

20¹⁴ 15

ANNUAL REPORT

AUSTRALIAN BUSINESS VOLUNTEERS

STRENGTHENING BUSINESSES AND, THROUGH THEM, COMMUNITIES



**AUSTRALIAN
BUSINESS VOLUNTEERS**

ABOUT ABV

Australian Business Volunteers (ABV) was originally established in 1981 as the Australian Executive Service Overseas Program (AESOP) - a partnership between the Australian Government and the then Confederation of Australian Industry. The organisation has gone through several iterations since then – it quickly became an independent international development NGO, and changed its name in 2003. Since inception, however, the organisation's basic goal has remained largely unchanged.

ABV's goal is to contribute to inclusive economic growth and social well-being in Asia and the Pacific through volunteers who strengthen enterprises, organisations, institutions and, ultimately, communities. By engaging and collaborating with small to medium businesses, non-profit organisations and government institutions, ABV is able to deliver community-driven, targeted and sustainable international development projects.

While a proportion of ABV's activities are funded under the Australian Government's Australian Volunteers for International Development program, increasingly ABV partners with corporates and Australian and foreign institutions. A major reason for this is that ABV's focus on inclusive economic growth and private sector development means ABV is able to design development programs which create shared value for both corporates, institutions and communities.

Mission

To strengthen businesses to contribute to the relief of poverty and well-being of communities.

Vision

To be the preferred volunteer sending agency in strengthening businesses and their communities.

Values

Altruism is the driving force behind everything we do.
Supporting volunteers to contribute to strong development outcomes.





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*Clockwise from top right:
Belinda Jones, Gordon Stevens, and Peter Merrett arriving for their assignment in Wapenamanda PNG. Hencie Eliuda full of beams as Susan McCuaig admires her craftwork while on an Australian Volunteers for International Development assignment. IBMers with employees of Wuxi Binhu District Xi Ming Social Work Office during a CSC program in Wuxi, China.*

CHAIR'S REPORT

01



"Throughout this year of challenges the ABV staff has demonstrated resilience, commitment to meeting our goals and above all commitment to the vision of ABV."

2014-15 was a year of diversification and maturation of our relationships with existing partners as ABV continued to focus on what it has done for over 30 years – driving inclusive economic growth by strengthening the private sector in the Asia-Pacific region.

Our partnership with IBM to deliver the Corporate Service Corps remains strong after eight years. An evaluation of our work with IBM in the Philippines demonstrates that it is a program that delivers long term, sustainable outcomes. It demonstrates that sending IBM leaders with the right mix of technical and business knowhow is a powerful tool to address social issues in the region. This is all the more important as technology and social media are now fundamental to the success of any organisation.

ABV's partnership with the Bank of PNG demonstrates a long-term holistic approach to strengthening economic institutions, working together with the mutual aim of building the capability of staff and the Bank through improved business operations. Additionally, at the micro level, our work with small businesses and social enterprises has an important impact at the local community level on inclusive economic development.

The 2015 Federal Budget saw an unfortunate and unexpected further decrease of funding under the Australian Volunteer for International Development (AVID) program for 2015-16. Importantly, ABV demonstrated strong advocacy - with the support of our volunteers and members and the support of private sector partners such as the Australia Papua New Guinea Business Council, ABV was able to bring the Government's attention to the importance of ABV's work in supporting inclusive private sector development and highlight our capacity to work with a range of organisations to achieve development outcomes. In spite of the cuts, I believe ABV's public profile has been enhanced and we are now in a position to partner with both Scope Global and Australian Volunteers

International to deliver the AVID program through to 2017 and to work more closely with the Australian Government on other partnership programs.

The Board would like to acknowledge in particular the close working relationship we have with the Australia Papua New Guinea Business Council and thank it for its support and collaboration. The Board also thanks the increasing number of private sector businesses with which we partner for their belief in the value of ABV volunteers in achieving measurable benefits to businesses in our region.

Throughout this year of challenges the ABV staff has demonstrated resilience, commitment to meeting our goals and above all commitment to the vision of ABV. The commitment and calmness of Sarah O'Connor, ABV CEO, is also to be commended – her ability to meet all commitments while ensuring ABV has been able to respond to unexpected challenges has been key to the year's accomplishments. The Board would like to thank all ABV staff for their achievements over the past year and we and look forward to a successful 2015-16.

Finally, thank you to the members of the ABV Board for your own volunteer contribution to ABV. Thank you for your commitment to the goal of an ABV which has a diversity of global partnerships enabling ABV to expand its reach and increase the impact of its programs which so uniquely combine the resources of local communities, a range of business partners and the expertise of our volunteers.

Fiona Jolly

CEO'S REPORT

This year saw the relaunch of ABV's small business mentoring program, implementation of the new Monitoring, Evaluation, Reporting and Improvement Framework and enhanced volunteer engagement.

ABV's approach has always been to support the growth of an inclusive private sector, whether it be at the micro and small business level through business mentoring, or at the macro level, strengthening economic institutions. With the Government's increasing focus on private sector development and aid for trade, I am pleased to see that ABV's expertise and experience is recognised by both the Minister for Foreign Affairs and the Minister for Trade and Investment. In May, I accompanied Minister Robb and senior government officials and business executives on a business mission to Papua New Guinea where I had the opportunity to discuss ABV's work.

Given ABV's niche focus, we are pleased to have relaunched ABV's Your Enterprise Scheme (YES), a small business mentoring program that many of our volunteers and supporters will be familiar with. Having successfully delivered over 30 YES programs throughout the Pacific in past years, we reviewed and revamped the program. Following a pilot with the Papua New Guinea ICT sector, YES was relaunched in December 2014 with the support of the Australia Papua New Guinea Business Council and Westpac. We have since established a partnership with the Papua New Guinea Women's Chamber of Commerce and Industry with the first YES delivered in 2015-16. So too have we now delivered the first of a series of YES programs in partnership with the East New Britain Provincial Administration (PNG).

We also began implementation of our partnership with the Bank of Papua New Guinea. Three volunteers laid the groundwork for a multi-year institutional strengthening partnership with an initial focus on the corporate functions of the Central Bank. Both the YES program and this partnership have paved the way for more partnerships to develop in 2015-16.

Fundamental to ABV's approach is to collaborate with partners to develop community-driven programs. ABV's new Monitoring, Evaluation, Reporting and Improvement (MERI) Framework guides this approach as we work towards the four outcomes of improved economic conditions, strong volunteer integration, community-driven partnerships and strong organisational capacity. Data in this annual report begins to track our progress towards these outcomes which are cumulative over the immediate, intermediate and longer term. I am pleased to see that an overwhelming majority of capacity building objectives were achieved with 97 percent of our

"As I travel and meet our partners, the overwhelming feedback I receive is an appreciation for the calibre and experience of our volunteers,"

partnering host organisations expecting that outcomes will be sustained. Organisational improvements include the development of business plans, the establishment of new procedures, improved accounting practices and increased staff morale.

Connecting and engaging with our volunteers is critical as ABV's achievements rely heavily on our volunteers. With dedicated Communications and Volunteer Engagement Managers, we have increasingly utilised their expertise in all facets of our operations, including video production, program design and corporate governance.



As I travel and meet our partners, the overwhelming feedback I receive is an appreciation for the calibre and experience of our volunteers, not only in their given field of expertise but in their emphasis on mentoring and providing the necessary guidance for organisations to reach their next stage of growth, irrespective of size. Once again, I would like to thank all our volunteers who have worked with ABV for another year, either on an assignment or in the Head Office. I would also like to thank ABV staff for their ongoing work, which can be challenging but rewarding at the same time.

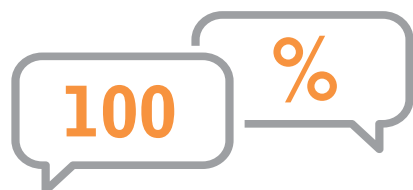
Sarah O'Connor

YEAR IN REVIEW INPUTS

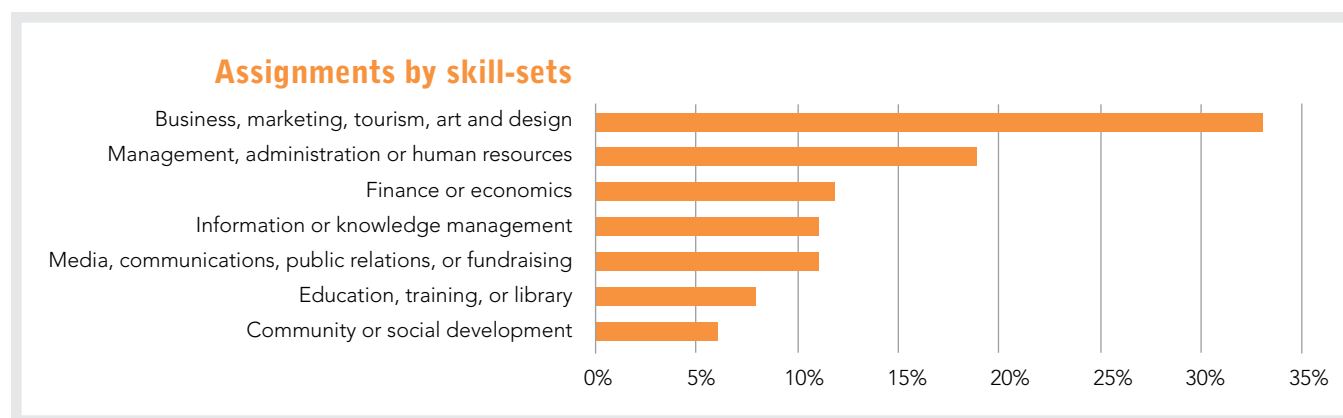
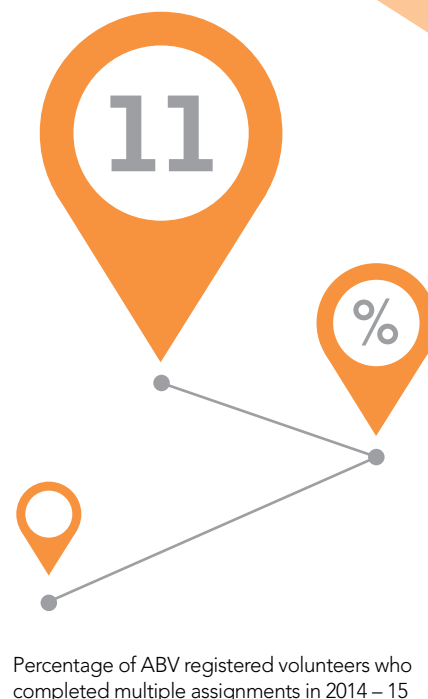
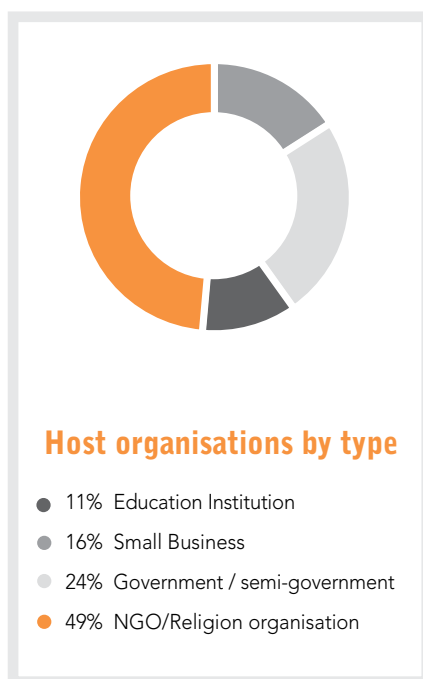
02

9392
DAYS

In 2014-15 volunteers and corporate pro-bono employees spent the equivalent of more than 36 working years on assignments organised by ABV — a total of 9392 days.



Every Host Organisation who provided feedback believed the volunteer placed with them had skills which matched their needs.



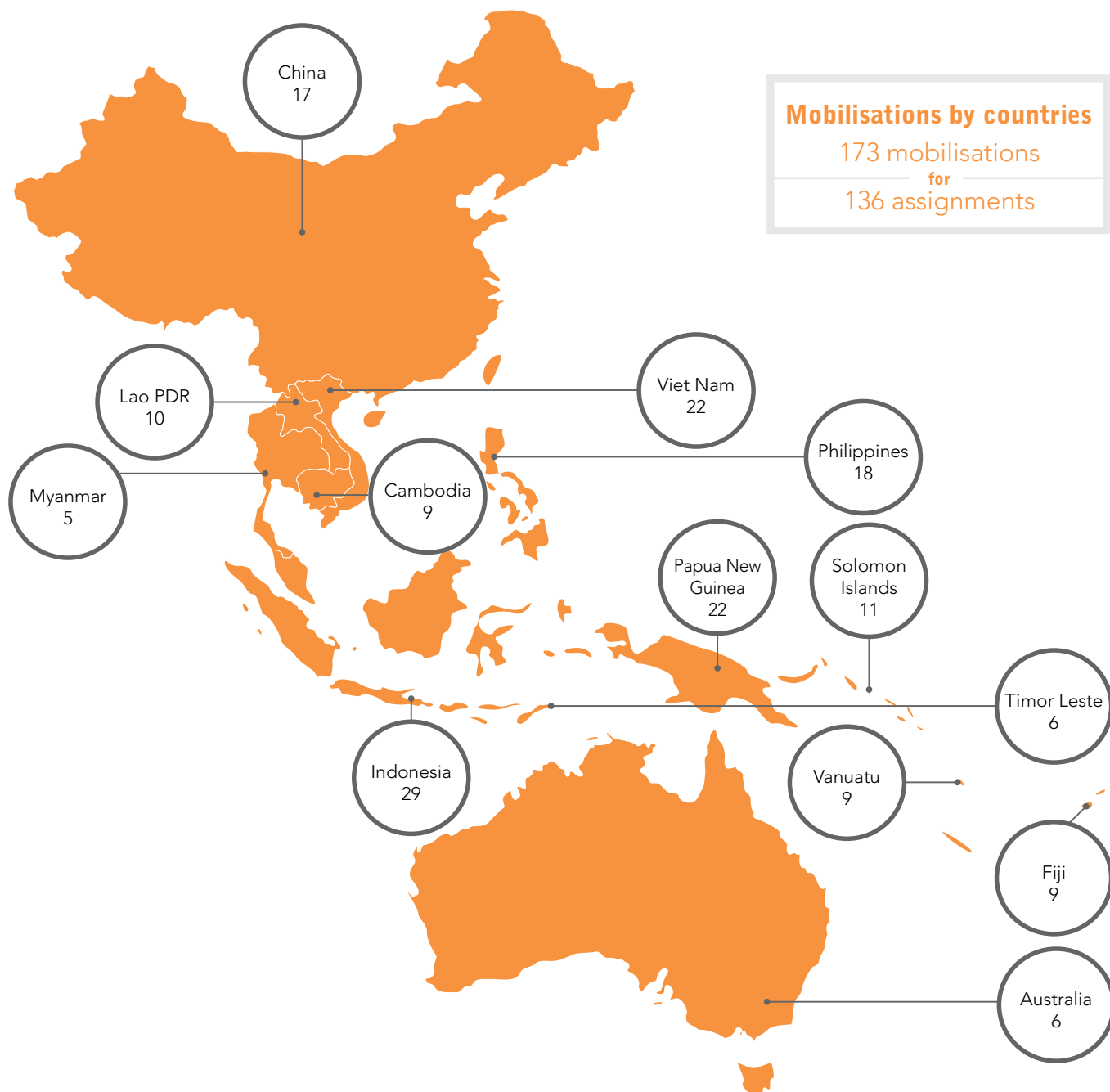
Volunteers % by gender

Women 45% Men 55%



Mobilisations by countries

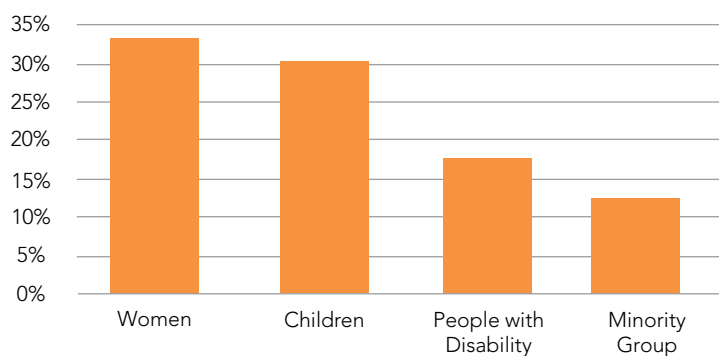
173 mobilisations
for
136 assignments



52 YEARS OLD

Average age of ABV volunteers who completed an Australian Volunteers for International Development assignment in 2014 – 15

Percentage of assignments impacting on particular societal groups

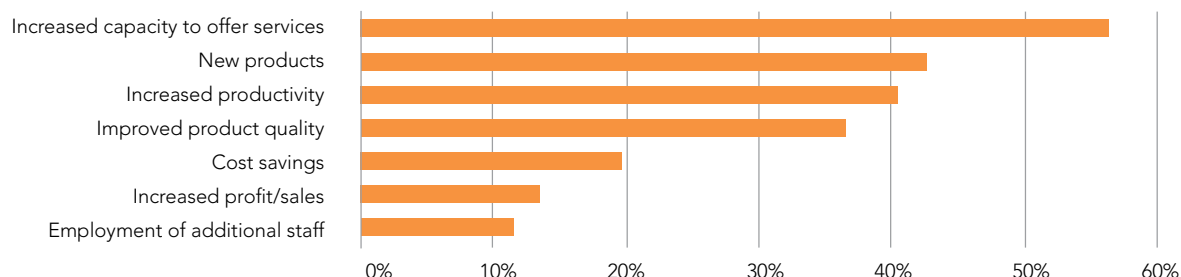


YEAR IN REVIEW OUTPUTS

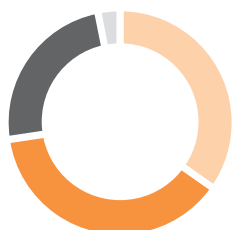
02

IMPROVED SOCIO-ECONOMIC CONDITIONS

Percentage of assignments which brought about productivity and efficiency gains

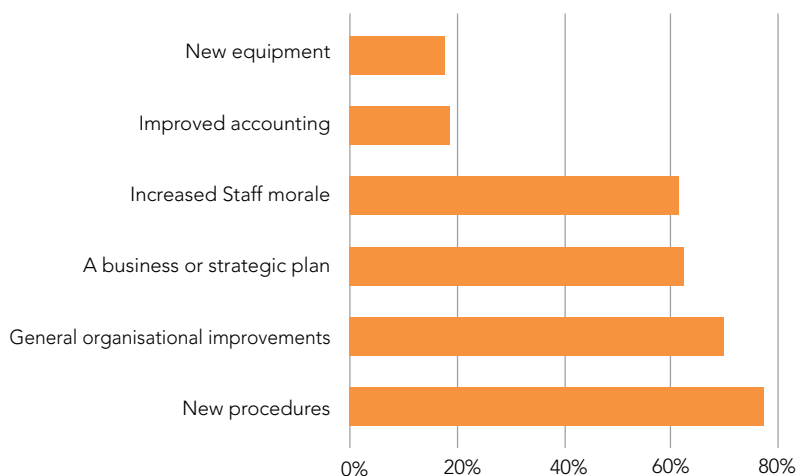


97% of Host Organisations expect assignment outcomes will be sustained



- 33% Highly Likely
- 36% Very Likely
- 23% Likely
- 3% Unlikely
- 0% Very Unlikely

Percentage of assignments which brought about various organisational improvements



STRONG ORGANISATIONAL PERFORMANCE



All reporting Host Organisations would use ABV's services again



% of volunteers who were satisfied with the level of support provided by ABV during their assignments

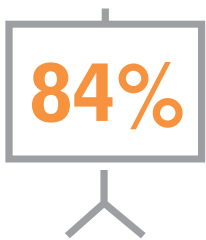


All reporting Host Organisations would recommend ABV to other organisations

STRONG VOLUNTEER INTEGRATION

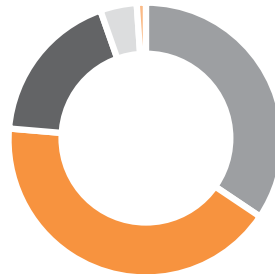


% of all volunteers who went on assignment would volunteer again



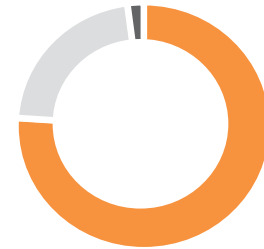
of host Organisation's view the volunteer's ability to transfer skills to staff as Excellent or Very Good

Assignments an overwhelmingly positive experience for volunteers



- 32% Extremely Satisfied
- 39% Very Satisfied
- 17% Satisfied
- 4% Unsatisfied
- 1% Very Unsatisfied

Great majority of volunteer capacity building objectives achieved



- 76% Mostly or fully achieved
- 22% Partially achieved
- 2% Limitedly achieved

COMMUNITY DRIVEN PARTNERSHIPS

People trained as a result of assignments

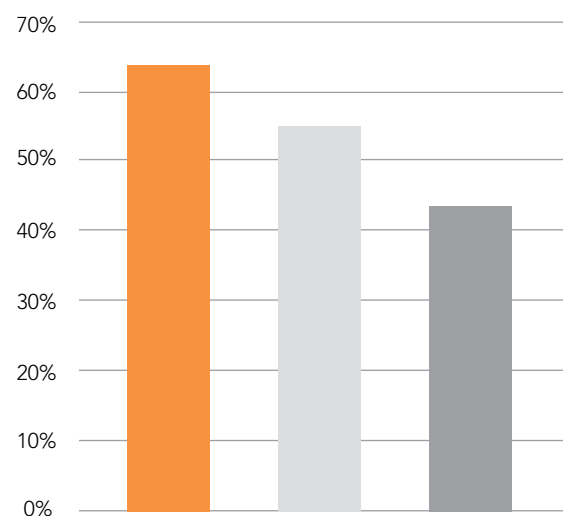


204 Counterparts 902 Staff 656 Community Members



of Host Organisations believe continued support from ABV would be valuable

Connecting communities: Percentage of volunteers who will stay in contact with their Host Organisation after the official completion of their assignment



- Ongoing assignment related contact
- Ongoing personal contact
- Ongoing professional mentoring

DEVELOPMENT ACTIVITIES

03

To achieve its mission ABV has continued to deliver the short term business element of the Australian Government's Australian Volunteers for International Development (AVID) program, and to implement IBM's Corporate Service Corps and Smarter Cities Challenge programs. As ABV has diversified, it has also developed direct partnerships with the objective of building the capacities of particular business sectors and regions, strengthening institutions, and assisting businesses to realise their growth potential.

DEVELOPMENT ACTIVITIES DELIVERED THROUGH THE AUSTRALIAN VOLUNTEERS FOR INTERNATIONAL DEVELOPMENT PROGRAM

In 2014-15 ABV continued its partnership with Scope Global to deliver the short-term business component of the Australian Volunteers for International Development (AVID) program, an Australian Government initiative. Assignments ranged from tourism business development with local communities in Myanmar, handicrafts development for women's groups in Papua New Guinea (PNG), café business improvements for a social enterprise in Vietnam, and finance training for health non-government organisations (NGOs) in Timor-Leste.

One third of ABV assignments involved contributing to capacity building in business, marketing and tourism skill-sets, followed by management and human resources at 20 percent and finance at 15 percent. These figures reflect the AVID program's focus on contributing to sustainable economic development.

Approximately half of the host organisations where volunteers were placed were non-government organisations, a further 21 percent were businesses or social enterprises. The main sectors in which host organisations worked included social services (23 percent), education (18 percent) and business, industry and banking (14 percent).

In total ABV worked in consortium with Scope Global to mobilise 107 Australian volunteers with 91 host organisations in 11 countries in the South East Asia-Pacific region. The countries to host the most ABV assignments under the AVID program were Indonesia (17 assignments), PNG (13) and Solomon Islands and Vietnam (11 each). ABV-registered volunteers were also mobilised to Myanmar for the first time, with five assignments supporting local and international NGOs and Myanmar government departments.

During 2014-15, ABV increased its engagement with disability-focused organisations in the AVID program. Assignments in the area of disability were supported by a new online training course focusing on disability inclusiveness, an important cross-cutting area of the Australian aid program.

During 2014-15, 11 registered volunteers completed more than one volunteering assignment. Additionally, 14 percent of assignments involved volunteers returning to an organisation to build on skills and knowledge transferred by a previous volunteer. In May 2015, nine ABV-registered volunteers attended the AVID Forum in Indonesia coordinated by the Department of Foreign Affairs and Trade, with AVID delivery partners. Four ABV-registered volunteers also met with DFAT Minister-Counsellor, Dr Bradley Armstrong PSM in Indonesia.



Top:
Tui Tuiova and John Thompson on a web design focused AVID assignment in Fiji.

Bottom:
Michael Gill and Chris Hindes received a warm welcome from UnPad during their AVID assignments.

Building the capacities of NAWAITAUVOU VIRGIN COCONUT OIL COMPANY

An example of how volunteers with the right skills, and with a focus on business capacity building can have a positive impact on a community in a relatively short period of time.



Separating and filtering coconut oil.

Nestled on the northern-most bay of Nacula Island one hundred kilometres off the main Fiji island of Vita Levu lies the small village of Navotua. It was at this unpowered community of less than 70 people that Rob Laird arrived in April 2015 as a volunteer with the Australian Volunteers for International Development (AVID) program, funded by the Australian Government.

Rob who is registered with ABV undertook an assignment as a Business Advisor with Nawaitauvou Virgin Coconut Oil – a micro-business owned and run by Mr and Mrs Nawaitauvou. Established in 2012 after Peace Corps volunteers provided training to Navotua villagers in producing commercial coconut oil, the business generated around FJD 1000 (approx. AUD 660) last year. The Nawaitauvou family needed a volunteer with a small business background to help create a business plan and to develop a marketing strategy.

When Rob and his partner Rona arrived the wet season had been and gone without much rain, meaning that vegetable crops were non-existent except for cassava and yams. On top of this, strong winds made it difficult to fish

on the reef, so as one lady commented to Rob - "the entire village is eating pippis" (small clams found in muddy sand). What's more, the mainland, where it is possible to sell coconut oil in bulk, is a \$100 boat ride away, and so an expensive and risky enterprise for a coconut oil maker without guaranteed sales contracts. Thus the Nawaitauvou's production and sales were very much made on an ad-hoc basis – coconut oil was produced when the last batch had run out, and mostly sold to the occasional tourists who stopped by the village.

Over the two months they spent on Nacula, Rob and Rona built the capacities of the business by introducing basic business management practices such as using receipt books, and introduced forward planning processes to ensure raw material requirements and production times were met. Rona, who had previously undertaken a soap production volunteer assignment, showed the Nawaitauvous how to make coconut oil soap, and Rob built a soap mould with the help of his trusty pocket knife, an old packing case and some bent nails.

With these new soap making capabilities and procedures in place, Rob and Rona helped the business put together a product brochure, and arranged a business meeting with a resort at the other end of Nacula Island. This meeting led to initial soap sales of \$330 and a \$100 weekly standing order. This standing order should mean sales of at least \$5000 this year (or a 500 percent increase) and Rob thinks that if all goes well sales of \$10,000 could be achieved.

In such a small cash poor community this business has the potential to be transformative, and it is already having an impact with the Nawaitauvous paying a single mother to help them meet the order.

The Australian Volunteers for International Development (AVID) program is an Australian Government initiative. This business advisor assignment was developed by Australian Business Volunteers who are working in consortium with Scope Global, a delivery partner for the AVID program.

DEVELOPMENT ACTIVITIES DELIVERED THROUGH THE IMPLEMENTATION OF CORPORATE PRO-BONO PROGRAMS

The vital role of businesses in the achievement of international development is undoubted and actively encouraged by the Australian Government and the development community. Corporations working to grow and thrive in a globalised economy are increasingly looking towards corporate citizenship initiatives as innovative mechanisms to create value for the business, its employees, and the local communities in which they work.



Development activities delivered through the implementation of the IBM Corporate Service Corps and Smarter Cities Challenge programs

ABV is proud to have been an implementing partner of IBM's international pro-bono program, the Corporate Service Corps (CSC) and the Smarter Cities Challenge (SCC), since their inception.

The concept of shared value is the driving force behind the CSC program. IBM sees the CSC program as having a 'triple benefit': communities have their problems solved, IBMers receive leadership training and development, and IBM develops new markets and global leaders.



Top
IBM CSC participants Sridhar Vijayaraghavan, James Hunter, and Becky Ju in the Philippines.

Bottom
Employees of Trustpay in Vietnam thank the IBM CSC team placed with them in May 2015.

In 2014-15 ABV supported 57 IBM employees deployed on 17 projects in four CSC and two SCC teams, for a total of 1587 days. Projects ranged from providing IT solutions to a water utility in Bandung - Indonesia, to providing management analysis to a Police Department in Santa Rosa - Philippines, and project management mentoring to a social service provider in Wuxi - China.

Over the last year ABV's partnership with IBM has gone from strength to strength. In August 2014 an evaluation of the CSC program in the Philippines was conducted by an ABV team. ABV has worked with IBM to deliver 14 CSC's in the Philippines and the team returned to meet with various host organisations in Bohol, Cebu, Davao and Manila to determine what the lasting impacts were. The evaluation clearly demonstrated some long-term and often far reaching impacts from the CSC program. For example Holy Name University was still using syllabi developed during a CSC placement in 2008. Similarly the Government of Bohol was still using a computer HR and payroll system developed following a 2008 CSC placement. Another clear impact was not just the implementation of specific projects but changes to ways of working, and approaches to addressing challenges and developing solutions.

ABV also engaged with IBM and the other CSC implementing partners to develop a new monitoring and evaluation framework and related surveys. These surveys will be used for all future CSC teams and will enable rigorous performance benchmarking. Monitoring and evaluation, as well as other ways of enhancing the impact of the CSC program were also the focus of a two-day meeting at IBM's New York headquarters attended by ABV CEO Sarah O'Connor, and representatives of the other implementing partners.

With audio-visual storytelling an increasingly popular means of relaying the impact of development work, in August 2014 ABV produced a video about the 14th Philippines CSC in Santa Rosa.

AN IBM PRO-BONO TEAM HELPS IMPROVE BANDUNG'S WATER SUPPLY SYSTEMS

In February 2015 ABV organised for 4 of the 12 members of the IBM Corporate Service Corps Indonesia Team 6 to be placed with PDAM Tirtawening Kota Bandung – Bandung City's water supply and sewerage treatment authority.

Bandung City's population has less than optimum access to water and wastewater systems, with reports indicating PDAM's water services only reach around 72 percent of the city's people. PDAM's supply systems also face numerous challenges such as low water pressure, inconsistent water quality, and illegal connections which increase the risk of cross-contamination and reduce the quality of treated water. Illegal connections also take away much needed income from this state-owned enterprise-income which could be used to fund improved infrastructure and service quality.

The highly talented CSC team whose members came from Belgium, Brazil, India and the USA spent four weeks with PDAM looking at ways to reduce illegal connections, reform administrative procedures, improve cost efficiency and optimise technologies.



The CSC team at PDAM.

“Complete or even partial success in achieving this goal will mean that these IBM employees will have played a small but important part in improving the lives of hundreds of thousands of people.”

From all accounts there was a fantastic rapport within the multinational team and with the PDAM staff enabling cultural exchange and learning for both CSC participants and the organisation. The team also achieved significant outcomes. As well as facilitating targeted training in data analytics, cloud computing, IT infrastructure, root cause analysis, and project management, in the final week of the placement the team produced a comprehensive report based on interviews and feedback from a hundred staff and PDAM customers. The report contained a number of significant recommendations with a focus on ways PDAM could address the quality, profitability and reach of its services.

PDAM has already started to implement several of the recommendations. Each department has reviewed its roles, responsibilities and systems to ensure that no replication is occurring, and coordination between sections has increased. Furthermore PDAM is now using IT solutions to track water usage by supply stations and customers, and to identify issues and necessary repairs.

With these systems in place PDAM hopes to be able to reach its goal of supplying 24-hour-a-day high-quality water to 100 percent of Bandung residents at a cost-effective price by 2019. Thus, complete or even partial success in achieving this goal will mean that these IBM employees will have played a small but important part in improving the lives of hundreds of thousands of people.

DEVELOPMENT ACTIVITIES DELIVERED THROUGH PARTNERSHIPS

In 2014-15 ABV developed a number of partnerships with the objective of building the capacities of particular business sectors and regions, strengthening institutions, and assisting businesses to realise their growth potential.

“YES couples intensive management training with one-on-one mentoring by Australian business experts.”

Building the capacities of particular business sectors and regions

As well as assisting individual businesses, ABV seeks to build the capacities of particular small business sectors and businesses in particular regions. 2014-15 saw the relaunch of ABV's successful YES (Your Enterprise Scheme) SME development program after a hiatus of several years. YES is a practical workshop designed to raise the skill levels of the owners of micro, small and medium-sized enterprises. YES couples intensive management training with one-on-one mentoring by Australian business experts.

YES was officially relaunched at a special event co-sponsored by the Australia Papua New Guinea Business Council and hosted by Westpac and held to coincide with the 13th Papua New Guinea Mining and Petroleum Investment Conference in Sydney.

The relaunch showcased a YES pilot with IT business people which was conducted in cooperation with the Port Moresby ICT cluster, and BizClim - a European Union instrument for support of the private sector. This first YES program in nearly four years received overwhelmingly positive reviews. Run by ABV volunteers Janice Norton and Allan Kindt, the YES participants rated all key aspects of the program 'excellent' or 'good'. There was also a general realisation among participants that they had the ability and the opportunity to sustainably grow their business.

ABV also established a partnership with the PNG Women's Chamber of Commerce and Industry to run a YES program with its members – all women in small business.



Winifred Kula Amini and Priscilla Kevin during the YES relaunch pilot in Port Moresby.



Bronwyn Kosman on assignment with the Bank of PNG.

Assisting businesses to realise their growth potential

To realise their growth potential businesses need capital, and so ABV has been looking at ways its volunteers can assist business to access and take advantage of finance. In particular ABV has been investigating ways it can partner with financiers and leverage its volunteers' experience in areas such as business strategy and finance. The 2014-15 financial year saw the signing of a Memorandum of Understanding between ABV and the Pacific Business Investment Facility (BIF). The BIF was established by the Asian Development Bank, and works directly with Pacific Islands businesses to support them to access finance and resources to consolidate, expand or diversify. The MoU allows both parties to share information so that potential areas for collaboration can be identified. In particular, ABV will be looking at ways that its volunteers can assist SMEs to maximise the benefits resulting from financial investment.

“Early in the new financial year three volunteers were placed on an initial scoping assignment, and produced a comprehensive report including articulating a road map for a long term capacity building program.”

Strengthening institutions

At the macro-economic level ABV focuses on strengthening institutions, as strong institutions are vital to the maintenance of an environment in which the private sector can thrive.

Having entered into a multi-year partnership in 2013-14, this financial year saw ABV placing volunteers on four assignments with the Bank of Papua New Guinea. The first volunteer assignment was a scoping assignment while the other assignments related to communications and records management.

ABV also entered into a partnership with the Wapenamanda District Development Authority, in Enga Province, Papua New Guinea. The initial focus of this partnership is planned to be a capacity building program centred on the Wapenamanda Lutheran Rural Hospital. Early in the new financial year three volunteers were placed on an initial scoping assignment, and produced a comprehensive report including articulating a road map for a long term capacity building program.

THE BANK OF PAPUA NEW GUINEA

ABV has a long history of working to strengthen key economic institutions, as strong economic institutions are vital to the development of an inclusive private sector. The Bank of Papua New Guinea is the central bank and prudential regulator for the country. ABV is working with the Bank to provide multiple short-term inputs for a multi-year institutional strengthening program that has been designed jointly by the Bank and ABV which will:



Jennifer Marshallsea discussing capacity building needs with Bank of PNG PR officer Cherettee Balapan.

1. Undertake skills transfer and mentoring projects for Bank staff using expert ABV volunteers;
2. Provide expert advice and services targeted to organisational gaps identified by the Bank;
3. Progressively build the capacity and capability of staff and the organisation through a multi-year program of volunteer expert advisors; and
4. Develop strong people-to-people relationships between volunteers and counterparts in the Bank.

Four assignments were undertaken by ABV volunteers with the Bank of PNG in the 2014-15 financial year. An initial two-week scoping assignment was undertaken by ABV volunteer, Jennifer Marshallsea, in October 2014. Jennifer's report has, and will continue to, shape ABV's work with the Bank over the life of the partnership.

Jennifer considers ABV's multiple short-term assignment model to be particularly appropriate when seeking to strengthen a peak national body like the Bank of PNG. "The Bank of PNG is a sophisticated organisation, and so short-term assignments are more appropriate. Short-term volunteers have equal, peer-to-peer relationships with bank employees, rather than getting into a 'development mentality' as might be the case if the assignments were longer."

Experienced communications advisor, Bob Howarth, undertook two one-month assignments to build the capacity of the Bank's Communications Department. Initially, Bob worked with staff members to conduct a review of communications procedures and implement improvements, while also providing training in a variety of communications skills. On his return assignment, Bob assisted with the finalisation of the Bank's writing style manual and mentored staff in relation to the updating of the Bank's communications strategy, and the use of social media. Bob was also able to provide communications advice for the Bank of PNG's "Coins for Kids" joint community project with Air Niugini, which will see passengers being able to donate currency to UNICEF in-flight.

The work of the fourth ABV assignment undertaken this year was in relation to the Bank's strategic goal of moving to a "paperless" office. The initial planning for this transition was undertaken by Bronwyn Kosman in a month long assignment with the Bank in June 2015 to scope an Electronics Management System project. Bronwyn conducted a review of current records management practices, produced a project report and conducted a workshop with key stakeholders regarding the transition to an ERM system.

Further volunteer assignments are planned for the 2015-16 financial year to continue the ground work undertaken by these three volunteers.

"The Bank of PNG is a sophisticated organisation, and so short-term assignments are more appropriate. Short-term volunteers have equal, peer-to-peer relationships with bank employees, rather than getting into a 'development mentality'"

STRATEGIC ACTIVITIES

04

Beyond ABV's development activities 2014-15 was a busy year for ABV with a variety of strategic activities undertaken with the goal of creating a more efficient and impactful organisation.

ESTABLISHING A STRONG MONITORING, EVALUATION, REPORTING AND IMPROVEMENT FRAMEWORK

Above all, ABV is committed to impact – to achieving our mission. To ensure ABV remains focused on its mission in 2014-15 ABV reviewed its monitoring processes and introduced a new Monitoring, Evaluation, Reporting and Improvement framework (MERI). This framework reflects and tests ABV's theory of change, and provides ABV with a road map to achieve its mission.

MERI articulates ABV's commitment to long term impact and change in the communities in which the organisation works, and to learning and being more accountable to donors and partners. It now informs the way ABV works, including how the organisation identifies the skills and qualities of the expert volunteers it recruits, the partners and communities with which the organisation works, its business model and its development approaches. The MERI framework, which can be viewed overleaf, sets out four clear outcomes, which if achieved indicate that ABV's projects and programs are contributing to its mission.

These four outcomes are:

- Improved socio-economic conditions
- Strong volunteer integration
- Community-driven partnerships
- Strong organisational capacity

ABV also revised reporting procedures and data collection to ensure that the organisation is able to effectively report against this new framework. Many of the statistics in this annual report are derived from this new data.

ABV's MERI framework provides a robust approach to monitoring and evaluating ABV's impact in strengthening businesses and improving community well-being in the immediate, intermediate and longer term.



Hal Judge about to press the red button on a controlled explosion of 21 landmines in Cambodia.

THE ABV 'MERI' FRAMEWORK

MISSION:

TO STRENGTHEN BUSINESSES TO CONTRIBUTE TO THE RELIEF OF POVERTY AND WELL-BEING OF COMMUNITIES



VISION:

TO BE THE PREFERRED VOLUNTEER SENDING AGENCY IN STRENGTHENING BUSINESSES AND THEIR COMMUNITIES



ASPIRATIONAL GOAL (IMPACT):

ABV contributes to inclusive economic growth and social well-being in Asia and the Pacific





ABV registered volunteers Jane Bateson (left) Jennifer Cavill (second from left), Nicole Panting (right) with the wife of the Governor-General of Australia Lady Lynne Cosgrove during a special visit to Port Vila.

ENGAGING VOLUNTEERS

Building an engaged volunteer cohort was a big theme this financial year. At the beginning of the year ABV had more than 700 people registered as volunteers, however a significant number of these had ceased to volunteer with us. ABV therefore undertook a reregistration process that reduced the cohort to 377 as of June 30 2015. Although this number is significantly less than a year earlier, it is now a more accurate representation of available volunteers.

A strong emphasis was put on improving ABV's communications to volunteers. Social media became an important means of reaching volunteer audiences with a new focus on providing content of interest to potential volunteers. ABV also standardised and improved its monthly update, with each issue featuring upcoming assignments, news, and a volunteer profile or assignment case study.

ABV also continued to engage volunteers by harnessing their skills while not on assignment. ABV volunteers assisted with an internal audit, reviewed the YES program, participated in marketing and business development and corporate governance sessions with staff. As is an ongoing practice, several volunteers also assisted ABV to interview prospective volunteers, with the Volunteer Engagement Manager training an additional five volunteer interviewers based in Melbourne and Sydney.

The updated information about volunteers' skills and availability brought about by the reregistration had the additional benefit of enabling ABV to conduct targeted recruitment drives to fill skill gaps, thereby delivering efficiencies and meaning applicants are more likely to go out on assignment within three months of registering.



ABV volunteers at the May 2015 pre-departure briefing.

From post assignment surveys 100 percent of responding host organisations advised that their volunteer had the right expertise, while 96 percent indicated that their volunteer was good, very good, or excellent at transferring skills - indicating that the volunteers who ABV engages have the right stuff! While volunteers built the capacities of their counterparts, their assignments were also learning experiences with many reported having developed new skills, in particular cultural awareness – 61 percent, flexibility – 45 percent, and patience – 42 percent.

In total ABV registered volunteers spent 7805 days on assignment while IBM employees spent 1587 days on ABV organised assignments. 13 ABV volunteers went on multiple assignments in 2014-15 which accords with the fact that 95 percent of volunteers indicated they were (at least) satisfied with their assignments. In addition 100 percent of volunteers who went on assignment in 2014-15 advised that they would be interested in going on assignment again.

“From post assignment surveys 100 percent of responding host organisations advised that their volunteer had the right expertise, while 96 percent indicated that their volunteer was good, very good, or excellent at transferring skills”



IBMers with employees of Wuxi Beitang District Jiu Se Social Work Office during a CSC program in Wuxi, China.

AN ARCHETYPICAL ABV VOLUNTEER - BOB HOWARTH

ABV's volunteers are its key asset – the organisation's effectiveness comes from their skills, experience, enthusiasm, spirit of altruism and engagement with ABV, and Bob Howarth, 71, a retired Managing Director has all of these traits in spades.



Bob Howarth with other participants at a Bali Democracy Forum event.

ABV's volunteers stand out because they are experts in their field - all ABV volunteers have at least 10 years' experience, and most have international work and volunteer experience, and Bob Howarth certainly fits this template. After a long career in journalism Bob retired as Managing Director of News Corp's Papua New Guinea division in 2005 and has spent his time volunteering and teaching at Griffith and Bond universities. He is one of 90 ABV registered volunteers to have gone on at least four assignments, having completed nine assignments, including two in 2014-15.

Bob's ABV career has seen him placed with Universitas Padjadjaran in Indonesia, the Institute of Peace and Democracy also in Indonesia, Independent Daily Newspaper in East Timor, and the Bank of Papua New Guinea. However Bob hasn't only volunteered through ABV. He was first inspired to volunteer internationally when in 2000 he was asked by the Commonwealth Press Union to teach a course on internet research for South Pacific journalists in Madang, Papua New Guinea. Six months later he flew to Banjul in the Gambia, West Africa and delivered a similar course.

In his own words Bob has found volunteering "immensely rewarding – I've made lifelong friends in many countries, expanded my life skills and become something of an expert in varied cuisines." "Just recently I was chatting on Facebook with my close friend Hugo Da Costa who I worked with 15 years ago to launch the Timor Post in challenging conditions in Dili. Hugo, who is now Vice-President of Timor-Leste, was in Beijing on a state visit."

Bob feels that the biggest impact he has made while volunteering occurred during the eight months over three years he spent with the Institute for Peace and Democracy in Indonesia. This institute plays an important role engaging countries like Myanmar, Egypt, Tunisia and Fiji and sharing the lessons Indonesia has learnt on its road to democracy. Bob's assignments brought about significant improvements to the communications capacities of the organisation. However Bob feels his most important and rewarding work on these assignments was undertaking 'quiet diplomacy', in particular meeting with international leaders and diplomats during two Bali Democracy Forums - an annual open intergovernmental forum on the development of democracy in the Asia-Pacific region.

When he is not on international volunteering assignments Bob spends his time working via the internet for Reporters Sans Frontiers, mentoring ex-students in several countries and fishing and crabbing at his solar-powered beachfront home on Moreton Island off Brisbane.

ENGAGING BUSINESS, GOVERNMENT, AND THE NGO AND VOLUNTEER SECTORS



Former ABV Business Development Manager Simon Watson at the 'YES' relaunch.

ABV engaged widely with business, government, and the NGO and volunteer sectors during the 2014-15 financial year. ABV continued to be represented on the Executive Committee of the Australia Papua New Guinea Business Council and maintained membership of the Australia Fiji Business Council, the Australia Pacific Islands Business Council and Australia Indonesia Business Council. ABV's relaunch of YES was held to coincide with the Papua New Guinea Mining and Petroleum Investment Conference and was attended by representatives from the resource and finance sectors. In November 2014 ABV participated in the Fiji Australia Business Forum, and in May 2015 ABV CEO Sarah O'Connor participated in an Australian business mission to Papua New Guinea led by the Australian Minister for Trade and Investment. This coincided with the Australia-PNG Business and Development Roundtable in Lae, co-chaired by the Australian High Commission in PNG and the Australia-Papua New Guinea Business Council. This event provided an opportunity to address areas where government and business can work together on pressing issues including tuberculosis and developing a suitably qualified Papua New Guinean workforce through the Technical and Vocational Education and Training sector.

ABV continued to formally engage with Government in relation to policy and other matters. In September 2014, following on from an earlier written submission, ABV CEO Sarah O'Connor appeared at a hearing of the inquiry into the 'Role of the private sector in promoting economic growth and reducing poverty in the Indo-Pacific region' by the Parliamentary Joint Standing Committee on Foreign Affairs, Defence, & Trade. The inquiry report was tabled in June and ABV was happy to see that one of the committee's principal recommendations aligned closely with ABV's views - arguing for increased business-focused volunteering. In April 2015 ABV also made a submission to the Senate Standing Committee on Foreign Affairs, Defence, & Trade 'Inquiry into the delivery and effectiveness of Australia's bilateral aid program in Papua New Guinea'.

Continuing ABV's long history of engagement with the wider volunteer sector, in September 2014 ABV participated in the International Association for Volunteer Effort Conference held on the Gold Coast, with ABV CEO Sarah O'Connor presenting on international corporate volunteering.

After several years of reductions to the Government aid budget, ABV stood alongside scores of other NGOs and tens of thousands of Australians by officially joining the Campaign for Australian Aid. The Campaign aims to stand up for Australian aid by showing the incredible difference aid makes to the lives of people across the region, and across the world.

COMMUNICATING THE ABV STORY

2014-15 saw an increased emphasis on communicating the ABV story. Particular focus was given to producing a high quality quarterly magazine (Perspectives), with issues focusing respectively on 'International corporate volunteering', 'Disability', 'ABV's new Monitoring, Evaluation, Reporting and Improvement Framework', and 'ABV people'. The new year saw an increased focus on utilising social media to engage with volunteers and friends, and work beginning on a new integrated communications plan for the 2015-16 financial year.

GOVERNANCE AND STAFF

05

ABV board

A non-executive board governs ABV to ensure accountability and transparency in all its operations. In accordance with the ABV Constitution, the board meets regularly throughout the year to determine the overall strategic direction and policies of the organisation. The board employs the Chief Executive Officer who is responsible for the management of the organisation.

As of June 30 2015 board directors were:

Chair

- Fiona Jolly

Directors

- Ross Johnston
- Susan Kluss
- Ilan Rimer
- John Field

Membership

As at 30 June 2015, ABV had 388 members and eight organisational members.

The vast majority of ABV members are previous volunteers who have completed at least one assignment. All ABV members demonstrate a personal commitment to the objectives of ABV under the Constitution.

Staff

As at 30 June 2015, ABV employed 13 full and part time staff in Australia. Over the financial year the ABV team engaged to achieve its mission by developing effective programs and providing support to volunteers, host organisations and partners innovatively, efficiently, and ethically. 2015 also saw the introduction of a new organisational structure enabling Project Managers to work flexibly across development programs and the introduction of a new General Manager – International position.

Sector compliance

As a member of the Australian Council for International Development, ABV continues to be a signatory to the ACFID Code of Conduct. All projects undertaken by ABV reflect the standards and practices expected of ACFID members.

Internal audits

As part of ABV's internal audit program, an audit of the budgeting and financial management of the IBM partnership program was undertaken by volunteers.

"The new year saw an increased focus on utilising social media to engage with volunteers and friends,"



ABV CEO Sarah O'Connor with other participants in the Australian business mission to Papua New Guinea.

TABLE OF ALL VOLUNTEERS AND ASSIGNMENTS

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AUSTRALIA

Volunteer	Assignment	Host organisation	Program
Nitin Gaur	Environmental Management Planning	City of Ballarat	IBM
Alistair Henchman	IBM Internal Regulatory Compliance	Australian Business Volunteers	ABV
Ravi Mandalika	Environmental Management Planning	City of Ballarat	IBM
Josh Millen	Environmental Management Planning	City of Ballarat	IBM
Jennifer Murray	Project Manager	City of Ballarat	ABV
Michael Peach	Environmental Management Planning	City of Ballarat	IBM
Kylie Skeahan	Environmental Management Planning	City of Ballarat	IBM



CAMBODIA

Volunteer	Assignment	Host organisation	Program
Charmaine Belfanti	Strategic Development Advisor	Samatapheap Khnom Organization	AVID
Suzanne Blair	Strategic Management Trainer	Live & Learn Environmental Education Cambodia	AVID
Eleanor Cheng	Microfinance Risk Analysis Advisor	SAMIC Plc	AVID
Boronia Foley	Human Resource Advisor	Cambodia Centre for Independent Media	AVID
Henry Judge	Business Development Advisor	Cambodian Mine Action and Victim Assistance Authority	AVID
John Lalor	Business Sustainability Advisor	Cambodian Handicraft Association	AVID
Wayne Slattery	Organizational Capacity Development Advisor	ARV Users Association	AVID
Philip Tremethick	Business Plan Advisor	SAMIC Plc	AVID
Gregory Whitbourne	Activity Costing Advisor	Help Age Cambodia	AVID



Volunteer	Assignment	Host organisation	Program
Yaqub Ahsan	Organisational and HR Development	Wuxi Xinqu Jiu Se Public Welfare Service Center	IBM
Kumar Bhaskaran	Smarter Cities Environment, Economic Development	Jinan Municipal Government	IBM
Seda Tokcan Brown	Organisational and HR Development	Wuxi Xinqu Jiu Se Public Welfare Service Center	IBM
Christina Choug	Communications and Organisational Management	Wuxi Beitang District Jiuse Social Work Office	IBM
Anna Draganska	Organisational and Project Management	Wuxi Binhu District Xi Ming Social Work Office	IBM
Martin Dvorsky	Communications and Organisational Management	Wuxi Beitang District Jiuse Social Work Office	IBM
Anand Janardhan	Smarter Cities Environment, Economic Development	Jinan Municipal Government	IBM
Sreekanth Kakaraparthi Lakshmi	Project and Organisational Management	Wuxi Xishan District Lezhu Social Work Office	IBM
Kelly Mah	Organisational and Project Management	Wuxi Binhu District Xi Ming Social Work Office	IBM
Gautam Majumdar	Smarter Cities Environment, Economic Development	Jinan Municipal Government	IBM
Joana Marques Beltrao Frederico	Project and Organisational Management	Wuxi Xishan District Lezhu Social Work Office	IBM
Nicolas Orlando Nappe	Communications and Organisational Management	Wuxi Beitang District Jiuse Social Work Office	IBM
Pradeep Prasad	Organisational and Project Management	Wuxi Binhu District Xi Ming Social Work Office	IBM
Joan Sabloniere-Fatzer	Smarter Cities Environment, Economic Development	Jinan Municipal Government	IBM
Karin Sellgren	Project and Organisational Management	Wuxi Xishan District Lezhu Social Work Office	IBM
Dorothy Trefts	Smarter Cities Environment, Economic Development	Jinan Municipal Government	IBM
Charles Weinberg	Organisational and HR Development	Wuxi Xinqu Jiu Se Public Welfare Service Center	IBM



Volunteer	Assignment	Host organisation	Program
John Connelly	IT Advisor	Labasa Cane Producers Association	AVID
Patricia Field	Quality Assurance Advisor	TISI Sangam School of Nursing	AVID
Cyril Gaillard	Website Developer and Trainer	Ramakrishna Mission	AVID
Robert Laird	Small Business Advisor	Nawaitauvou Virgin Oil Company	AVID
Yvonne Pittelkow	Database Evaluation Expert	Foundation for Rural Integrated Enterprises 'N' Development (FRIEND)	AVID
Michael Ross	WAN Development Advisor	Coms Ltd	AVID
Bevan Sharp	Business Planning Advisor	Empower Pacific	AVID
Misty Sullivan	Business and Marketing Advisor	Homes of Hope	AVID
John Thompson	Website Developer	Fiji Ministry of Education	AVID



INDONESIA

Volunteer	Assignment	Host organisation	Program
Luisa Achcar Pereira	IT Solutions Planning	PDAM Tirtawening Kota Bandung	IBM
Mark Adnum	Website Development Advisor	Yayasan Hutan Biru (Blue Forest Foundation)	AVID
Aaron Baughman	IT Solutions Planning	PDAM Tirtawening Kota Bandung	IBM
John Beaton	School Management Advisor	Yayasan Tunas Cerdas Gemilang	AVID
Peter Buckley	Strategic Planning Advisor	Sentra Advokasi Perempuan Difabel dan Anak	AVID
Greg Cameron	Community Communications Planning	Department for Communication and Information, City of Bandung	IBM
Henriett Giczi	Project Management Training	ITB School of Electrical Engineering and Informatics	IBM
Michael Gill	Media Strategic Planning Advisor	Universitas Padjadjaran	AVID
Remi Gillain	IT Solutions Planning	PDAM Tirtawening Kota Bandung	IBM
Nick Gorshenin	Organisational Management Advisor	Aliansi Remaja Independen (ARI)	AVID
Rebecca Grant	Health Communications Advisor	Yayasan Rumah Rachel	AVID
Jan Hazewinkel	Community Communications Planning	Department for Communication and Information, City of Bandung	IBM
Frances Healy	Funding Proposal Development Advisor	Perkumpulan Aksara	AVID
Christopher Hinds	Marketing and Communications Research Advisor	Universitas Padjadjaran	AVID
Garry Kennedy	Social Business Planning Advisor	Yayasan Pengembangan Biosains dan Bioteknologi	AVID
Jennifer McDonough	Community Communications Planning	Department for Communication and Information, City of Bandung	IBM
Donna McGeady	Project Management Training	ITB School of Electrical Engineering and Informatics	IBM
Julienne McKay	Fundraising and Communications Advisor	Yayasan Kampus Diakoneia Modern	AVID
Sharon Moskwa	Fundraising Management Advisor	Yayasan Peduli Kemanusiaan Bali	AVID
Julija Narodicka	Project Management Training	ITB School of Electrical Engineering and Informatics	IBM
Colin O'Brien	Financial Advisor	Friends of the National Parks Foundation	AVID
Ashok Panda	IT Solutions Planning	PDAM Tirtawening Kota Bandung	IBM
Suresh Rao	ICT Project Advisor	Yayasan Pengembangan Biosains dan Bioteknologi	AVID
Sathya Santhar	Community Communications Planning	Department for Communication and Information, City of Bandung	IBM
Ashish Tanuku	Project Management Training	ITB School of Electrical Engineering and Informatics	IBM
Safrina Thristiawati	University Partnerships Advisor	Universitas Negeri Yogyakarta	AVID
Corinne Turner	Business Projects Advisor	Project Child Indonesia	AVID
Corinne Turner	Business Plan Advisor	Saujana	AVID
Andrew Whittaker	Business Development Advisor	Medicuss Group	AVID



LAO PDR

Volunteer	Assignment	Host organisation	Program
William Arthur	Environmental and Social Impact Assessment (ESIA) Mining Advisor	Lao PDR Ministry of Energy and Mines	AVID
Margaret Blanch	Curriculum Development Advisor	Pakpasak Technical College	AVID
Adam Brass	National Parks Management Advisor	Department of Information, Culture and Tourism, Luang Prabang	AVID
Geraldine Davis	Community Based Tourism Advisor	Department of Information, Culture and Tourism, Luang Prabang	AVID
Vance Gledhill	Research Trainer	Champasak University	AVID
Nancy Lane	Research Advisor	Souphanouvong University	AVID
Nancy Lane	Research Advisor	Souphanouvong University	AVID
Donna Phillips Ryan	Academic Communication Training Officer	Champasak University	AVID
Pasang Sherpa	Community Based Tourism Advisor	Department of Information, Culture and Tourism, Luang Prabang	AVID
Emi Weir	Tour Development and Marketing Advisor	Lao Disabled Women Development Center	AVID



MYANMAR

Volunteer	Assignment	Host organisation	Program
Stuart Allardice	Tourism Business Development Advisor	The Regional Conductors Team (RCT)	AVID
David Gregory	Textile Value Chain Analyst	Partnership for Change	AVID
David Hart	Human Resource Advisor	Golden Plain Livelihood Services Development Co-operative Ltd	AVID
Derarca O'Mahony	Organisational Development Advisor	Myanmar Women Entrepreneurs' Association	AVID
Martin Venier	Investment Promotion Advisor	Directorate of Investment and Company Administration	AVID

PHILIPPINES

Volunteer	Assignment	Host organisation	Program
Vivek Agarwal	Traffic Road Map	Santa Rosa City Planning and Development Coordinator's Office	IBM
Anthony Critchley	Marketing and Promotion Specialist	Simbag sa Pag-Asenso Inc.	AVID
Carina Da Silva	Social Welfare Information System	Santa Rosa City Social Welfare and Development Office	IBM
Peter Dorman	Product Development Advisor	Lingkod Banahaw MPC	AVID
Juan Doynel	Record Management Analysis and Marketing for Social Change	Santa Rosa City Police	IBM
Mark Gallant	Social Welfare Information System	Santa Rosa City Social Welfare and Development Office	IBM
Robert Hill	Marketing and Business Development Trainer	Bahay Tuluyan	AVID
James Hunter	Technology Business Incubator/Accelerator Development	LINK IT (Laguna Industry Network for Knowledge, Innovation & Technology, Inc.)	IBM
Becky Ju	Technology Business Incubator/Accelerator Development	LINK IT (Laguna Industry Network for Knowledge, Innovation & Technology, Inc.)	IBM
Garry Kennedy	Social Enterprise Business Manager	Simbag sa Pag-Asenso Inc.	AVID
Brian Kulak	Social Welfare Information System	Santa Rosa City Social Welfare and Development Office	IBM
Heinz Matti	IT Advisor	Department of the Interior and Local Government, Quezon City	AVID
Barry McPhee	ICT Business and Marketing Advisor	Central Visayas Information Sharing Network Foundation Inc.	AVID
Luciana Siciliano	Record Management Analysis and Marketing for Social Change	Santa Rosa City Police	IBM
Dante Tagle	Social Enterprise Advisor	Gelacio I. Yason Foundation-Family Farm School Inc.	AVID
Anne Taylor	Traffic Road Map	Santa Rosa City Planning and Development Coordinator's Office	IBM
Ioana Topler	Record Management Analysis and Marketing for Social Change	Santa Rosa City Police	IBM
Sridhar Vijayaraghavan	Technology Business Incubator/Accelerator Development	LINK IT (Laguna Industry Network for Knowledge, Innovation & Technology, Inc.)	IBM

IBMers with employees of Wuxi Xishan District Lezhu Social Work Office during a CSC program in Wuxi, China.

Joe Cheetham at the Ministry of Finance and Treasury of the Solomon Islands during his AVID assignment.





Volunteer	Assignment	Host organisation	Program
Barry Brown	Finance and Audit Advisor	Port Moresby General Hospital	AVID
Anna Campbell	Tour Guide Trainer	Egwalau Tours & Events Milne Bay	AVID
Peter Corless	Financial Management Advisor	Milne Bay Provincial Health Authority	AVID
Mary Fathers	Finance and Audit Advisor	Touching the Untouchables	AVID
Aian Fleming	Food Preparation and Handling Trainer	Kabaira Beach Hideaway	AVID
Julia Galante	Human Resources Advisor	Port Moresby Nature Park	AVID
Gary Holland	MYOB Trainer	Ralum Country Club	AVID
Robert Howarth	Communications Advisor	Bank of Papua New Guinea	Partnerships
Robert Howarth	Communications Advisor	Bank of Papua New Guinea	Partnerships
Allan Kindt	YES Facilitator	ICT Cluster PNG	Partnerships
Bronwyn Kosman	Electronic Records Management Advisor	Bank of Papua New Guinea	Partnerships
Brian Leach	Business Development and Scoping Assessment	iPi Group	Partnerships
Cecile Leach	Business Development and Scoping Assessment	iPi Group	Partnerships
Jennifer Marshallsea	Institutional Strengthening Scoping Project	Bank of Papua New Guinea	Partnerships
Susan McCuaig	Handicrafts Product and Marketing Trainer	National Fisheries College	AVID
John McSweeney	Handicrafts Trainer	Egwalau Tours & Events Milne Bay	AVID
Janice Norton	YES Facilitator	ICT Cluster PNG	Partnerships
Coral Osborne	Human Resources Advisor	Papua New Guinea National Museum & Art Gallery	AVID
Bevan Sharp	Promotional Communications Advisor	AT Projects Inc.	AVID
Bevan Sharp	Guesthouse Management Advisor	AT Projects Inc.	AVID
Bevan Sharp	Tourism Resort Business Advisor	Driftwood Limited	Partnerships
Sharon Valentine	Pastry Chef	Alotau Bakery	AVID

SOLOMON ISLANDS

Volunteer	Assignment	Host organisation	Program
Christine Brunton	Library Management Mentor	National Library of Solomon Islands	AVID
Christine Brunton	Library Development Advisor	Solomon Islands Law Reform Commission	AVID
Joseph Cheetham	Asset Maintenance Advisor	The Ministry of Finance and Treasury	AVID
Ingeborg Crombach	Financial Systems Trainer	Global Printing Pty. Ltd.	AVID
Boronia Foley	Organisational Development Advisor	Winds of Change	AVID
John Keegan	Office Administration Advisor	Premiere Real Estate Property Management and Developers Ltd.	AVID
Adrian Koochew	Asset Management and Evaluation Advisor	Anglican Church of Melanesia	AVID
Janice Norton	Finance and MYOB Trainer	SATSOL Limited	AVID
Luke Purnell-Webb	IT and Website Advisor	National Parliament of Solomon Islands	AVID
Bradley Rae	Communications Advisor	Solomon Islands Electricity Authority	AVID
Marianne West	Business Communication Trainer	The Ministry of Finance and Treasury	AVID

TIMOR LESTE

Volunteer	Assignment	Host organisation	Program
Timothy Barker	Finance Management Trainer	HIAM-Health	AVID
Timothy Barker	Finance Coordinator Support	HIAM-Health	AVID
David Hollonds	Small Business Recruitment Advisor	Nazareth Foundation	AVID
James Nash	Playground Project Development Advisor	Many Hands International	AVID
Christina Raddatz	Fundraising Strategy Advisor	Fundasaun Timor Hari'i	AVID
Elizabeth Reece	Marketing and Publications Advisor	Fundasaun Feto iha Kbiit Servisu Hamutuk	AVID

VANUATU

Volunteer	Assignment	Host organisation	Program
Jane Bateson	Business Centre Development Advisor	Department of Women's Affairs	AVID
Jennifer Cavill	Visual Communications Advisor	Public Works Department	AVID
Peter Corless	Financial Systems Advisor	Air Vanuatu	AVID
Tim Egerton	Financial Procedures Trainer	Vanuatu Institute of Teacher Education	AVID
Mary Fathers	MYOB Trainer	Luganville Municipal Council	AVID
Beverley Malseed	Communications Advisor	Disability Promotion & Advocacy Association	AVID
Nicole Panting	Registration and Licensing Policy Advisor	Teaching Service Commission	AVID
Simon Proudman	Airline Disaster Risk Information Advisor	Air Vanuatu	AVID
Elisabeth Turner	Educational Leadership Advisor	Vanuatu Institute of Teacher Education	AVID

Simon Proudman with the Air Vanuatu Cricket team.





VIETNAM

Volunteer	Assignment	Host organisation	Program
Debra Bakker	Business Training Advisor	Deafcraft5Colors	AVID
Margaret Beagley	Business Development Advisor	Poki Learning Asia	AVID
CariAnne Behr	Business Strategy and Cloud Optimized IT Solutions	Can Tho University Software Center	IBM
Donn Berghofer	Strategic Development Advisor	Centre for Sustainable Rural Development	AVID
Rafael Caffarena	Marketing Strategy Development	Co Do Agricultural One-Member Ltd Co.	IBM
Suzanne Duce	Hospitality Management Advisor	Center for Community Health and Development	AVID
Ana Ferreira	Management Information System and Process Improvement	Can Tho Cooperative Alliance	IBM
Louise Hicks	Hospitality and Cafe Management Trainer	Advancement of Community Empowerment and Partnership	AVID
Martin Morgentaler	Business Strategy and Cloud Optimised IT solutions	CanTho University Software center	IBM
Adriana Mendieta Nino	Handicraft Design & Development Advisor	Van Xuan Handicrafts Export Co. Ltd	AVID
Sahana Nagabhushana	Marketing and Communications Strategy	Trustpay Joint Stock Company	IBM
Ananya Nanda	Management Information System and Process Improvement	Can Tho Cooperative Alliance	IBM
Paula Pernes	Management Information System and Process Improvement	Can Tho Cooperative Alliance	IBM
Robert Quinn	Marketing and Communications Strategy	Trustpay Joint Stock Company	IBM
Christina Raddatz	Business Development Advisor	Hearts for Hue	AVID
Bradley Rae	Eco Tourism Marketing Advisor	Center for Community Health and Development	AVID
Krista Shibata	Marketing and Communications Strategy	Trustpay Joint Stock Company	IBM
Elma Simons	Marketing Strategy Development	Co Do Agricultural One-Member Ltd Co.	IBM
Peter Snelson	Visitor Services Advisor	Hue Monuments Conservation Center	AVID
Richard Strasser	Marketing Strategy Development	Co Do Agricultural One-Member Ltd Co.	IBM
John Tapper	Business Development Advisor	Centre for Rural Development in Central Vietnam	AVID
Keshav Thakuria	Business Strategy and Cloud Optimized IT Solutions	Can Tho University Software Center	IBM
Kerry Wills	Funding and Donor Engagement Advisor	Center for Research and Education of the Deaf and Hard of Hearing	AVID

FINANCIAL STATEMENTS

07



INDEPENDENT AUDITOR'S REPORT

**TO THE TRUSTEE OF AESOP FOUNDATION
(ABN 89 008 612 431)**

Report on the Financial Report

We have audited the accompanying financial report of Australian Business Volunteers Limited as trustee for AESOP Foundation (the trust), which comprises the statement of financial position as at 30 June 2015, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year ending 30 June 2015, notes comprising a summary of significant accounting policies and other explanatory information, and the trustee company's directors' declaration.

Trustee's Responsibility for the Financial Report

The trustee is responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the trust deed and for such internal control as the trustee determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.


Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the trustees, as well as evaluating the overall presentation of the financial report.

SYNERGY GROUP AUDIT PTY LTD

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

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.

Auditor's Opinion

In our opinion the financial report of Australian Business Volunteers Limited as trustee for AESOP Foundation gives a true and fair view of the trust's financial position as at 30 June 2015 and of its performance for the year ended on that date in accordance with Australian Accounting Standards and the trust deed.

Selina Stanford
Audit Director

Dated: 12 October 2015



INDEPENDENT AUDITOR'S REPORT ON THE CODE OF CONDUCT SUMMARY FINANCIAL REPORT

TO THE TRUSTEES OF AESOP FOUNDATION
(ABN 89 008 612 431)



The accompanying Code of Conduct summary financial report, which comprises the statement of financial position as at 30 June 2015, the statement of comprehensive income, statement of changes in equity and table of cash movements for designated purposes for the year then ended and related notes, is derived from the audited financial report of Australian Business Volunteers Limited as trustee for AESOP Foundation (the trust), for the year ended 30 June 2015. We expressed an unmodified audit opinion on that financial report in our report dated 12 October 2015.



The Code of Conduct summary financial report does not contain all the disclosures required by Australian Accounting Standards. Reading the Code of Conduct summary financial report, therefore, is not a substitute for reading the audited financial report of Australian Business Volunteers Limited as trustee for AESOP Foundation.

Management's Responsibility for the Code of Conduct Summary Financial Report
Management is responsible for the preparation of the Code of Conduct summary financial report on the basis described in Note 1, which is to comply with the reporting guidelines as set out in the ACFID Code of Conduct.



Auditor's Responsibility

Our responsibility is to express an opinion on the Code of Conduct summary financial report based on our procedures, which were conducted in accordance with Auditing Standard ASA 810 *Engagements to Report on Summary Financial Statements*.

Auditor's Opinion

In our opinion, the Code of Conduct summary financial report derived from the audited financial report of Australian Business Volunteers Limited as trustee for AESOP Foundation for the year ended 30 June 2015 is consistent, in all material respects, with that audited financial report, and is in accordance with the reporting guidelines as set out in the ACFID Code of Conduct.



Selina Stanford
Audit Director



Dated: 29 October 2015

SYNERGY GROUP AUDIT PTY LTD

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CODE OF CONDUCT SUMMARY FINANCIAL REPORT

Australian Business Volunteers Limited as Trustee for AESOP Foundation
ABN 89 008 612 431

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2015

	2015 \$	2014 \$
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	1,121,065	1,031,799
Trade and other receivables	570,158	560,250
Other assets	120,097	42,298
TOTAL CURRENT ASSETS	1,811,320	1,634,347
NON CURRENT ASSETS		
Property, Plant and equipment	36,907	42,731
TOTAL NON CURRENT ASSETS	36,907	42,731
TOTAL ASSETS	1,848,227	1,677,078
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	52,174	298,062
Unearned revenue	725,017	372,574
Provisions	94,987	63,023
TOTAL CURRENT LIABILITIES	872,178	733,659
NON CURRENT LIABILITIES		
Provisions	21,054	37,071
TOTAL NON CURRENT LIABILITIES	21,054	37,071
TOTAL LIABILITIES	893,232	770,730
NET ASSETS	954,995	906,348
EQUITY		
Settlement capital	10	10
Retained earnings	954,985	906,338
TOTAL EQUITY	954,995	906,348

At the end of the financial year, the Trust had no balance in the following categories: Inventories, Assets held for sale, Other financial assets (current or non-current), Non-current trade and other receivables, Investment property, Intangibles, Other non current assets, Borrowings (current or non-current), Current tax liabilities, Other financial liabilities (current or non-current), Other liabilities (current or non-current), Reserves.

CODE OF CONDUCT SUMMARY FINANCIAL REPORT

Australian Business Volunteers Limited as Trustee for AESOP Foundation
ABN 89 008 612 431

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
REVENUE		
Donations and gifts		
Non-monetary	57,295	37,918
Monetary	4,892	47,319
	<u>62,187</u>	<u>85,237</u>
Grants		
Department of Foreign Affairs and Trade	2,426,305	2,762,434
Other overseas	1,004,484	1,063,208
	<u>3,430,789</u>	<u>3,825,642</u>
Other Income		
Investment income (interest received)	8,566	7,503
Other income	67,133	60,045
Unrealised gain on foreign exchange	94,111	-
	<u>169,810</u>	<u>67,548</u>
TOTAL REVENUE	<u><u>3,662,786</u></u>	<u><u>3,978,427</u></u>
EXPENDITURE		
International Aid and Development Program Expenditure		
International programs		
Funds to International programs (AVID)	1,669,298	1,520,652
Program Support Costs	213,887	500,331
	<u>1,883,185</u>	<u>2,020,983</u>
Accountability and administration		
Administrative expenses	357,387	458,799
Employee expenses	1,316,272	1,240,404
	<u>1,673,659</u>	<u>1,699,203</u>
Non-monetary expenditure	57,295	37,918
Total International Aid and Development Program Expenditure	<u>3,614,139</u>	<u>3,758,104</u>
TOTAL EXPENDITURE	<u><u>3,614,139</u></u>	<u><u>3,758,104</u></u>
Surplus/(Deficit) for the period	<u><u>48,647</u></u>	<u><u>220,323</u></u>
Other Comprehensive income	-	-
Total comprehensive income (loss)	<u><u>48,647</u></u>	<u><u>220,323</u></u>

During the financial year ended 30 June 2015, there were no amounts received or incurred by the Trust for the following categories: Bequests and Legacies, Grants (Other Australian), Revenue or expenses for International Political or Religious Adherence Promotion Programs, International programs (Community Education), Fundraising costs (Public costs or Government, multilateral and private) and Domestic programs expenditure.

CODE OF CONDUCT SUMMARY FINANCIAL REPORT
 Australian Business Volunteers Limited as Trustee for AESOP Foundation
 ABN 89 008 612 431

STATEMENT OF CHANGES IN EQUITY
 FOR THE YEAR ENDED 30 JUNE 2015

	Retained Earnings \$	Settlement Capital \$	Total \$
Balance as at 30 June 2014	<u>906,338</u>	<u>10</u>	<u>906,348</u>
Net surplus/ (deficit) for the year	48,647	-	48,647
Other comprehensive income	-	-	-
Total comprehensive income for the year	<u>48,647</u>	<u>-</u>	<u>48,647</u>
Balance as at 30 June 2015	<u>954,985</u>	<u>10</u>	<u>954,995</u>

During the financial year ended 30 June 2015, there were no adjustments or changes in Equity , other than the surplus for the year.

TABLE OF CASH MOVEMENTS FOR DESIGNATED PURPOSES
 FOR THE YEAR ENDED 30 JUNE 2015

	Cash available at the beginning of the year \$	Cash raised during the year \$	Cash disbursed during the year \$	Cash available at the end of the year \$
AVID funding of overseas volunteer program	531,155	2,060,990	(1,964,028)	628,117
Total for other purposes	500,644	1,878,470	(1,886,166)	492,948
Total	<u>1,031,799</u>	<u>3,939,460</u>	<u>(3,850,194)</u>	<u>1,121,065</u>

CODE OF CONDUCT SUMMARY FINANCIAL REPORT
Australian Business Volunteers Limited as Trustee for AESOP Foundation
ABN 89 008 612 431

NOTES TO THE SUMMARY FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2015

Note 1: Summary of significant accounting policies

(a) Basis of Preparation

The summary financial report is a special purpose financial report that has been prepared in accordance and to comply with the reporting guidelines as set out in the ACFID Code of Conduct.

The summary financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

(b) Financial Statements

A full set of financial statements for Australian Business Volunteers Limited as trustee for AESOP Foundation will be available on the Australian Business Volunteers website after the annual general meeting.

Note 2: Fundraising activities

Income is derived from Grants, Interest and International Development Programs sponsored by Corporates as part of their Community Social Responsibility commitments, including provision of fee-for-service project management, leadership programs and training. No direct fundraising activities have been undertaken in the current year.

About this report

This Annual Report is a summary of organisational performance during the 2014-15 financial year. Australian Business Volunteers (ABV) is a signatory to the ACFID Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. As a signatory, ABV is committed and fully adheres to the ACFID Code of Conduct, conducting its work with transparency, accountability and integrity.

ABV has prepared this report in reference to the guidelines outlined in the Code. The report reflects ABV's commitment to high standards of financial reporting, management and ethical practice. ABV is committed to open and accountable governance and encourages feedback. To provide feedback or to lodge a complaint against the organisation, please email info@abv.org.au. The complaints handling policy can be found on the ABV website. If the complainant is not satisfied with the response and believes the organisation has breached the ACFID Code of Conduct, the individual 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.

The 2014-15 Annual Report and past annual reports, along with audited financial reports, can be accessed via the ABV website at www.abv.org.au. Hard copies of these reports are also available upon request from ABV.

Credits

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AUSTRALIAN BUSINESS VOLUNTEERS
Strengthening businesses and, through them, communities



ACFID
MEMBER