively change the lives of children,” said Ms Skipper.

Jeremy worked hard to do this through the two committees he served on, Finance, and Marketing and Fundraising. It was with great reluctance that he resigned from the Board in 2012 for business reasons.

But according to Jeremy’s wife Nicky, the desire to enrich children’s lives continued.

With a close friend Jeremy co-founded Music Icon Inc. in 2014.

“They were developing a digital app that could help people, especially kids, who had no music in their lives, to learn how to play an instrument. They could then share that music with other children anywhere,” said Nicky.

“He was so excited about it, he moved to the US at the end of 2015 to follow it through. Music

was his passion. He also loved helping children and loved the idea they could teach music. He loved to make a difference and he always believed he could, it’s such a shame he never saw it come to fruition.”

Returning home in early 2016, Jeremy crammed as much love and life into his final months as possible. On a beautiful April day last year, he married his soulmate, Nicky, with their children Nicholas, Cloudia, Milla and Arnaud looking on.

At Jeremy’s memorial service just six months later, his daughter, Cloudia aptly compared her father to the spectrum of colour.

“The past six months have been full of blacks and browns, but the amount of pinks, yellows and oranges that he has given us far exceeds this. Nobody could be pink and yellow, brighter than him,” said Cloudia.

“You taught me how to be present, taught us to relish and enjoy these bright colours, to feel the hard reds and blacks and not be afraid of them. His magic was in his colour, and he taught us not to be afraid of being colourful. He had a life lived with courage, colour and dignity.”

One of my favourite stories about Jeremy partly explains where Jeremy’s courage and determination came from.

For a time, the Ingall family lived in a beach house in Penang during their posting to Malaysia in the sixties.

This particular day, five year-old Jeremy had been on the receiving end of a massive bollocking for playing with matches, setting fire to his bed and nearly burning the house down.

Deciding he was having none of that, Jeremy grabbed his sister Annabel’s wading pool and promptly launched it into the Malacca Strait, determined to sail back to Australia.

By the time it was discovered Jeremy was gone, he was over 100 metres out to sea. His father, David – resplendent in his RAAF dress uniform – swam out to retrieve his wayward son. Having spotted his father on his way to fetch him, Jeremy started paddling furiously, toward the horizon.

I love this story because it reminds me that this irrepressible man was always excited about going on the next adventure. Jeremy was forever looking for something new to discover. He excelled at making the possible, probable. But more than anything else, this story reminds me that Jeremy’s gaze was always up, he was always looking forward, looking for that next horizon, with hope in his heart.

Changing a nation

"The country we were raised in is so poverty stricken. We don't have kids of our own and we wanted to give back. To better the lives of kids already on the planet."

Born in India, Arun* considers himself lucky to have made a new life for himself in Australia. His upbringing means he is no stranger to hardship, but he is hopeful for the future of children in India. For Arun, the key is education, which is why he and his wife have chosen to leave their entire estate to Plan International.

"If you educate the kids, we can change the face of India. There's nothing more powerful to change the future of a nation than educating the next generation. For girl children in particular, education will go a long way to removing the stigma that goes along with being a girl child."

When Arun and his wife came to Australia in 1998, it wasn't easy for them to establish themselves in a new country.

"We came with two suitcases and nothing else. We lived in a tiny granny flat as students. We worked really hard... I used to sit up late into the night applying for jobs."

It took many years and a lot of hard work but Arun and his wife found their feet and prospered. They wanted to help children living in India and decided to sponsor a child with us.

"We chose Plan International because we knew they were active in India and we wanted to help the kids there. We had the good fortune of coming to a better life. We eat better food, breathe cleaner air and drink cleaner water. If we can extend that back to kids in India, then let's do that."

"It's a wonderful feeling to know that you are not just living for yourself but you are making a difference to future generations."

* Name changed at the donor's request.

Gifts in Wills

Many of our supporters have thoughtfully taken the decision to create a 'Gift of Hope' for future generations of vulnerable children by including Plan International Australia in their Will.

Helen is one such person.

Helen began sponsoring a child because she wanted her granddaughter to understand that not all young girls were as fortunate as she.

"Isabella has everything and Rosario doesn't. I always thought of the child in Guatemala as Isabella's 'poor sister'. But as time has gone on and I see the benefits of Plan International's work, I better understand that Rosario now has a wealth of support.

"When there's a disaster or crisis, Plan International quickly moves in and looks after the children. The work they do with educating girls and looking after women also resonates – to me that's essential for the growth of the community.

"I think leaving a gift to Plan International Australia in my Will is a good way to make sure that, beyond the child I sponsor in Guatemala, there will be money to go towards the charity, and the cause, I really believe in."

RESPONDING TO CLIMATE CHANGE

In Australia, climate change is still a hot topic of debate. For our neighbours in the Pacific, the impact of climate change is already a reality, and children are incredibly vulnerable to its effects. Plan International has been working with our partners to help communities understand the impact of climate change and how they can respond to the real threat it poses to lives and livelihoods.

Village Chief pointing out the sea level rise affecting his community.



Fly Harbour school children from the child-centred climate change adaption program.

Climate Change Response in the Solomon Islands

The sea level has risen significantly in the Solomon Islands capital of Honiara. Tide gauge and satellite data show an annual increase of eight millimetres over the last two decades. Because of this, the urban settlements along the river and shorelines are becoming more susceptible to sudden disasters. Bursting riverbanks, coastal flooding and erosion are threatening coastal infrastructure, settlements and facilities like wells and sanitation installations that are critical to community health. Climate change also exacerbates extreme events, threatening food security and the coping practices of remote island communities.

Alongside our partners Solomon Islands Development Trust (SIDT), Plan International supported the National Disaster Management Office and government departments at district, province and national levels to plan, prepare for and respond to future risk and disaster.

The partnership saw the development of training materials on climate awareness and disaster response. School curriculum materials were piloted for year five students learning about climate change. We built on existing child-centred climate change adaption programs in the Pacific and the Australian humanitarian program to deliver the following:

- A baseline study to understand climate-affected livelihoods in targeted communities and adaptation options.
- 12 community response group and village Disaster Risk Management (DRM) committees were established.
- Remote communities across the country accessed early warning systems initiated by the National Disaster Management Office (NDMO) through national radio broadcasts and media.

- 120 NDMO and government staff and 655 community youth volunteers were trained in DRM and climate resilience.
- We supported NDMO activities on early warning system; review of community-based DRM manual and national data.
- 1,500 children, 605 women and 54 people with disabilities participated in climate vulnerability and capacity analysis and developed community adaptation and disaster response action plans.
- We supported the design and implementation of 12 climate change and disaster plans developed by community groups, through awareness raising, capacity building and access to small grants to implement their plans. The Central Islands Provincial government pledged support for these community action plans through the provincial capacity development fund.
- The mainstreaming of indigenous and local knowledge into human health responses to climate change impacts.
- 60 students and youth participated in the Solomon Islands youth forum on climate change action, and dialogue with the Minister of Environment Conservation, Climate Change, Meteorology and Disaster Risk Management, and members of Parliament.
- Access to small grants from the Canada Fund for Local Initiatives to finance community adaptation plans for child-centred safe water and sanitation facility for Fly Harbour School.

Reaching out to remote communities

“We have seen changes occurring right at our doorstep without any hint or knowing that it is due to the threat of climate change. We silently watched our shorelines disappearing... I still remember how a decade ago the shoreline was about eight to 10 meters away. Today, with sea level rise, saltwater intrusion of our wells, and coastal erosion of our houses we had to move inland by another 10 metres.”

George Hency, Village Chief, Marulaon

The remote communities of Russell Islands in Central Island Province and Ugi in Makira-Ulawa Province live only two metres above sea level. Our partnership has expanded our work to reach these vulnerable communities through the provincial and local governments and four schools.

Before the training, climate change, disasters and how to respond to it weren't on the agenda for the community in Selwyn Bay.

“Climate change and disaster have never been part of any community meeting. It is only when a disaster strikes that people think about it. Now, the community realised it as an issue of concern that requires advance planning and preparation. The training we received from SIDT is empowering us and maximising our ability to cope with the adverse impacts of climate change. The village disaster committees have prepared action plans to respond to drought, hazards, and early warning announcements on radio. Our local understanding and practices to cope with environmental and climatic changes are enhanced by more informed scientific knowledge and weather forecasts.”

Nathaniel Tahasi, resident pastor, Uki Parish, Selwyn Bay

We have now complemented the community conservation and climate adaptation efforts in the western Russell Islands to establish climate change and disaster preparedness plans in three villages and a school under the child-centred climate change adaptation (4CA) program supported by the Australian government and Plan International.

The three key elements to the 4CA approach were:

1. Awareness and education on climate change to build children's ability to adapt
2. Action through participatory planning and implementation of community and school adaptation projects
3. Advocacy with government stakeholders to take into account children's voices and their rights in climate change actions.

Fly Harbour Primary in Baisen is attended by children boarding as young as six years of age through to 14, from the neighbouring islet communities. Parents pack food and school bags on Sunday afternoon and travel by boat to Baisen to drop off their children. The older children look after the younger ones in the dormitories, and they all return home on Friday afternoon to be with their families.

“The children's participation in the 4CA program in Fly Harbour has raised awareness and appreciation of parents, teachers and local communities in mapping climate vulnerability and hazards in their school grounds and waterfront. A resource book for year five climate change learners and teachers was also produced in collaboration with SIDT and is now integrated in our school curriculum. Tree planting, seedling nurseries and food gardens are institutionalised in our students' extra-curricular activities.”

Beslin Piru, school headmaster

“Contextualising the climate change and disaster to fit rural Solomon Island schools made it easier for us to understand and talk about our experiences and ideas for adaptation.”

Hudson, year 6 student of Fly Harbour School

During a visit to Fly Harbour School at a learning session, an enthusiastic group of boys and girls spoke to our adviser to SIDT, Marilou Drilon, about their perceptions on the effects of climate change on their lives and they as children can play in the community to help find solutions and mitigate the risks.

Lavi, a 12-year-old girl explains, “we are experiencing the effects of sea level rise and coastal erosion of our islands, drought is affecting our community's crops and freshwater source, and intense cyclones. We want to be part of the solution and protect our planet.”

Parents were highly receptive to messages from their children about how they want the world to look. The program valued incorporating children's knowledge and understanding of climate change adaption actions like coastline protection, caring for the environment and biodiversity and disaster preparedness. By ensuring children have this knowledge, and are heard we aim to achieve safe and resilient communities.



Fly Harbour Champions of climate change.

Where to from here?

There is still work to be done to ensure communities are able to adapt and respond to the effects of climate change and disasters. Through the partnership we've set the foundation to have an even greater impact, with your support. Plan International's programming and technical support to the Solomon Islands National Adaptation Programmes of Action could be expanded through new collaborative work in-country, and staying engaged with government and non-government influencers, and communities. The relationships we have built provide the opportunity to continue our work to build resilient communities including:

- early warning systems, disaster drills, and pre-season preparedness
- strengthening emergency response measures with youth involvement
- micro insurance for high value crop commodities such as seaweed production
- rainwater harvesting
- resettlement of communities affected by sea level and extreme climate events
- improved sanitation in communities living in atolls and low lying areas
- natural solutions to coastal protection
- near shore food security fishing by women fishers.

"We need to conduct periodic disaster drills, move to higher ground in event of king tides and tsunamis, and we are building our evacuation centres in elevated areas. With educating island communities, I believe people will help themselves

cope with the impacts of climate change and disaster. Previously, many of us did not have access to information on climate variabilities, and what to do before, during and after a disaster strikes."

Raymond Valasikala, Village Chief of Karumulan

Building on indigenous and local knowledge of natural disasters, more informed forecasts of extreme climatic events and livelihood options from the provincial office of disaster management can help us to plan and organise ourselves. The focus on social protection and inclusion of the most vulnerable groups, and the different roles played by men and women in climate change adaptation, preparation and recovery are becoming more prominent in the island communities.

"Being a parent and a community leader, I am encouraged to see our children become more confident in developing child-led adaptation plans that concern their school and community. The village disasters committees have included children, youth, women, the elderly and disabled persons' unique experiences into account and provided an opportunity where they can express themselves on issues that affect them. We all have a role to play in community resilience."

Julie Do'oro, Village Women's Group, Russell Islands.

In light of global leaders struggling to commit to climate change solutions, it's heartening to see communities come together and ensure everyone is heard. These villages are getting to work to prepare and adapt. Now it's our turn.

HEAR ME, TOGETHER WE'LL FIGHT CLIMATE CHANGE.

From the Children and Youth Forum on climate change in the Solomon Islands.

Just take a good look around
You'll see a world, slowly changing
From bad to worse, it'll be sinking
And everything we hold so dear
Soon will not be here

PRE:

But it's not too late to stand and fight this invading calamity
This nation's destiny (depends on you and me) 2x

CHORUS

So hear me out, together we'll fight
Climate change
Though it sounds so strange
We must start this quest
And do our very best
To conserve and preserve the environment
Both we and the Government
Should collaborate and educate the people
And for sure we'll embrace the pride and beauty
Of our nation..... Solomon Islands

Know that we fail to care
But since we're still here
We'll make a redirection for the better
Sooner than later
This is what we'll do
To make it through

PRE

But it's not too late to stand and fight this invading calamity
This nation's destiny (depends on you and me) 2x
REPEAT CHORUS. To make it through

PRE

But it's not too late to stand and fight this invading calamity
This nation's destiny (depends on you and me) 2x

REPEAT CHORUS.

WATER, SANITATION AND HYGIENE

Child washes his hands at health event supported by Plan International in Sri Lanka.

Turning waste into water

Early in 2017, we began working in partnership with Deakin University to develop and test creative new 3D printing technology to support our water, sanitation and hygiene (WASH) programming. The unit pulls together three technologies: solar power, plastic recycling and 3D printing and aims to produce reliable and useful spare parts for water supply systems.

One of the drivers for this is the prohibitively high cost of spare parts for water supply systems in remote island communities (it is the community's responsibility to maintain their water system) and the growing supply of waste plastics available for re-purposing.

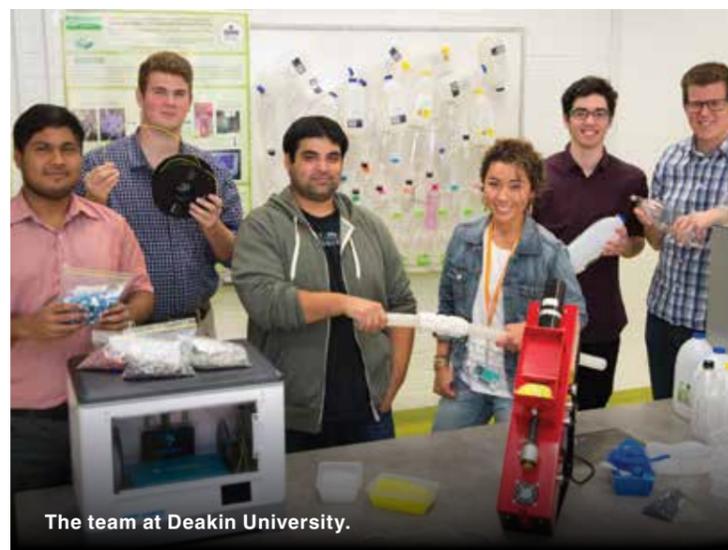
Deakin University's passionate staff are working on this project in their state-of-the-art Centre for Advanced Design in Engineering Training (CADET) in Waurn Ponds, Geelong, Victoria, where early results are promising.

Once we have some robust solutions, we're planning to test them in the field with some of Plan International's local partners in Solomon Islands later in 2017. We've already printed some great prototypes of High-density polyethylene (HDPE) pipe fittings from 100%

recycled plastics and have some engineering students running quality tests to ensure durability and pressure ratings.

There are of course many other applications that we see 3D printing (particularly using recycled plastics) being well suited to in future. This is just the beginning.

Stay tuned!



The team at Deakin University.



Agnes Jenie Ngganggus, started her own toilet pan business.

The toilet pan entrepreneur

Becoming an entrepreneur never crossed the mind of Agnes Jenie Ngganggus, mother of two children from Kupang, Indonesia. Yet now, from the sales of toilet pans she can afford to employ two workers to help grow her business and is improving her family's livelihood. On top of this, her business is helping communities in the province who still practice open defecation to get access to improved sanitation.

“At first, I joined the Sanitation Entrepreneur Training from Plan International in 2014. I was so enthusiastic to receive training on latrine construction, especially to produce toilet pans. I was interested to start a toilet pan business because until now there were only a handful of people selling them. I thought to myself, this is a good opportunity in Kupang.”

Her husband was retired at the time which meant they could both work the business together and he could apply his masonry skills. Four months after the training, the couple worked together to make their first fiberglass mould.

“Our mould was considered to be good and appropriate. Then we met our fellow trainee, Osden, who also opened a latrine business. He ordered 10 toilet pan moulds. We filled that order within five days by using two master moulds from Suwardi from Plan Indonesia. Ever since, Mr Osden has become a loyal customer,” Jenie explains.

Jenie's business has been growing fast ever since. She gets promotional support from the Kupang Sanitation Entrepreneur Association, making her products popular in the neighbouring districts in need. East Manggarai District once ordered 50 units and one Cooperative ordered 35 units. She once received an order from Kupang District for 90 units. Since 2014 Jenie has sold over 2,000 toilet pans.

Jenie and her husband further developed their business into pre-cast concrete. She also sells Uppox paint – a specific paint for ceramics and has opened up training services for toilet pan manufacture. She also now makes portable latrines for people with disabilities.

Now, Jenie is the most sought after toilet pan manufacturer in the province. She never imagined she would be an entrepreneur. Now she is the top female toilet pan entrepreneur in Kupang.



CREATING LASTING CHANGE

The best people to drive change for girls here and overseas? Girls – and their allies. This year, you’ve amplified the voices of girls and young women across the globe so they’re heard by decision makers. The results have been extraordinary.

Youth advocate Charity has worked with the government to end child marriage in Malawi.



Young people take part in a solidarity walk to Malawi's Government Ministries where they presented a petition to the Minister of Justice and Constitutional Affairs demanding an end to child marriage within the country.

Ending Child Marriage in Malawi

In Malawi, where a loophole in the constitution meant that children could be married with their parents' permission, a group of young Plan International Malawi campaigners mobilised to demand that their government outlaw child marriage once and for all.

These young campaigners – both girls and boys – wanted to show their government they had support beyond Malawi. Across the globe supporters like you including thousands of Australians, stood with the youth of Malawi. 42,000 people across 30 countries signed a petition to see the loophole in the constitution amended and the young Malawian campaigners were able to present this petition to decision makers and influential people including the First Lady of Malawi.

The result? The constitution was changed and child marriage has been fully outlawed in Malawi.

This fantastic result shows the power we have when we come together, and the power young people can have when they are supported to stand up for their rights.

For these young campaigners this history-making victory means they and their friends and families have the law on their side when it comes to ending child marriage. That's huge. Thank you for making it happen.

In the year to come we'll have more opportunities for you to help amplify the voices of young people – particularly girls who often face unique challenges – here and overseas to drive change. We already know what we can do if we stand together. Let's make a fairer world for all children.

Youth Activist Series

At home in Australia we've been working with young women to create the change they want to see here. Our Youth Activist Series is a youth advocacy program for young women in Australia who are leaders in their communities and passionate about making change in the area of gender equality.

The program provides an opportunity for young women to learn more about the state of gender equality globally, and develop skills and real world experience in advocacy and gender equality. Our Youth Activists are trained in gender equality, advocacy, media, speaking up to people in power and other forms of activism, and they use those skills to affect change in Australia.

In 2016 the Youth Activists co-designed the highly successful mapping tool Free To Be, led a Girls Walk, participated in Girl Takeovers, launched the *Everyday Sexism* Report, ran the City of Melbourne Youth Services Forum, spoke on the panel at the Wheeler Centre event YAS KWEEN: Girls on Screen and were instrumental in ensuring that Plan International had our best ever media year.

In 2017, the Youth Activist Series expanded to Sydney and Canberra, where they continue to do incredible work in the area of gender equality, putting young people at the centre of our advocacy work.

WHAT THEY SAID:

"The Youth Activist Series ended up being about intersections in gender because we are a diverse group. We are diverse in lots of ways other than race: culture, religion, sexuality, age, ability and socio-economic background."

"Coming together as like-minded women is really powerful."

I really liked the **vibe:** young women wanting to do stuff, a place where you can connect with people.

"You see your ideas come to life, it's not just words, you were able to see it happen."

Everything has changed for me. I know it sounds dramatic but everything has changed. This really got me to do a lot of advocacy work and speak for myself and speak for other women. I felt like I could speak for others, and I wanted to, and people could relate.

ARETHA BROWN

Young Indigenous activist Aretha Stewart-Brown, 16, was born in Melbourne but moved to Nambucca Heads in New South Wales to be around "her mob" the Gumbangirr clan, before moving back to Melbourne to advance her educational opportunities at Williamstown High School.

She is now an in demand speaker and has appeared doing talks and acknowledgement of country ceremonies for the ACTU, Landcare, Minus 18, Melbourne University, Friends Of Willy Wetland, Jesuit Social Services, One Tree Foundation, Australian College of International Surgeons and at Invasion Day and NAIDOC marches in Melbourne.

She represented the country and her Indigenous relatives who served in Australia's Armed Services, when she was one of the Victorian school students selected to attend the 100th anniversary of the Gallipoli landings by ANZAC forces in World War 1 and did countless press interviews. She proudly organised the first ever NAIDOC event at Williamstown High School.

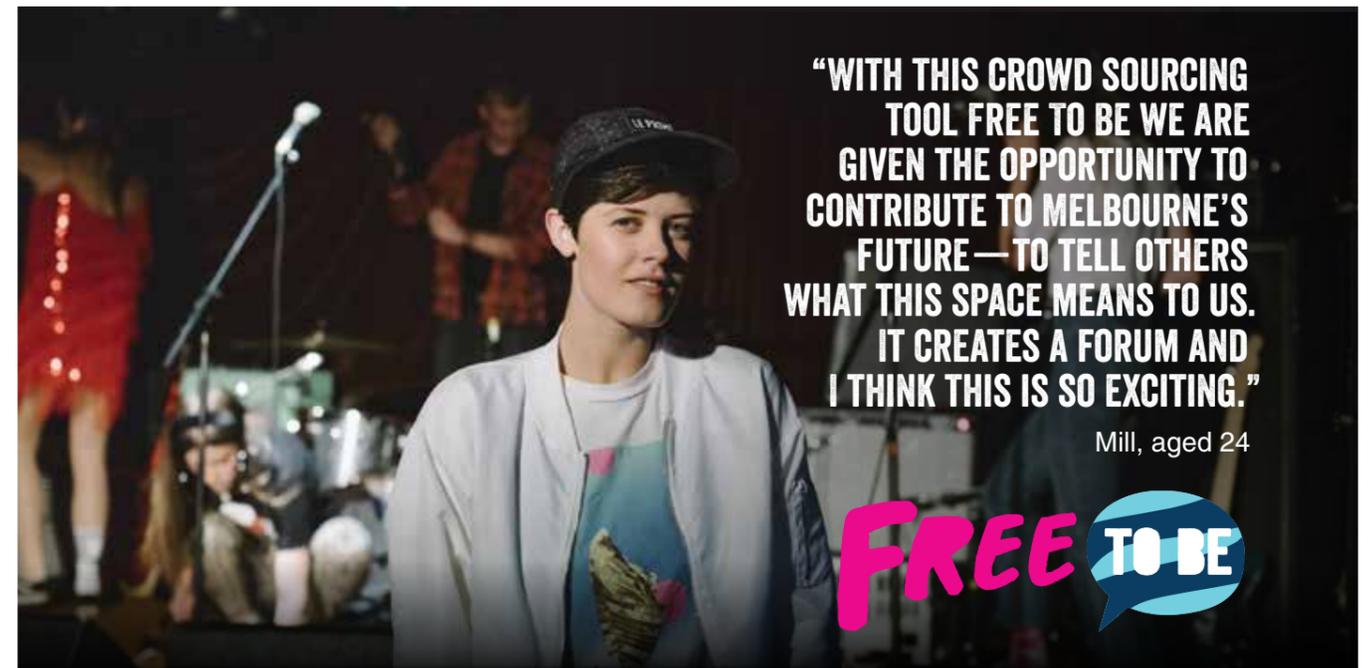
Most recently Aretha attended the National Youth Parliament 2017 in Canberra where she was chosen by her 60 peers as the first ever female Indigenous Prime Minister of Australia. In this role she met Prime Minister Malcolm Turnbull, Opposition leader Bill Shorten and the Governor General Sir Peter Cosgrove.

Later Tim Watts, her local member of parliament congratulated Aretha in the House of Representatives on this major achievement.

She later appeared on ABC Radio Melbourne, the national ABC NEWS Breakfast program and on NITV talking about her achievements in Canberra where the National Indigenous Youth Parliament debated several major issues.

Aretha will soon appear in a new ABC TV documentary about Australia's up and coming new female leaders.

We're incredibly proud to have had her voice and passion as part of our Youth Activist Series.



"WITH THIS CROWD SOURCING TOOL FREE TO BE WE ARE GIVEN THE OPPORTUNITY TO CONTRIBUTE TO MELBOURNE'S FUTURE—TO TELL OTHERS WHAT THIS SPACE MEANS TO US. IT CREATES A FORUM AND I THINK THIS IS SO EXCITING."

Mill, aged 24

FREE TO BE

Free To Be

Free To Be is a digital mapping tool designed to help young people share the spaces in Melbourne that they love, or avoid, or need improvement.

The Youth Activist Leaders co-designed the tool in collaboration with Crowdspot. Free to Be was adapted from Plan International's global Safer Cities program after our *A Right To The Night* Report last year found one in three Australian young women don't feel safe going out at night.

Young women were encouraged to drop a spot, share their story and shape their city.

Over 1,300 spots were dropped on the map, far exceeding our expectations.

"We did a co-design for Free To Be. We got to design it from the beginning.

Plan International wanted to know how girls experience the city and what we can do to work with City of Melbourne, Public Transport Victoria (PTV) and other authorities to improve things. So they wanted to know how they can get the information we need from women.

Most things in the end product of Free To Be were the things that we said. Whatever wasn't there were things they were technically not able to do."

– Sherry-Rose, Youth Activist Leader

MULTIMEDIA ESSAYS

Artist Alana Holmberg developed three multimedia essays that profiled three of our young activists to accompany the launch of Free to Be. Their stories provided an in-depth look at the realities of three diverse young people who live in Melbourne. By telling their stories in their own way, the young people involved felt empowered by being able to tell their stories, and speak openly about experiences of street harassment and vulnerability.

SPREADING THE WORD

The project had an extraordinary reach of 164.4 million people through media, with articles featured across Huffington Post Australia, Mamamia, Broadsheet, The Daily Mail, the 7:30 Report, ABC Online, Mashable, news.com.au, Ten News Melbourne, 3AW, The Herald Sun, 744 ABC Drive, Channel 9 National News, The Leader Network, Triple J Hack and RMIT's youth affairs program on Channel 31.

GIRLS' WALK

We worked closely with the City of Melbourne to present the "Girls' Walk" through Melbourne. Our Youth Activists designed a walk of the city that would allow high-level decision-makers to walk in their shoes for an hour. They took the decision-makers from various public transport, police and city council positions, on a walk of their city and discussed the issues they face in public spaces.

XYX LAB DESIGN THINKING

XYX Lab, Monash University approached Plan International to use the data collected from Free to Be to analyse and conduct in-depth case studies into the hotspots identified in the map. They also ran an incredibly exciting design thinking workshop with key influencers from Melbourne to workshop the data in Free To Be. There were over 60 people present at the workshop, including Plan Youth Activists, representatives from the City of Melbourne and other local governments, Victoria Police, Public Transport Victoria, Metro Trains, as well as gender equality organisations, engineers and architects.

METRO

Metro Trains and Plan International are developing a working group that will position the Youth Activists at the front and centre of developing an industry standard and training program that promotes gender equity in the public transport system. They have also expressed their interest in a Girl Takeover of Metro Trains and other public transport authorities.

Watch this space!



SOUTH SUDAN

A HUMANITARIAN CRISIS

Vivianna, 33, together with her children, mother and pregnant sister were forced to flee their home in South Sudan when fighting began.

This year, the United Nations declared famine in the World's newest nation, South Sudan. While we've been conditioned by what we see in the news, on our TVs and in social media to view famine as synonymous with Africa, March 2017 was the first time that famine had been declared anywhere in the world in the past six years.

Civil war and economic collapse significantly contributed to the crisis, which saw millions displaced within South Sudan and neighbouring Uganda. The United Nations Refugee Agency reported of the 1 million refugees in Uganda, 85% were women and children, who are often most vulnerable in times of crisis. Insecurity and poor rainfall have compounded the food crisis.

Plan International has been working in South Sudan since 2010 in Central Equatoria, Eastern Equatoria, Jonglei and Lakes. Our focus has been on food security and livelihoods and that focus has continued in our response to the famine which has also included education in emergencies (including school feeding activities and education on gender-based violence), nutrition, non-food items and child protection in emergencies.

The Australian public was quick to respond in the face of the famine, donating \$613,000 to our South Sudan Appeals and \$314,000 to our South Sudan related appeals.

Thanks to your support we've been able to focus on the following areas:

1. Saving lives through general food distribution to the population constantly displaced by the escalated internal conflict and those en route to neighbouring countries (particularly Ethiopia and Uganda) for safety, use of food resources for community assets creation, and primary education support through school feeding programs.
2. Addressing malnutrition to targeted malnourished children and pregnant women (outpatient therapeutic and therapeutic supplementary feeding program – inpatients).
3. In pockets of relatively peaceful areas livelihood recovery through distribution of agricultural equipment such as seeds, tools or fishing equipment and food rations.
4. Cross-cutting activities such as child protection and education in emergency information (mainly awareness sessions on child protection).

Since famine was declared in March 2017 we have reached 423,038 (as at August 2017) people in the four states we are operational in. Still access continues to present a challenge as insecurity is unpredictable and occurs in almost all parts of the country. With your support we're working to reach as many people as we can to save lives.

You can donate to our South Sudan Appeal at planau.me/donate-south-sudan-crisis

"We hope peace returns one day"

It is almost the middle of the rainy season in South Sudan, but many residents of Yei in the country's Equatoria region are yet to plant any crops. There's nothing to plant and no tools to plant with.

Rose Tabu is a 21-year-old mother. She was displaced from the town of Tore Payam 77 kilometres northwest of Yei after her house was burned down by armed men.

"On that day, I lost all I had – I am only thankful my life was spared," she says.

Rose managed to escape with her son and her sick mother. Her husband followed them later to Yei town where they now live.

Arriving in Yei two weeks after their neighbours, Rose and her family were forced to start their lives from scratch. It hasn't been easy and they have been unable to grow anything to eat.

Now, with Plan International's support, they have received seeds and tools which will soon enable them to harvest food to eat.

Through distributing seeds and tools for harvest, we are building resilience in communities which are otherwise vulnerable to the hunger crisis which has gripped South Sudan.

"This project has given us hope," says Rose. "We hope peace returns one day and we can go back to our communities in Tore."



Rose with the seeds and tools she has received from Plan International.



DADS FOR CHANGE

EARLY CHILDHOOD DEVELOPMENT

Father class meeting at Amol Village.

Dads love their children. Yet globally, cultural and traditional values about gender roles and parenting mean that dads are less involved in bringing up their children. This is not only unfair to dads and kids, it also places an uneven burden of caregiving and domestic labour on women, perpetuating gender inequality.

A father's love is a good starting point for engaging dads in parenting groups, to help them become the fathers and partners that they want to be. These groups help dads to improve their knowledge and practical skills to support child development, they provide an opportunity for dads to build solidarity networks with other dads and they provide an opportunity for dads to support community action for children.

They are a place where dads can reflect on gender roles and norms which say that the man is the provider and protector who is not involved in caregiving and domestic chores, and that men don't make good caregivers and aren't able to provide the love and care that children need.

Parenting groups are also a safe space where men can change. When men see that other men are changing their attitudes and behaviours, then they too may be more willing to change – and be less worried about facing ridicule as a result.

Plan International recognises the importance of men taking an active role in protecting and promoting the health and wellbeing of their partners and children. This means supporting and engaging men to provide emotional, financial and physical support; assuming equal and joint responsibility with their partner for care work and domestic chores; and communicating and resolving differences of opinion and potential conflict without violence.

In Indonesia this year, as part of an Early Childhood Development (ECD) project, Plan International supported 154 parenting groups in 92 Plan International-supported villages across five districts in the east of the country. This included 450 male participants, with approximately 10% of the parenting group members being fathers or male caregivers. Although these numbers are still low, it represents good progress in engaging fathers in this project.

In Amol Village, like in all surrounding communities, the responsibility for care of young children is given to mothers or female caregivers as part of tradition or habit. Recognising the need to engage dads, including in supporting the role of their wives and mothers of their children, we first worked with local government to hold community meetings to talk about the importance of involving male caregivers and fathers in Plan International's parenting program. This was followed by a selection of dads who showed motivation to participate. The role of local leaders, including religious leaders, was important for engaging fathers and for providing role models for different ways of engaging with children and women.

The new father class in Amol village was attended by 15 dads who met weekly on a Sunday. One of the members was Mr Sate. He is a father of four who was motivated to participate so he could learn about positive parenting and perform his role as a father better. He and his wife are both farmers. His wife always carried their youngest child on her back when they both went to work on the farm and when they returned, she did all the household chores whilst he rested:

"Before the parenting group existed, I didn't care for my family. All domestic work, for instance taking care of the children, washing the dishes, cooking, cleaning the house, and many more were given to the mother. When I would go to the field with my wife, we would walk together, work the crops together. When we got home, my wife would be worn out with the little kid. Before this, after we got home, I took my bath right away, sat in front of the television and asked for coffee; meanwhile my wife who was cleaning the dishes had to stop to make me coffee."

After participating in the father classes, Mr Sate said that there are a lot of changes in him, and his wife agreed. She said that her husband had totally changed – he shared the roles in their household and he is involved in child care at home:

"The thing that made me change is one day at home when my kid said to me, 'Father, please make me a small car.' Tired or not, since I remembered the (parenting) program, I had to make time to create and make toys for him. Furthermore, when the child is cranky I always take him for a cruise, sometimes the mother prepares the food and I feed them."

Mr Sate has told other dads that the parenting program is very helpful for those who have young

children. Other dads in the village who have participated have also been positive about the parenting program:

"When I was a child, I felt afraid to approach my father. Now I try to change, so my child won't feel what I felt in my childhood."

"Such a remarkable change! I'm happy because I had waited for nine years until I have a child. I'm happy washing my child's clothes. Boiling water too, I'm doing it happily."

"Before I participated in the father class, (I thought) the role of father was just going to the farm and taking care of livestock. After I participated in the father class, I started to feel guilty because (I gave) less attention to my family's needs. Since that time (I) started to share the tasks with my wife at home such as chopping vegetables, washing clothes."

In a neighbouring district, as well as their regular meetings, one of the father classes initiated joint activities that were attended by approximately 70 people from the village. These activities were to improve the community for their children and included repairing the community's drinking water pipes, repairing the community health centre building and donating time, labour and funds for construction of an early childhood centre for their children to attend pre-primary activities.

Across all Plan International's ECD projects, men are a vital partner in addressing gender inequality and achieving girls' and women's rights. Men's engagement is good for their female partners – mothers who feel supported by their children's fathers suffer less parenting stress and feel less overburdened, they parent more positively and have higher life satisfaction – and it's good for their young children – it helps young girls and boys to grow up free from limiting and stereotypical gendered norms and expectations about their value and how they should behave. And it's good for dad's too – men actively involved with the care and development of their children are more likely to be emotionally fulfilled and feel satisfied with their lives, adopt health-promoting behaviours, experience less stress and live longer.

Our ECD project in Indonesia is just one example of how working with dads means that change, including changing perspective around gender roles, can happen at multiple levels – in one's self, in the family, and in the wider community.

Watch this space.

In 2017, Plan International and local partner Pann Pyoe Lett expanded an ECD project in Ayeeyarwaddy, Myanmar following a successful one year parenting pilot in 2016. This three year project is being funded by the Woodside Development Fund and will help build the capacity of mums, dads and communities to support their children's development in 20 villages.



Make for Good Skills Exchange

As part of Etsy and Plan International's Make For Good campaign, two Australian Etsy artists, Cat from Cat Rabbit and Kirralee from Kirralee & Co participated in a skills exchange program with a group of women from our Youth Economic Empowerment program in Sri Lanka.

Cat and Kirralee travelled to Batticaloa in the east of Sri Lanka in March 2017. A warm welcome from the women at the vocational centre helped turn nerves into excitement, as all the makers sat together in a large circle in one of the centre's classrooms – it was time for the crafting to begin.

The Skills Exchange opened with the Sri Lankan women teaching Cat and Kirralee how to make cord out of coconut fibres which was then dyed and turned into colourful pencil holders. It took the Australian makers a little while to get the hang of, but they took it in their stride, with plenty of laughter. Kirralee explains: "It was hilarious when we weren't able to do the skill they were teaching very well but the girls were so patient with us."

In turn, Cat and Kirralee were able to share their crafts with the women with the hope that these skills might add to their arsenal as they grow their own businesses and livelihoods.

The Skills Exchange experience has made a lasting impact on both the makers. "In terms of perspective, even though I know it was only a small glimpse of the world I do really feel more connected with the global maker community now. Plan International's work is so necessary and so well targeted that my business will continue to support Plan International throughout the year," Kirralee said.

The way craft connects us was an important takeaway for Cat. "The skills exchange really highlighted the fact that making equals empowerment. I saw this in the women we met – and it reminded me of why I first started making things."

Inspired by our work to empower girls, over 400 Etsy makers created a bespoke collection that reflected the theme of 'creating brighter futures for girls around the world', donating at least 20% of proceeds to Plan International. Together they helped raise over \$38,000 to help support our work with women and girls.

MAKING A LIVING
YOUTH ECONOMIC EMPOWERMENT

SUHIRTHA VIVEKANANTHAN

25-year-old, participant in Plan International Sri Lanka's Youth Economic Empowerment Program:

"I really enjoyed meeting the Australian artists at the Etsy Skills exchange. It was a nice day talking with friendly women. I thought the products they made were very good quality and professional.

There are four of us in my family. My father is a labourer and my sister is studying her A-levels at school. My mother supports the family at home and I am studying Information Technology.

To help with the family income, I completed Plan International's Economic Empowerment Training. I learned how to develop a business plan and was given a grant to expand our mother and daughter broom-making business. With this grant, I could buy more raw materials and we have now started selling our brooms in the local markets.

The business is going well because people who have been using plastic brooms have begun to realise that it isn't good for the environment. So as people become more eco-friendly, demand for our products are increasing. My goal is to hire some more people in my community as our business grows."



The Etsy Make for Good skills exchange program.



OUR PEOPLE

Our values

One year into our new strategy, our work and who we are, is guided by and aligned to our new Purpose and Values.



Our Board and Executive team

BOARD OF DIRECTORS

Our Board of Directors is responsible for guiding the strategic direction of the organisation and is accountable for our actions and the impact of our activities.

Learn more about our Board of Directors at plan.org.au/our-people



Gerry Hueston (Chair)
Elected: March 2012
Current term expires: November 2018



Michael Corry
Elected: March 2012
Current term expires: November 2018



Sally Treeby
Elected: July 2014
Current term expires: November 2017



Jason Pellegrino
Elected: July 2014
Current term expires: November 2017



Amanda McKenzie
Elected: August 2014
Current term expires: November 2017



Julie Hamblin (Deputy Chair)
Elected: November 2010
Current term expires: November 2019



Brian Babington
Elected: March 2010
Current term expires: November 2019



Philippa Quinn
Elected: November 2010
Current term expires: November 2019

EXECUTIVE TEAM

Our Executive Team is responsible for providing effective senior leadership to the organisation, by developing our overarching strategy and ensuring its successful implementation.

Learn more about our Executive Team at plan.org.au/our-people



WHERE WE WORK

We welcome, celebrate and value the diversity, dedication and passion of our 115 strong workforce who operate from our Melbourne National Office, in the field with community (overseas and in Homelands, Northern Territory), colleagues and partners in addition to our team(s) based in the Autonomous Region of Bougainville, PNG, the Solomon Islands and Fiji as a result of Plan International's expansion in the Pacific. We also value the staff we partner with in the many Plan International offices around the world.

HOW WE WORK

We have commenced an exploration and re-envisioning of powerful new ways of working together to support innovation, agile, creativity and collaboration, to enable our people and to align to our strategy, culture and values. Stage One of a workplace review is underway, incorporating the creation of new work spaces to facilitate collaboration and creative thinking and the sharing of ideas. Stage Two will continue in the new year.

COMMITMENT TO INCLUSION, GENDER EQUALITY AND CHILD SAFE-GUARDING

The appointment of a new Workplace Inclusion, Gender and Child Protection Advisor re-enforces our commitment to mainstream these priorities across our workforce. A new Inclusion & Diversity Strategic Plan is underway together with a refreshed review of child protection onboarding and training for all staff, volunteers and partners.

OUR TOTAL REWARDS PHILOSOPHY

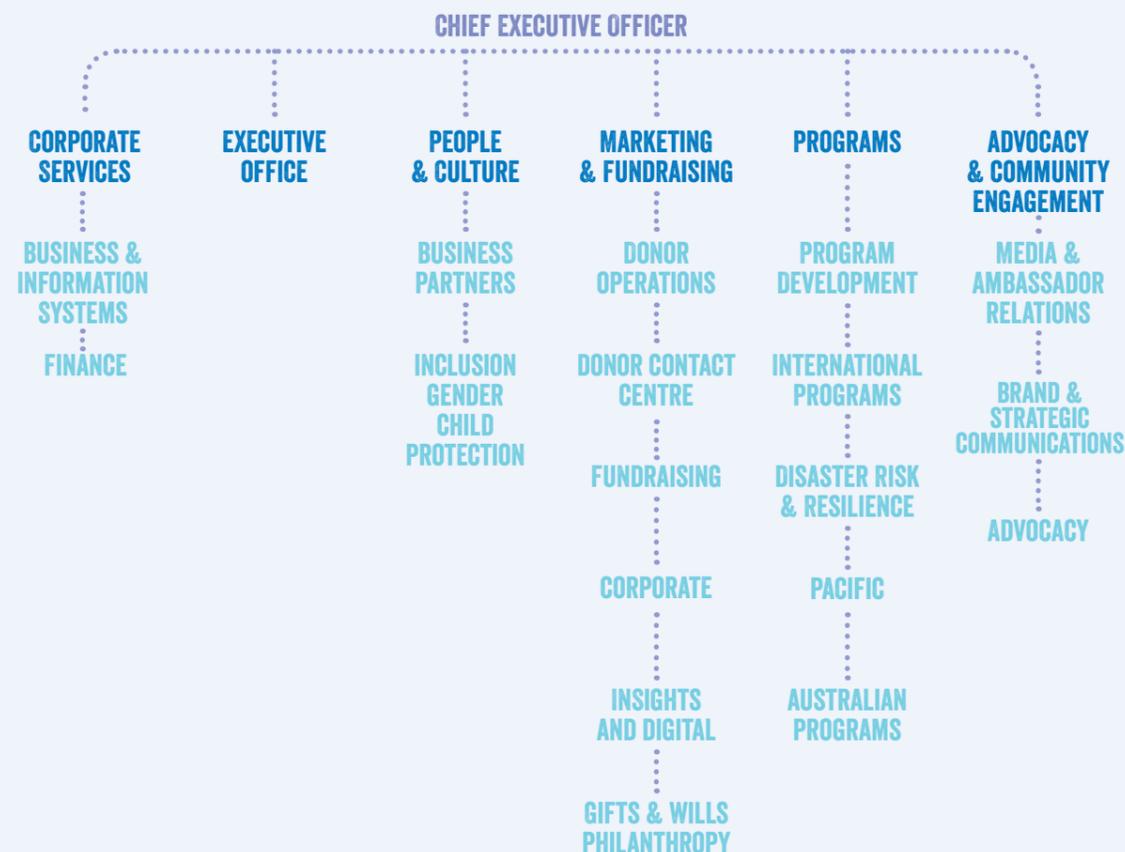
Plan International Australia is committed to providing a work environment that attracts, promotes and recognises performance excellence in order to effectively advance the organisation's purpose and strategic goals. Rewards, financial and non-financial, working conditions and environment are business-critical elements of effective recruitment, selection and retention of quality, talented and attached staff.

To this end, Plan International has implemented a 'Total Reward' philosophy. The mix of remuneration, benefits, reward, recognition and celebration make up the approach that can be offered to all employees in a fair, transparent and consistent manner and in keeping with our commitment to gender equality, inclusion and to put children first.

Remuneration (including superannuation)	Number of executives in group
\$250,000 - 279,999	1
\$190,000 - 199,999	2
\$150,000 - 189,999	3

Meet the team

Organisational chart



Our volunteers

Plan International Australia's office-based volunteers play a huge role in the everyday operations of our organisation. We greatly acknowledge – and value – all they bring to our organisation.

Our volunteers are a diverse, committed and passionate group of people who bring a wide variety of life and professional experience to Plan International.

If you'd like to volunteer with us email your CV and areas of interest to recruitment@plan.org.au

this year we had **25 VOLUNTEERS**

CONTRIBUTING 2,231 HOURS TO THE ORGANISATION

As well as **12 VOLUNTEERS OUT IN THE COMMUNITY**

BY THE NUMBERS

Our Finances

Year in review

This year represented another strong year for Plan International Australia's revenue performance. Having bounced back from a modest 2016, this year our revenue reached the second highest in five years. This was on the back of some large exceptional items such as a significant growth in our World Food Programme food distribution portfolio due to the South Sudan Famine, a strong response to our South Sudan Emergency appeal and a solid corporate and bequest performance. This is considered a strong performance within an environment experiencing cuts to the Australian Government's foreign aid budget and challenging conditions in the public fundraising market, particularly in the direct acquisition channel (face-to-face sign ups).

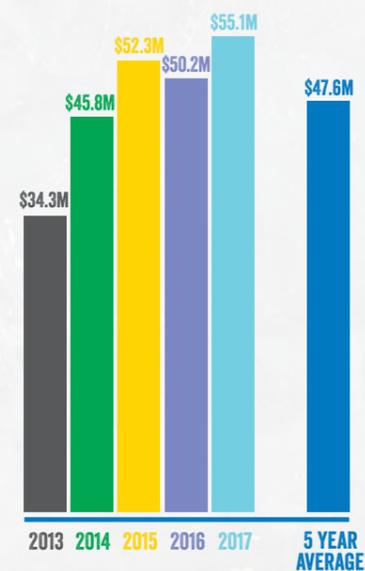
In response to this environment, we continued to work on improving our efficiency whilst also acknowledging the need to increase our in-house capability to cater for the growing digital market. The upscaling in the World Food Programme food distribution portfolio has pushed our program expenditure to a five year new high as illustrated by our program expenditure ratio (Funds sent overseas, plus project support costs and community engagement costs incurred in Australia, stated as a percentage of total revenue).

Costs incurred in Australia (for program support, fundraising, community education, accountability and administration) returned to the 2015 level, which corresponds with the increased level of revenue. This year we brought our digital capability in-house and invested in a new Digital team with the view that this investment will yield rewards in the long term.

5 YEAR REVENUE TREND



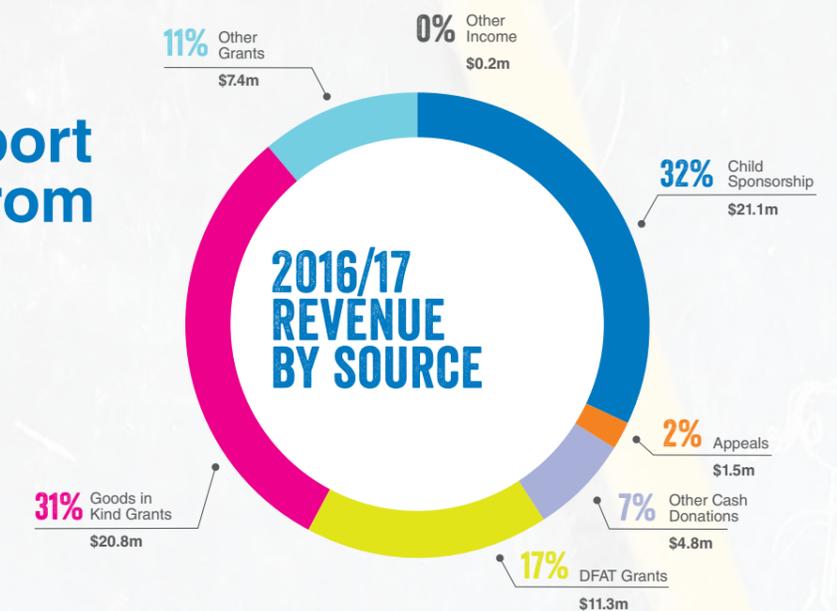
PROGRAM EXPENDITURE



IN-AUSTRALIA EXPENDITURE



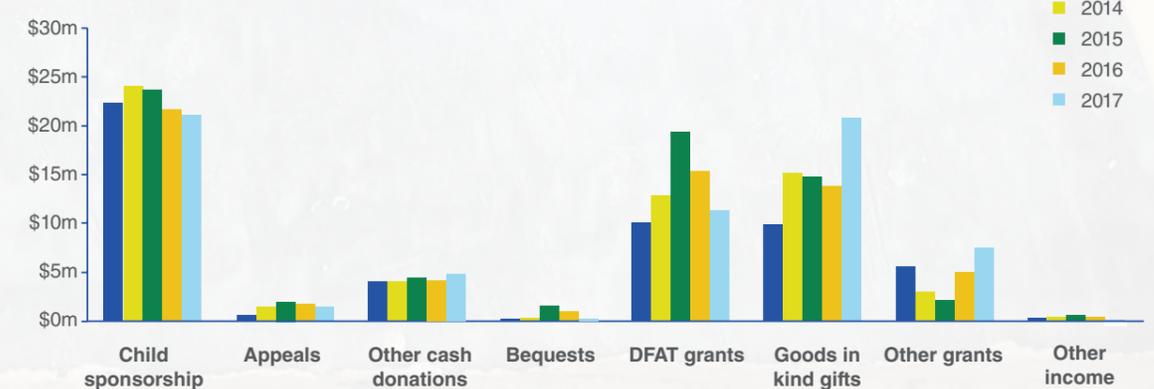
Revenue – where our support comes from



This year marked the first year of a new three-year corporate strategy. The strategy continues to focus on the balanced growth of the revenue portfolio between grants and public income. The last five-year strategy saw an impressive revenue growth at \$14.3m or 27% and we achieved a balanced revenue portfolio, allowing us to reach a greater number of children through new sources of revenue and minimise the risk of being too reliant on one source of funding.

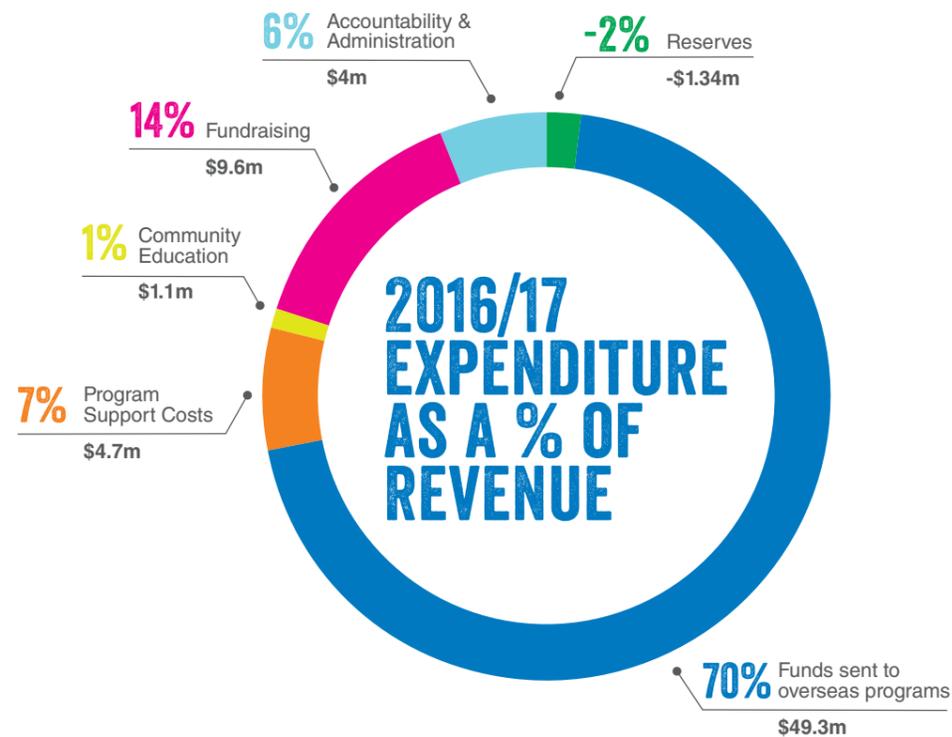
The new strategy builds on this and further identifies the importance of digitisation across all key areas. Costs incurred in Australia (for program support, fundraising, community education, accountability and administration), were only marginally higher at the end of the five year strategy (2017: \$19.4m) than they were at beginning (2012: \$18.4m), whilst revenue grew by almost one third hence ensuring that we maximise the leverage on the proportion of funds spent on children's programming.

FIVE-YEAR REVENUE TREND BY SOURCE

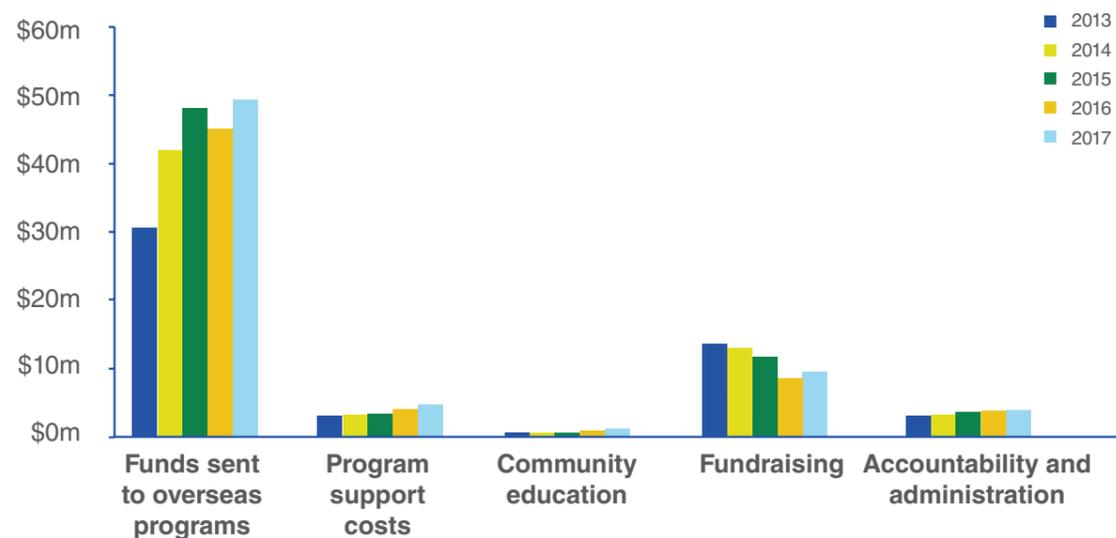


EXPENDITURE

HOW OUR RESOURCES WERE USED



FIVE-YEAR EXPENDITURE TREND BY TYPE



KEY RATIOS

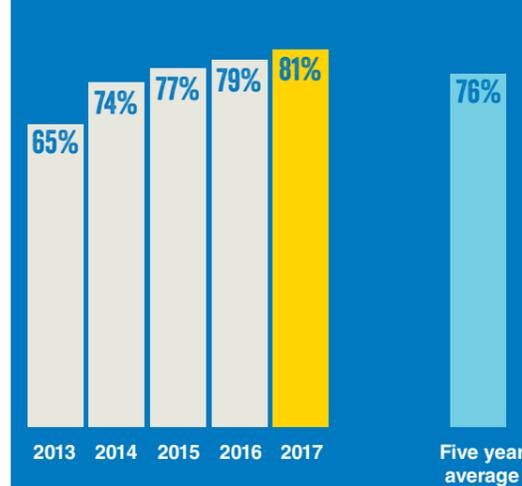
Plan International Australia aims to maximise expenditure on programming and minimise expenditure on fundraising and administration. We acknowledge that fundraising and administration expenditure is essential to ensure future programs can be funded, our supporter base can be maintained and that both can be supported adequately with appropriate systems and infrastructure.

There are two performance ratios that capture these commitments – the Program Expenditure Ratio and the Cost Ratio.

The **Program Expenditure Ratio** has increased over each of the last three years, indicating that Plan International Australia is providing more of its revenue towards programs for children. The **Cost Ratio** has declined over the last three years, indicating that Plan International Australia is becoming more efficient – spending less on support services for programs, and raising new public funds at a lower cost.

Plan International Australia is providing more of its revenue towards programs for children.

PROGRAMS EXPENDITURE RATIO



WHAT IS IT?

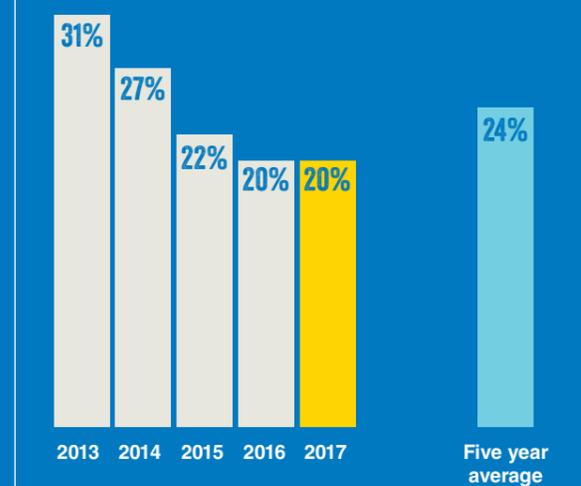
Funds sent overseas, plus project support costs and community engagement costs incurred in Australia, stated as a percentage of total revenue.

WHAT DOES IT TELL US?

This ratio shows what proportion of Plan International Australia's revenue is being used to support international programs and also includes program support costs incurred in Australia relating to design, management and quality assurance of projects and costs incurred within Australia relating to educating the Australian community on international development issues.

Please note, the above ratios will not add to 100% because Plan International Australia will have made an accounting profit or loss during each year which should not be factored into these ratios.

COST RATIO



WHAT IS IT?

Accountability, administration and fundraising costs stated as a percentage of total revenue. Accountability and administration costs include office facilities and rent, finance, Information Technology, people and culture, audit costs, depreciation and all insurance costs. Fundraising costs include promotional and marketing campaigns, payments to third party fundraisers, cost of staff involved in marketing and fundraising, production of mailing and fundraising materials, and donation-related bank fees.

WHAT DOES IT TELL US?

This ratio shows what proportion of Plan International Australia's revenue is being used to provide support services and fundraising activities.

All businesses require support services to operate which may not be directly attributable to revenue generation. Plan International Australia attempts to minimise these costs whilst ensuring adequate support and facilities to maximise our impact for children. Additionally, Plan International Australia must spend money for fundraising purposes in order that it can maintain and grow its supporter base to provide funds for future international programs.

FINANCIAL STATEMENTS

The following statements are prepared in accordance with the Australian Council for International Development (ACFID) code of conduct and represent an abridged version of our full financial statements. A full copy of our Financial Statements is available on our website at plan.org.au/annual-report.

Consolidated statement of comprehensive income

For the year ended 30 June 2017

	2017	2016
	\$'000s	\$'000s
REVENUE		
Donations and Gifts		
• Monetary		
- Child Sponsorship	21,093	21,727
- Appeals	1,498	1,808
- Other Cash Donations	4,780	4,153
	27,371	27,688
• Non-Monetary	-	-
Bequests and Legacies	22	903
Grants		
• DFAT	11,279	15,370
• Other Australian	4,058	757
• World Food Programme	20,828	13,816
• Other Overseas	3,375	3,596
	39,540	34,251
Investment Income	199	368
Other Income	22	65
Fair Value Gains On Financial Assets At Fair Value Through Profit Or Loss	467	-
TOTAL REVENUE	67,621	63,275
EXPENDITURE		
International Aid and Development Programs Expenditure		
International Programs		
• Funds to International Programs	49,266	45,143
• Program Support Costs	4,676	3,891
	53,942	49,034
Community Education	1,112	991
Fundraising Costs		
• Public	9,520	8,564
• Government, Multilateral and Private	113	182
	9,633	8,746
Accountability and Administration	3,963	3,942
Non-Monetary Expenditure	-	-
Total International Aid and Development Programs Expenditure	68,650	62,713
International Political or Religious Adherence Promotion Programs Expenditure	-	-
Domestic Programs Expenditure	-	-
TOTAL EXPENDITURE	68,650	62,713
SURPLUS/(DEFICIT) OF REVENUE OVER EXPENDITURE	(1,029)	562

Consolidated statement of financial position

As at 30 June 2017

	2017	2016
	\$'000s	\$'000s
ASSETS		
Current Assets		
Cash and Cash Equivalents	2,433	13,043
Trade and Other Receivables	3,354	1,358
Other Financial Assets	861	888
Total Current Assets	6,648	15,289
Non-Current Assets		
Property, Plant and Equipment	475	527
Intangible Assets	494	976
Financial assets at fair value through profit or loss	7,266	-
Total Non-Current Assets	8,235	1,503
TOTAL ASSETS	14,883	16,792
LIABILITIES		
Current Liabilities		
Trade and Other Payables	1,188	841
Provisions	773	738
Deferred Revenue	2,927	4,290
Current Tax Liabilities GST payable (Receivable)	140	(44)
Total Current Liabilities	5,028	5,825
Non-Current Liabilities		
Provisions	352	442
Total Non-Current Liabilities	352	442
TOTAL LIABILITIES	5,380	6,267
NET ASSETS	9,503	10,525
EQUITY		
Reserves	8,742	8,467
Retained Earnings	761	2,058
TOTAL EQUITY	9,503	10,525



Girl receives new school supplies during distribution by Plan International, South Sudan.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF PLAN INTERNATIONAL AUSTRALIA

OUR OPINION

In our opinion, the summary financial report as derived from the audited financial report of Plan International Australia for the year ended 30 June 2017:

- a) is consistent, in all material respects, with the audited financial report of Plan International Australia for the year ended 30 June 2017, in accordance with the basis of preparation described in Note 1 to the consolidated summary financial report.
- b) complies, in all material respects, with Section C2.2 of the Australian Council for International Development (ACFID) Code of Conduct.

What we have audited

The summary financial report derived from the audited financial report of Plan International Australia for the year ended 30 June 2017 comprises:

- the consolidated statement of financial position as at 30 June 2017
- the consolidated statement of comprehensive income for the year then ended
- the consolidated statement of changes in equity for the year then ended
- the consolidated statement of cash flows for the year then ended
- the statement of cash movements for designated purposes
- the notes to the consolidated financial statements
- the directors' declaration

EMPHASIS OF MATTER – BASIS OF ACCOUNTING AND RESTRICTION ON USE

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the directors' financial reporting responsibilities under the *Australian Council for*

International Development ("ACFID") Code of Conduct. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for Plan International Australia and its members and should not be used by parties other than Plan International and its members. Our opinion is not modified in respect of this matter.

The summary financial report does not contain all the disclosures required by Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission (ACNC) Act 2012* applied in the preparation of the audited financial report of Plan International Australia for the year ended 30 June 2017. Reading the summary financial report, therefore, is not a substitute for reading the audited financial report of Plan International Australia.

THE AUDITED FINANCIAL REPORT AND OUR REPORT THEREON

We expressed an unmodified auditor's opinion on that financial report in our auditor's report dated 28 September 2017.

DIRECTORS' RESPONSIBILITY FOR THE SUMMARY FINANCIAL REPORT

The directors of Plan International Australia are responsible for the preparation of the summary financial report in accordance with the basis of preparation described in Note 1.

AUDITOR'S RESPONSIBILITY

Our responsibility is to express an opinion on whether the summary financial report is consistent, in all material respects with the audited financial report and complies, in all material respects, with Section C2.2 of the *Australian Council for International Development (ACFID) Code of Conduct* based on our procedures, which were conducted in accordance with Australian Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.


PricewaterhouseCoopers


David Kennett, Partner

Melbourne
28 September 2017

Consolidated statement of changes in equity

For the year ended 30 June 2017

	Reserves	Retained Earnings Reserves	Total
	\$'000s	\$'000s	\$'000s
BALANCE AT 1 JULY 2016	8,467	2,058	10,525
Excess of revenue over expenses	-	(1,029)	(1,029)
Other amounts transferred (to) or from reserves	275	(268)	7
BALANCE AT 30 JUNE 2017	8,742	761	9,503



Plan International Australia is a member of the Australian Council for International Development (ACFID) and is a signatory to the ACFID Code of Conduct. The Code requires members to meet high standards of corporate governance, public accountability and financial management. More information about the ACFID Code of Conduct can be obtained from Plan International Australia and from ACFID at www.acfid.asn.au or by email on main@acfid.asn.au Tel: (02) 6285 1816.



COMPLIANCE & REGULATION

We ensure accountability and transparency in every aspect of our business. We're committed to efficiency, effectiveness and best practice corporate governance.

Girl eager to learn in class after receiving a meal at lunch through a Plan International school feeding program, Kenya.

ACNC, ACCOUNTING STANDARDS AND ATO

As a registered charity, Plan International Australia complies with the Australian Charities and Not-for-Profits Commission (ACNC) Act 2012. This includes Australian Accounting Standards, the ACNC regulations, and other mandatory professional reporting requirements.

The Australian Taxation Office (ATO) has given Plan International Australia the status of a Deductible Gift Recipient (DGR), granted exemption from Income Tax and provided concessions for Fringe Benefits Tax and GST. Reporting requirements comprise mainly annual fringe benefit tax returns, quarterly Business Activity Statements and monthly Pay-as-you-go (PAYG) submissions.

ACCREDITATION

We are fully accredited and a trusted recipient of funds from the Department of Foreign Affairs and Trade (DFAT). Our accreditation is maintained through a rigorous process by DFAT that is undertaken every five years, involving an in-depth assessment of our management capacity, systems, operations, and linkages with the Australian community against a set of agreed criteria. Being accredited gives the organisation access to the Australian NGO Cooperation Program (ANCP) and DFAT funding programs such as Cooperation Agreements and any other funding mechanisms that may be created. Accreditation ensures we are transparent with our finances, and covers our entire portfolio including non-development activities and activities not funded by DFAT.

ACFID

We are a member of the Australian Council for International Development (ACFID) and a signatory of the ACFID Code of Conduct. ACFID is the peak body for aid and international development NGOs and its Code of Conduct upholds the highest standards of ethics, effectiveness and accountability. For further information on the Code, please refer to the ACFID Code of Conduct Guidance Document available at www.acfid.asn.au.

Complaints relating to a breach of the ACFID Code of Conduct by an ACFID member can be made to the ACFID Code of Conduct Committee (www.acfid.asn.au/code-of-conduct/complaints).

FUNDRAISING

Fundraising licenses are required by many of the states in Australia in order to raise funds within their borders. We hold all required licenses and comply with the requirements associated with these licenses, which includes such conditions as providing extra reporting to particular states.

WORKPLACE RELATIONS LAW

We are committed to complying with all workplace relations regulations, statutory and legal requirements. These include: Fair Work Act 2009; Human Rights & Equal Opportunity Commission Act 1986; and Work Health & Safety Act 2011. Workplace practices and internal policies are regularly reviewed to ensure compliance.

PRIVACY POLICY

Read our privacy policy: plan.org.au/contact/privacy



OUR PATRON

Plan International Australia is honoured to have Her Excellency, The Honourable Dame Quentin Bryce AD CVO as our Patron. We give special thanks for her support and endorsement of our Because I am a Girl campaign.



GIFTS IN WILLS

Many of our wonderful supporters have left a gift to Plan International Australia in their Will. In 2017, we received gifts from the estates of:

- Diana Vernon
- Kevin Hollams
- Joan Apps
- Gillian Bottomley
- Edna Davies
- Dennis Fisher
- Patricia Gallaher
- Thelma Hunter
- Helen Lyons
- Eileen Tuohey
- Lucy Raig
- Norma Bourne
- Anthony Parkinson
- Alfred Prowse

MAJOR SUPPORTERS

We would like to thank the following major supporters for their contribution:

- ACME Foundation
- The Barlow Foundation
- Beeren Foundation
- Birchall Family Foundation
- Jason Boladeras
- Margaret R Henley
- Anne Kantor
- Joy and Andy Lyell
- Rosanne and Brian McMahon
- Bill Moodie
- Perpetual as Trustee
- RobMeree Foundation
- Lindsay Sparrow
- Margaret Stuart
- Kerrie and Brian Tierney
- Jan and Kevin Welsh

BUSINESS PARTNERS



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