



Afghan Australian Development Organisation
Education for a Better Future

Afghan Australian Development Organisation
(Est. 2002)

ANNUAL REPORT
For the year ending 30 June 2017
ABN 25 274 698 213

The Afghan Australian Development Organisation (AADO) has much pleasure in presenting their fifteenth Annual Report.

AADO provides education and training in Afghanistan for those with minimal opportunities, in particularly women, to foster sustainable livelihoods and professional skills development and 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.

Learn more about AADO at www.aado.org.au

Highlights and achievements 2016-17

We continue to deliver education and training initiatives to improve the livelihoods and professional pathways of women and their families in Afghanistan

300 Science teachers have each been trained as Master teachers in their own faculty and are now passing on their knowledge to other teachers.

9 teenage youths have completed an apprenticeship in Carpentry at AADO's Learning Centre as well as attending school.

120 village women have learned to read and write and been trained in basic sewing techniques which will enable them to earn an income for their families.

12 widows are growing vegetables in Greenhouses built by AADO and learning how to grow food for their families and flowers for sale.

We have increased our organisational capacity:

A Working Group of the Committee of Management undertook a risk analysis process to better reflect the current situation in Afghanistan.

The Executive Team developed a Theory of Change under the guidance of the very experienced Deborah Rhodes who provided this service pro bono.

Our Admin Systems Officer Quinn Lovett implemented a tailored communications strategy, including upgrading our supporter data base, streamlining social media and introducing a software package called Mailchimp

Our team in Kabul have attended professional development courses to enhance compliance with our procedures and to enable additional responsibilities to be undertaken when required.

We have worked on and improved our financial sustainability

A detailed Business Development Plan for the Master Science Teacher Training program was produced by the Working Group following a pro bono workshop with Wendy Brooks and Associates. This plan now forms the basis of submissions and proposals for this program.

The Executive Team reviewed AADO's income generation strategies with the pro bono help of Linda Petrone.

We are working on building relationships with a new Charitable Trust and the Asia Foundation.

We have broadened our supporter base through events that reached people new to AADO and we have encouraged supporters to donate monthly

We followed up with the Australian Government and the NGO sector

The Diasporas in Action Conference in Melbourne September 2016 heralded a new commitment to the role of small diaspora led organisations like AADO

Met with DFAT and the Minister's office in Canberra to seek a way forward for Federal Government funding of small diaspora-led organisations like AADO





President and Executive Director's Report

We hold firm in our belief that education and training play a vital role in the fight against extremism and radicalism, slowly bringing social and economic change to peoples' lives.

AADO's team in Afghanistan, working as the Afghan Australian Development and Rehabilitation Organisation (AADRO) have done an outstanding job in a chaotic and dangerous country where the challenges faced by Afghans are increasing with widespread corruption, inequality and poverty affecting most Afghans, particularly women and children.

Again this year, we are pleased to say that our tailored education and training initiatives have run efficiently and within budget, despite the heightened security situation from the resurgence of the Taliban who cut power supplies and patrol country roads.

A focus of the Committee's work has been risk analysis of our procedures and strategies in Kabul. AADO joined a coalition of NGOs delivering programs into Afghanistan in a series of national teleconferences designed to better understand how DFAT sees the current risks of delivering programs in Afghanistan. Nouria's first hand knowledge of the risks and threats and the operational practices of our team in Afghanistan were noted as being practical and exemplary and appreciated by DFAT.

There is strong recognition of the distinct advantages of small diaspora NGOs in delivering aid in insecure environments. The modus operandi of our team in Kabul is to work under the radar with an ear to the ground for emerging security risks. Being small and agile is a definite advantage. AADRO's work depends entirely on the enduring and trusted relationships between our team and community and Government leaders.

Our Committee of Management has worked hard these past 12 months to provide strong governance and oversight, and it's now time for some to step down. We say thank you to Mojda Hasheyam, our very active Vice President, and to John Ball, who brought his deep experience of international development to his work with AADO. We also farewelled Katie Murphy and Carlie Adamek. Rosemary Marquardt, our indefatigable Secretary is moving interstate but will continue as a Committee member to ensure a smooth transition to a new Secretary.

AADO is proud of the role it has played in changing people's lives through education and training and we want to thank every donor, staff member and volunteer who have made this possible, because without your support, we couldn't bring about any changes.

Sarina Greco
President

Dr Nouria Salehi
Executive Director



Training Teachers as Master Science Teachers gives Afghan teenagers a better chance of gaining university entrance.

AADO's Master Science Teacher Training (MSTT) Program, being implemented since 2012, provides intensive training for Science teachers working in senior secondary high schools across Afghanistan who have leadership qualities. This year 300 teachers completed their training and upon graduation, were allocated time to train their peers in their own and also neighboring schools

This year heavier than usual snow falls and lack of water and electricity in a provincial city made administering the program more difficult than usual as the AADRO generator had to be transported from Kabul and water had to be collected & distributed by hand each day.

In May the Ministry of Education approached Nouria to discuss the possibility of AADRO running programs for them, to cover 15 Provinces and 1500 teachers. It is hoped that this program can begin in December 2017 during the winter vacation period when the teachers will be able to travel to Kabul for the intensive training.

A comment from one of the participants:

Rohina Subject: Physics

First I would like to thank all the Aussies for all the supports doing for our country especially for the teachers and education.

I must say this is the best seminar; we have solved our problems in both theory and practical parts, the new books published by Ministry of education is so difficult and not clear, so I have a request to increase the time frame of the program so we can solve all the matters with our trainers.

I want to thank AADRO and all its staff, the behavior of them was superb and I wish them more success on their useful programs.

Village Greenhouses program

The two groups of women learning about horticulture in greenhouses are harvesting the rewards of their labour. Most of the participants have graduated from the Life Skills Programs and most are widows who do not own land and therefore had no way of growing their own food.

A very cold winter did see one of the greenhouses crushed by snow, but fortunately reconstruction was not too difficult and by spring, seeds and seedlings were in the ground and ready to grow!

Education is the way out of poverty and exclusion for women in villages who were denied schooling and are supporting families.

Since 2002 AADO has been running programs in villages to teach women how to read, write and do basic maths. These programs also incorporate basic health issues, diet, hygiene and then sewing. The value of the one year program can be understood by the following

Ms Mena Story:

I have born in QaryaKohna and I have grown in this village and got married with my husband from QalayTahmeran. In this village there were a lot of educated people and I was feeling very sad and felt unhappy in the village. After a passage of time Allah gifted me three children and I lost my husband in an accident. My father and my brother were helping for a while but when my brother got married and had his own children he stopped assisting us and I was very worried about our life and I thought with myself that I wish I could have been able to do something for my children and solve my family problem. When I heard about AADO literacy course and vocational education (tailoring) I join the course and because of AADO assistance I can sew people clothes and earn money from that and continue my life and I thank AADO organization from all the assistance to us.

Carpentry training for teenagers

Teenagers recruited from the streets of Kabul into carpentry apprenticeships secure a livelihood for themselves and their families and contribute to nation building.

Again this year, 9 young men have worked on commercial contracts and small business skills as part of their training course for half a day, and attend school the other half of the day. The apprenticeship is for one year and to date, all graduates have found employment.

My name is Abdul Wali,

It has been 6 months that I am working as a carpentry trainee with AADO, I am grateful that I am here because I learned a lot of things. I made a shoe shelf few days ago and the customer like it a lot.

I also made a doorframe without my trainer's help, and when I showed it to my trainer he was too happy and told me well done.

I also remember my first ever task and it was pressing the wood and measuring a table and I did it correctly.

I am very satisfied with AADO s course and the training, one of the big help is our trainer let us go to school also, which is the positive side of the training

After I finish this course I will to open a shop and be like my trainer.

I want to thank AADO and I hope this course extends from one year to two years, so we can learn more and more.





Fundraising, Volunteers and Events

As in so many small organisations, funding is an ongoing issue and without our donors, our supporters and our volunteers AADO would not function. We have been so fortunate to have volunteers helping with research, proposal writing, marketing and business development as well as fundraising and running events.

A Trivia night was held at the Fitzroy Bowling club in October and a fun night was had by all. Funds for Carpentry was the goal of the evening and the \$2000 raised went to Kabul to help pay for that program. Carpentry is not an expensive program, so \$2000 covered all costs for a month.

In March 2017 we were once again privileged to hold our Nowroz Celebration in the beautiful home of Mathew Albert and Emily Forbes. The sun shone and the sky was blue, the garden was expansive with lovely shady trees and lots of places to sit and relax. Sarina Greco and Matthew welcomed everyone and Nouria provided the welcoming Nowroz fruit drink. An AADO video played in the library for those who wanted to learn more about our programs and Matthew conducted a tour of the historic house. Once again Timur and his team from the Afghan Gallery provided delicious food and Sarina and her team provided the sweets and the drinks. Chris Keogh entertained everyone whilst auctioning carpets and other items of value and Kerry Gartland made sure the embroidery squares sold well. Nouria's family rolled up their sleeves and helped with serving the sweets and then the clearing up and at the end of a very warm day we had made over \$12,000, which was very welcome for our programs.

So we want to say a big **Thank you to our Volunteers**

- | | |
|--------------------|------------------|
| Afroza Rahman Rima | Carole Ross |
| Rob Gilchrist | Sofia Lo Bianco |
| Dick Marquardt | David Brennan |
| Joshua Callanan | Emma-lee Lovett |
| Sandra Walker | Ellie Bain-Jones |
| Chiara Croserio | Elin Davies |
| Lucy Kershaw | Richard Lovell |
| Kerry Gartland | |

A very special thank you

Matthew Albert and Emily Forbes
Timor Salehi and Afghan Gallery Restaurant
Australian Volunteers International

Thank you for Pro bono contribution

Chris Keogh our amazing auctioneer
Mark Crew our essential auditor



Financial



Financial.

Committee of Management

Sarina Greco (President)
Mojda Hashemyan (Vice President)
Rosemary Marquardt (Secretary)
Geraldine Allen (Treasurer)

Committee members

Carlie Adamek
Katie Murphy (to February 2017)
John Ball

Executive Director Dr Nouria Salehi AOM

Communications & Supporter Relations

Jacquelin Simondson (July to Dec 2016)
Quinn Lovett (Dec to July 2017)

Thank you to our funding partners

The Planet Wheeler Foundation
Cabrin Mission

Afghan Australian Development Organisation (AADO)

Melbourne Directorate

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The Afghan Australian Development Organisation

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 organization, please email AADO at info@aado.org.au. Our complaints handling policy can be found in our website.

If you are not satisfied with the response and believe our organization 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