



Afghan Australian Development Organisation

Education for a Better Future
www.aado.org.au

Annual Report

For the year ending 30 June, 2014
ABN 25 274 698 213





Afghan Australian Development Organisation

Our Mission

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

AADO has a proven track record of high outcome, low cost programs which are delivered by local project staff with deep community networks and trusted relationships.

- Provides vocational training, basic literacy and numeracy, intensive in-service teacher training and resources for educational institutions eg laboratory equipment and resources
- Helps Afghans by providing education and vocational training and enterprise development to advance sustainable livelihoods, improve health and wellbeing and build stronger communities
- Works with women and girls, particularly in rural communities, to improve their access to education, health care, employment, to overcome discrimination, and protect their human rights

About AADO

The Afghan Australian Development Organisation was formally established in Australia in 2002 by Afghan-Australian Dr Nouria Salehi, OAM and Victorian Senior of the Year 2012. Dr. Salehi became AADO's Executive Director after many years of privately assisting Afghans to settle in Australia and raising funds to help individuals and families in Afghanistan.

In Afghanistan, AADO:

- Is registered as AADRO, a local non-government organisation (NGO) with the Afghan Ministry of Economics (MoEC), and has an MoU with the Ministry of Education
- Respects Afghan culture and traditions and works in partnership with local communities
- Prides itself on minimising overhead costs and distributing close to 100% of its financial resources directly to development projects
- Employs a small local and highly skilled project management team in Kabul and field staff
- Implements formal and non-formal educational opportunities for disadvantaged Afghans in provinces across Afghanistan

In Australia, AADO:

- Raises awareness and understanding amongst Australian decision makers and the broader community about the humanitarian situation in Afghanistan and development needs, and advocates for just international development and refugee settlement policies
- Through its Melbourne based Manager of Communications and Development, works with the Committee of Management and volunteers to build our supporter base nationally and improve our financial sustainability in the absence of Australian Government funding for our activities here or in Afghanistan
- Relies significantly on the work of a voluntary Committee of Management who have strategic oversight of the establishment and progress of all programs together with a large team of dedicated volunteers
- Is incorporated as a non-aligned, non-profit organisation in Victoria, Australia with DGR (Deductible Gift Recipient) status
- Is a member of the Australian Council for International Development (ACFID) and is a signatory to the Council's Code of Conduct defining minimum standards of governance and reporting with which Australian (NGOs) should comply



President's Report

AADO continues to offer three major projects in Afghanistan that focus on educational development through practical skills acquisition, for those with minimal opportunities in Afghanistan, particularly women, to foster sustainable livelihoods and develop professional skills.

Our Life Skills Training for Rural Women reaches women who have not had education opportunities to develop literacy and numeracy skills related to livelihoods, while our Vocational Training in Carpentry provides unskilled young men with a direct pathway to employment. We are encouraged by our growing partnerships with Government and provincial leadership in Afghanistan which augurs well for our plans to expand our Intensive Science Teacher Training Course to more provinces over the next 3 years.

There has been much interest in AADO's Science Teacher training with weekly visits from the Director of the National Science Centre, as well as other visitors including the Director of its Environmental Sciences and the Director of Kabul province Ministry of Education.

These programs run in Afghanistan are a powerful force for change - they are productive and positive with a broad and significant impact on the lives of the Afghan people.

These projects are made possible only through the generous and on-going support from several key organisations and with the support of many wonderful people who provide in-kind, practical as well as financial support. This is matched by the growing capacity of our skilled and energetic staff team in Kabul and the tireless efforts over innumerable hours from the members of the AADO Committee of Management in Melbourne.

Our particular thanks go to Cabrini Mission, Portland House Foundation, Planet Wheeler Foundation, D&K Foundation and the Cubit Family Foundation for their continued support this year, believing in and enabling this vital humanitarian work to continue.

AADO is well equipped for the challenges ahead. During January and February 2014, Bianca Pilla, our dedicated Project Officer, together with the dynamic and highly skilled volunteer Anna Osharov, led the development and implementation of a three year Strategy for Communications and Income Generation. The Fundraising Sub-Committee, ably led by Kim Shaw, has already run a highly enjoyable and profitable Iftar celebration in July. Fundraising planning is well underway, including our annual celebration of the Afghan New Year in 2015, and we will be calling on our supporters and their networks to help support our efforts to build the financial sustainability that enables AADO's work in Afghanistan.

Late this year we appointed Jillian Hocking as Manager of AADO's Communications and Development after Bianca re-located interstate. Jillian brings a wealth of media and communications experience, has worked with culturally and linguistically diverse communities both within and outside Australia and has lived and worked in Afghanistan.

Through this partnership with a committed Committee of Management and with the energy, inspiration and creativity of Dr Nouria Salehi, founder and Executive Director, AADO is well-placed to move into the next stage of development and growth. It has been a stimulating and deeply satisfying opportunity to work with so many energetic and creative people and be associated with such powerful and far-reaching achievements.

With grateful thanks to those wonderful people, organisations and communities who support AADO and its work in Afghanistan.

Kerry Gartland
AADO President 2013-14

Executive Director's Report

I welcome you to AADO's 2014 Annual Report. Although 2014 was a year of huge change in Afghanistan, with election and post-election uncertainty dominating the minds of Afghans for the last eight months, AADO's projects continued to run smoothly in Kabul City and in the provinces. My regular visits to our programs in Afghanistan, and my work with our Kabul team, also continued. I am pleased to announce the appointment of Ahmad Farid Arian as our Coordinator and Operational Manager who joins Saina Ahmadi, our Accounting and Office Manager, to form the leadership team in Kabul.

AADO's Master Science Teacher Training (M-STT) program caught the attention of the Ministry of Education of the Islamic Republic of Afghanistan. According to the Deputy Director of the Kabul Science Centre, "The demand for AADO's science teacher training is increasing."

As we end this year, we are nearer to our goal of extending this significant intensive in-service training to under-skilled Science and Maths teachers in more provinces.

But the success of AADO's training lies with the teachers themselves who are motivated to improve their science teaching skills and knowledge for the benefit of their students. Most of AADO's M-STT trainees were walking up to two hours to reach the centre on time and undertake their training. They were pleased to learn and very grateful to the Australian people for supporting them in their educational pursuits.

AADO's Life Skills Training Project conducted in rural villages is being rolled out to more villages. During monitoring and discussions with women I found them resilient and it reminded me that hope and patience are found amongst desperate people. They were facing poverty and hunger at home, and instability and insecurity in the country itself, but still remained positive and hopeful for the future.

AADO's Vocational Training in Carpentry is a window of opportunity for teenagers who would otherwise be relegated to a lifetime of unskilled, insecure work.

This last year AADO continued to provide hands on training to a group of young men to become skilled carpenters, contributing to the reconstruction of their destroyed country and to their family's livelihood. AADO aims to see the end of poverty through tailored education and vocational training for tens of thousands of teachers, rural women and unskilled and illiterate Afghans.

My heartfelt thanks to AADO's supporters, Planet Wheeler Foundation, Cabrini Mission, Portland House Foundation, D&K Foundation, Cubit Family Foundation, AADO's friends and private donors.

I am thankful for having highly professional committee members in Melbourne.

Finally, I applaud AADO's brave local staff in Afghanistan who are at any moment ready to serve their country men and women.

Dr Nouria Salehi
Executive Director



The Context of AADO's work in Afghanistan

Afghanistan is now in the stages of establishing an untested political structure under a shared unity government with a determined focus on women which is being supported strongly by President Ashraf Ghani's wife, Rula Ghani. AADO has written separately to the new President and his wife to congratulate them and seek the hand of partnership and support in both our efforts to assist those most vulnerable in Afghanistan.

Conducting training in Afghanistan is clearly not without challenges. In order for AADO to undertake its projects on the ground, considerations include Kabul's security situation around the city and in some districts. Security challenges are just one of the discomforts Afghans live with 24/7 and yet AADO's training continues through a committed team of trusted, reliable professionals.

Intensive Science Teacher Training

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

To support this education and training work, AADO has established a Teacher Training Centre in Kabul with the capacity to simultaneously instruct 50 - 60 mathematics and science teachers to deliver the approved Government secondary science and mathematics curriculum.

In July 2012, AADO embarked on a new 3-year program of Master Science Teacher Training in regional provinces. In 2013-14, AADO trained 350 Master Science Teacher Trainers in Parwan province,

and in Kabul, at the AADO Learning Centre, thanks to Planet Wheeler Foundation, and a further cohort from Uruzgan, thanks to the support of the D&K Foundation.

These Master Teachers return to their high schools or tertiary training centres to pass on this newly acquired knowledge to other teachers, reaching out to the surrounding education community and ultimately Afghanistan's school students.

In addition, to date, a total of 2,500 under-skilled Science and Maths teachers have significantly increased their teaching skills and subject knowledge by participating in AADO's intensive hands-on, in-service Science Teacher Training course. All training was conducted in accordance with the new curriculum and text books printed by Afghanistan's Ministry of Education, and primarily focussed on scientific experiments from seventh to twelfth grade curriculum.

For many of the participant teachers, conducting hands on experiments for the first time using laboratory equipment and, watching a living organism under a microscope, was a big surprise. Additionally, having printed lecture notes and learning materials provided in colour proved an effective teaching resource combined with laboratory equipment. This made the practical instruction and learning experiences inspiring and motivating.

Between 2006 and 2014, AADO has successfully trained more than 2,500 Mathematics and Science teachers from Kabul City, Kabul Province, Qarabagh District (Kabul Province), Herat Province, Charikar (Parwan Province), Samangan Province, Kunar Province, Uruzgan Province and Sur-e-Pul.

This program has the formal endorsement of the Afghan Ministry of Education.

AADO ensures learning goals are retained, maintained and disseminated after the training course through the Master Science Teacher project which is currently training an additional 100 Science teachers in Kabul as Trainers or Lead Teachers.



Life Skills Training for Rural Women and Girls

AADO's Life Skills Training Program teaches rural women who have missed out on an education, how to read, write and do simple arithmetic, taking them from little or no literacy to the equivalent of third grade. They learn about basic health issues, such as hygiene, nutrition and elementary first aid, and life skills including physiology, psychology, human rights and conflict resolution.

The second semester of this one year course teaches dressmaking, tailoring and embroidery, and the sewing machine they receive on graduation helps them to establish their own business. Outcomes of AADO's Life Skills Training program are far reaching and include women organising so their views can be heard by local leaders; increased access to decision-making in their families and communities; improved health and well-being outcomes for their families and broader community; and crucially becoming role models for other young women in local level leadership.

Through a partnership with the Afghan Rehabilitation and Health Services Organisation (ARHSO), who run similar educational programs for rural women, women with disabilities, and for refugee women living on the outskirts of Kabul, a further 100 women were trained in Life Skills. Overall, thanks to Cabrini Health, this program has now provided basic health training, literacy, numeracy and vocational training to over 1,250 rurally-based women in 54 villages with reported high level benefits across many local communities.

Anahita, 22, single, was burned by a gas balloon explosion. Despite being handicapped she joined the class in Saray. "My mother died in the war and I now have a stepmother who does not treat me well. My father has other children and struggles to support our family." Anahita became a very good tailor thanks to the Life Skills training and enjoyed working in a group with other classmates developing her skills. She now works from home with the sewing machine that came with graduation. She is happy as she can now help her family financially and enable her brother to attend school. Her brother helps her sell in the local village market.

Rural women like Anahita are empowered through AADO's Life Skills program to improve everyday living conditions for their families, explore employment opportunities and help reduce household poverty.

Vocational Training in Carpentry

Young men face family hardship and are often forced to work on the streets to help support large families, many of which have only one parent. Afghanistan's street-working children are among the most vulnerable, being exposed daily to extreme risks and dangers.

AADO recruits these children, primarily young boys, into Vocational Training in Carpentry which runs over 12 months. The trainees must attend school for part of the day and undertake training at AADO's Kabul premises for the other part of the day. They receive a midday meal whichever shift they attend and a small stipend each month to cover transportation costs. Upon graduation, each trainee receives a basic carpentry starter kit with tools and materials to assist them in their future endeavours.

Throughout the year, the trainees gain experience working on diverse contracts, including office partition walls and furniture for the Ministry of Education, laboratory cabinets, kitchen cabinets, glass-panelled doors and many other pieces of furniture for local businesses and markets. Trainees learn and experience the different business models needed for small and large-scale contracts, as well as managing peaks and troughs during seasonal changes.

"I love AADO's carpenter course. Before doing the training I sold telephone cards on the streets of Kabul and was treated badly by other street children. I was sad and felt lonely. Now, thanks to AADO, I am working hard to become a professional carpenter. This is above my dreams, to work hard so I can support my family who are so proud of me." Yaseen

Our Carpentry Training program has been in place for five years with 45 young men successfully achieving trade level skills. Relying on the generous support of the Deutsche Afghan Initiative, fundraising and donations from the Australian public, a further nine young men aged 15-17 graduated this year and were all immediately employed. A further nine young men began their training in May 2014.



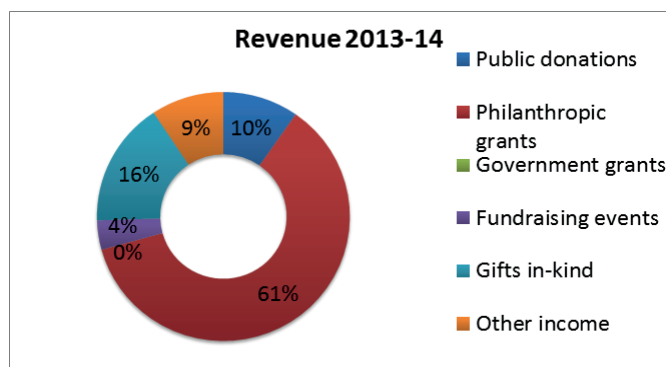
AADO's Point of Difference

- We are the only Australian NGO focused on one country, Afghanistan
- Our founder and Executive Director is eminent Afghan-Australian Dr Nouria Salehi, Senior Victorian of the Year 2012 and awarded an AOM in 1997
- Our team on the ground in Afghanistan has deep community networks
- Our programs are locally led, run on schedule and within budget
- We believe our administration costs are the lowest in the sector
- We pay no bribes
- We form productive partnerships with Government and local Provincial leaders.

To achieve our goals and help Afghanistan's most vulnerable we need generous financial assistance.

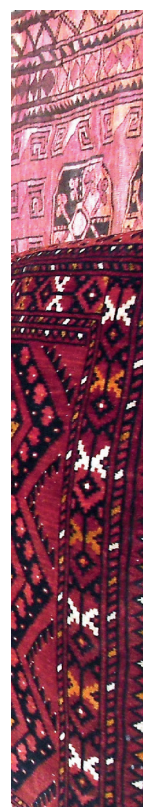
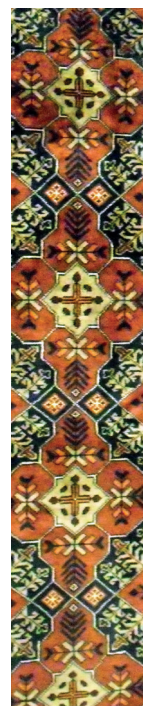
Funding Our Work

Our funding is generously provided through philanthropic grants from our long association with the Planet Wheeler Foundation, Portland House Foundation, and Cabrini Health, additionally from the Cubit Family Foundation, the D&K Foundation and The Asia Foundation. Donations from concerned individuals and friends in Australia also make a significant contribution to AADO's work.



AADO's Key Objectives 2014 to 2016

- Secure funding to launch the Sustainable Rural Livelihoods Initiative, training 720 smallholder farmers in horticulture, focused on female headed households, over 3 years
- Secure funding to train a further 800 Master Science Teacher Trainers
- Implement our new Communications and Income Generation plan focused on building a wider public funding and supporter base in Australia
- Establish a formal volunteer framework and employ a part-time volunteer coordinator, to harness the skills and in-kind contributions of volunteers
- Influence the Australian government to increase its funding opportunities for local, grassroots NGOs working in Afghanistan



AFGHAN AUSTRALIAN DEVELOPMENT ORGANISATION INC
25 274 698 213
INCOME STATEMENT FOR THE YEAR ENDED 30TH JUNE 2014

REVENUE	2014	2013
	\$	\$
Donations and gifts		
• Monetary restricted	287,872	207,880
• Monetary – non restricted	11,624	21,147
• Non-monetary	101,068	79,954
Investment income	2,064	3,741
Other Income	712	155
TOTAL REVENUE	403,340	312,877
EXPENDITURE		
International programs		
• Funds to international programs	330,983	345,882
Community education	0	0
Fundraising costs	2,316	1,650
Accountability and Administration	9,257	8,176
Non-Monetary Expenditure	101,068	79,954
TOTAL EXPENSES	443,624	441,004
EXCESS (SHORTFALL) OF REVENUE OVER EXPENDITURE	(40,284)	(128,127)

**BALANCE SHEET
AS AT 30 JUNE 2014**

ASSETS		
Current Assets		
Cash and cash equivalents	206,060	120,167
Other financial assets	0	50
Total Current Assets	206,060	120,217
Non Current Assets	0	0
TOTAL ASSETS	206,060	120,217
LIABILITIES		
Current Liabilities		
Trade and other payables	6,615	14,178
Income in advance	137,185	0
Current tax liabilities	0	2,641
Other financial liabilities	18	873
Total Current Liabilities	143,818	17,691
Total Non Current Liabilities	0	0
TOTAL LIABILITIES	143,818	17,691
NET ASSETS	62,242	102,526
EQUITY		
Reserves	0	0
Retained earnings	62,242	102,526
TOTAL EQUITY	62,242	102,526

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

AFGHAN AUSTRALIAN DEVELOPMENT ORGANISATION INC
25 274 698 213

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2014**

	Retained Earnings	Reserves	Other	Total
Balance at 30 th June 2013	\$ 102,526	\$ -	\$ -	\$ 102,526
Shortfall of Revenue over expenses	\$ (40,284)	\$ -	\$ -	\$ (40,284)
Balance at 30 th June 2014	\$ 62,242	\$ -	\$ -	\$ 62,242

**CASH FLOW STATEMENT
FOR THE YEAR ENDED 30 JUNE 2014**

Cash Flow from Operating Activities	\$
Interest Received	2,064
Donations and Grants	293,625
Fund Raising	5,871
Memberships	630
Exchange Rate Fluctuations	82
Total	302,272
Payments	(342,556)
Cash at Beginning of Year	102,526
Cash at End of Year	62,242


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

Auditor's opinion

In my opinion, the financial report presents fairly, in all material aspects, the financial position of the AFGHAN AUSTRALIAN DEVELOPMENT ORGANISATION INC as at 30 June 2014 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the full financial statements.

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

Name of Director:



Mark Donald Crew CPA

Address:

Suite 1/84 Johnston Street, Fitzroy, 3065
Dated this 6th day of November 2014

The Full Financial Report for 2014 is available on our website www.aado.org.au or a hard copy is available on request. The above Summary Financial Statement Report format complies with the standard set out by the ACFID Code of Conduct. For further information on the Code please refer to the ACFID Code of Conduct Implementation Guidance available at www.acfid.asn.au.

AADO Committee of Management 2013 -2014

President
Kerry Gartland

Vice President
Sarina Greco

Executive Director
Nouria Salehi

Treasurer
Rosemary Marquardt

Secretary
Karina Rodset

Committee members
Diane de Silva, Zara Zaher, Kim Shaw, Carlie Adamek

Program and Communications Co-ordinator (until March, 2014)
Bianca Pilla

Manager, Communications and Development
Jillian Hocking

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

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

