

Australian Council for International Development

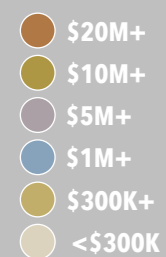
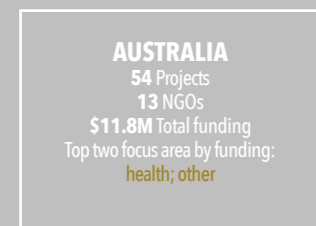
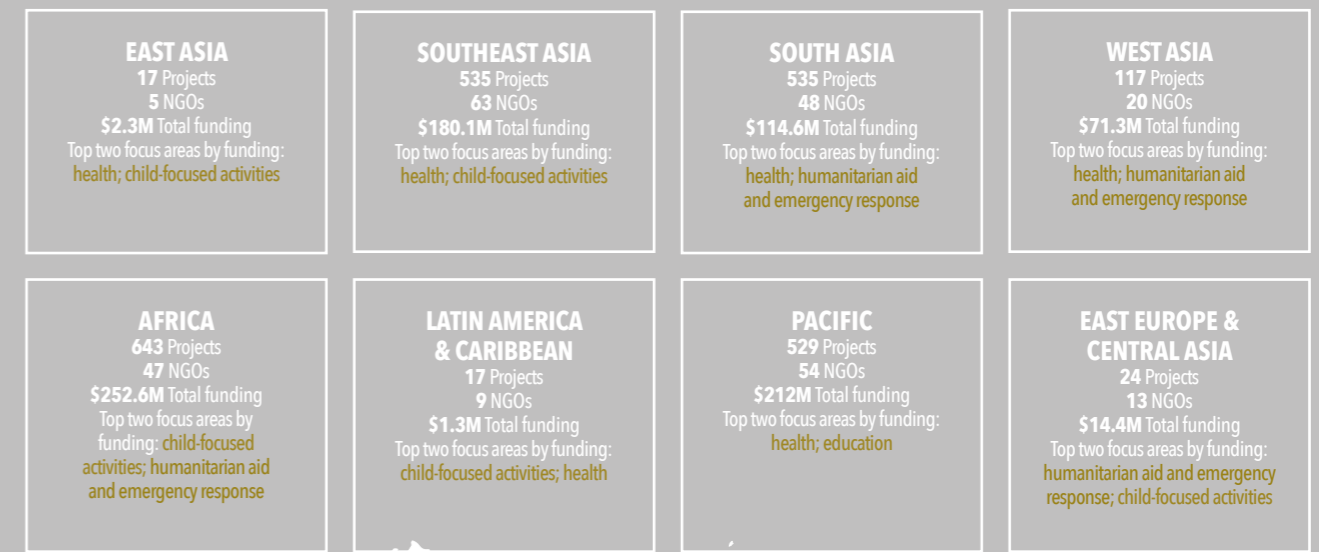
Annual Report
2024-25



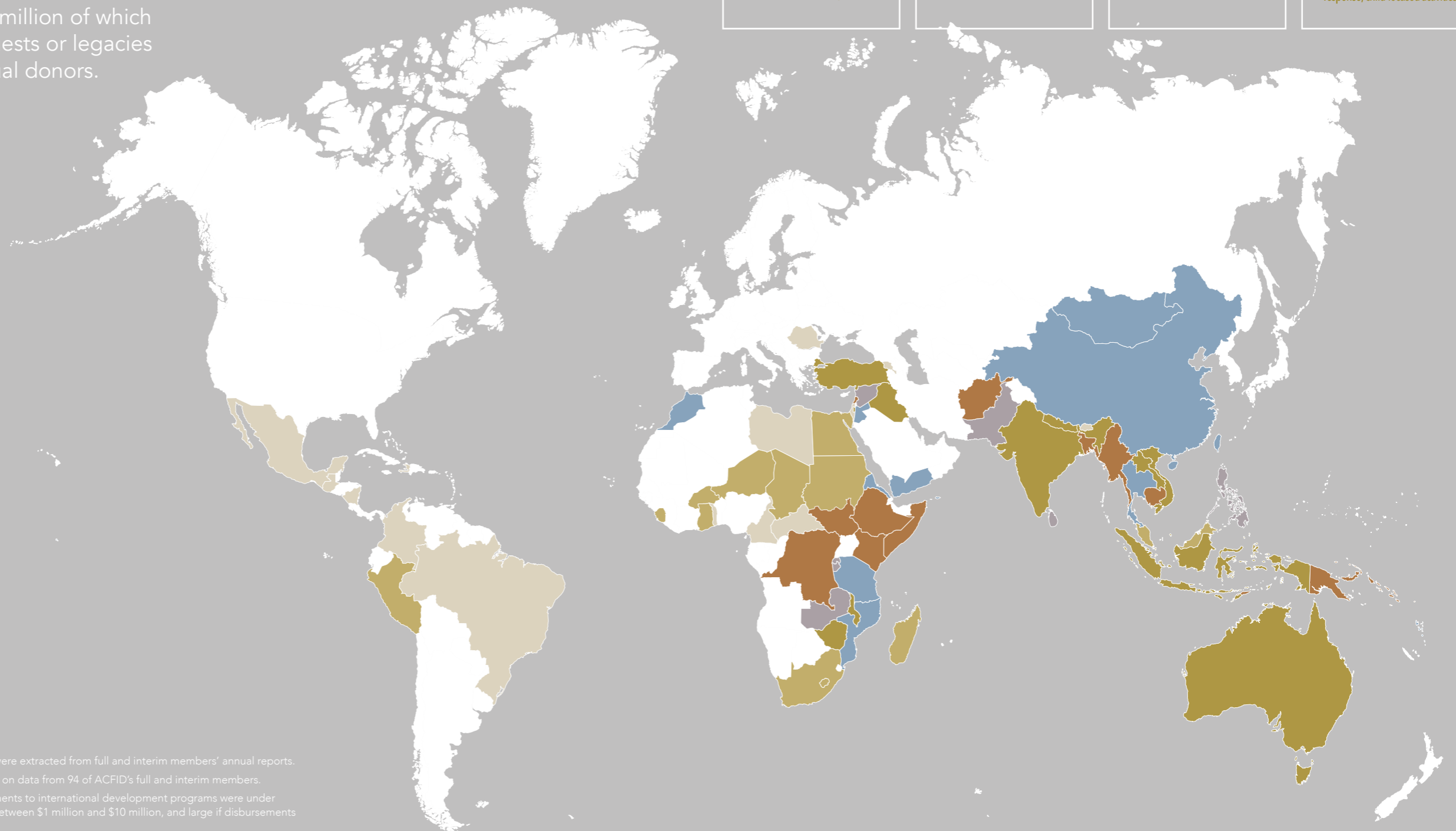
AUSTRALIAN
COUNCIL
FOR
INTERNATIONAL
DEVELOPMENT

Global Allocation of Members' Funding for Development and Humanitarian Projects

In 2023-24, the total revenue raised by ACFID's members amounted to \$1.968 billion – \$750 million of which were donations, bequests or legacies from 793,274 individual donors.



Note:
 Figures relating to revenue and donations were extracted from full and interim members' annual reports.
 The global map and infographics are based on data from 94 of ACFID's full and interim members.
 ACFID classifies NGOs as small if disbursements to international development programs were under \$1 million, medium if disbursements were between \$1 million and \$10 million, and large if disbursements were greater than \$10 million.



Acknowledgement of Country

ACFID respectfully acknowledges the Traditional Custodians of the lands on which we are based; the Ngunnawal and Ngambri people in Canberra. We extend this acknowledgement to the Traditional Custodians of the lands across Australia, and pay our respect to their Elders, both past and present. We acknowledge their ongoing connection to the lands, waters, and skies surrounding us, and the vast wealth of knowledge that they hold.

We affirm our support for the aspirations expressed in the Uluru Statement from the Heart, recognising the invitation to walk together in a movement for a better future.

We strive to create a respectful and diverse workforce within ACFID and our membership. We stand shoulder-to-shoulder in supporting our members' work towards creating a world where human rights are realised for everyone.

Members of the Uddhamshil Self-Help Group in Bhandaribada, Jumla, gather for their monthly meeting, dressed in vibrant traditional attire. These women unite to support one another socially and financially, fostering community resilience and empowerment against the stunning mountain backdrop of Jumla. Photo: INF Nepal.

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**\$1.968 BILLION,
\$750 MILLION**

of which came from

793,274

individual donors.



ACFID'S MEMBERS HAVE PROUDLY

- **DELIVERED 2,376 PROJECTS IN 91 COUNTRIES**
- **INVESTED \$1.40 BILLION IN INTERNATIONAL PROJECTS**
- **ENGAGED 11,067 AUSTRALIAN DOMESTIC VOLUNTEERS**
- **EMPLOYED 5,842 TOTAL EMPLOYEES**

ACFID'S MEMBERS

133 FULL MEMBERS

- **53 SMALL NGOS**
- **54 MEDIUM NGOS**
- **26 LARGE NGOS**

+ 20 AFFILIATE MEMBERS

ACFID classifies NGOs as small if disbursements to international development programs were under \$1 million, medium if disbursements were between \$1 million and \$10 million, and large if disbursements were greater than \$10 million. These numbers represent ACFID's membership at a point in time during the financial year only.

ACFID's Vision, Purpose and Values

The Australian Council for International Development (ACFID) is the peak body for Australian non-government organisations (NGOs) involved in international development and humanitarian action.

ABOUT ACFID

Our vision is of a world where all people are free from extreme poverty, injustice and inequality, and where the earth's finite resources are managed sustainably. Our purpose is to lead and unite our members in action for a just, equitable and sustainable world.

Founded in 1965, ACFID currently has 138 members and 20 affiliates operating in more than 91 developing countries. In 2023-24, the total revenue raised by ACFID's members amounted to \$1.968 billion – \$750 million of which was raised by 793,274 individual donors. ACFID's members range from large Australian multisectoral organisations that are linked to international federations of NGOs, agencies with specialised thematic expertise, and smaller community-based groups, with a mix of secular and faith-based organisations.

ACFID's members comply with ACFID's Code of Conduct – a voluntary, self-regulatory sector code of good practice that aims to improve international development and humanitarian action outcomes and increase stakeholder trust by enhancing the transparency, accountability and effectiveness of signatory organisations. Covering nine Quality Principles, 31 Commitments and 90 Compliance Indicators, the Code sets good standards for program effectiveness, fundraising, governance and financial reporting. Compliance includes annual reporting and checks, accompanied by an independent complaints-handling process.

ACFID'S VALUES

INTEGRITY

We act with honesty and are guided by ethical and moral principles in all that we do.

ACCOUNTABILITY

We take responsibility for our actions and are accountable to our stakeholders, and in particular primary stakeholders, for our performance and integrity.

TRANSPARENCY

We openly share information about our organisation and our work with all our stakeholders and the public.

RESPECT

We recognise the value and diversity of all people and are committed to treating others with due regard for their rights, dignity and integrity.

EFFECTIVENESS

We strive to deliver outcomes that bring about positive change in the lives of people living in poverty.

EQUITY

We are committed to overcoming prejudices and disadvantage, and promoting fair and just access to resources and opportunities.

COOPERATION

We work with and alongside others in a spirit of mutuality, respecting diversity and difference in the pursuit of common goals.

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A Message from the President and CEO

The past financial year proved to be one of the most disruptive periods in recent memory for the international development sector. The most significant shock came from sweeping and immediate cuts to USAID, which had a ripple effect across nearly every region of the globe. The scale and speed of these reductions left many ACFID member organisations and their local partners scrambling to reassess their operations, partnerships, and strategic priorities.

During this turbulence, ACFID offered a steady hand. We guided our sector through uncertainty: coordinating media engagement to ensure the public narrative reflected the real-world consequences of the USAID cuts; elevating the voices of those most affected; and reinforcing the importance of Australia's continued commitment to international development. In parallel, ACFID represented our sector's concerns directly to Government, advocating for principled and sustained support in the vacuum left by USAID's demise.

As part of this work, in June 2025, ACFID convened a CEO Summit to provide space for reflection and strategic recalibration. The Summit brought together 62 CEOs from ACFID member agencies in frank and far-reaching discussion, which extended beyond immediate challenges to determine what's needed to survive an increasingly volatile global landscape. Long-term impact, locally led development and economic justice continue to be the sector's enduring priorities, even as the operating environment grows more complex.

Locally led development remains an important strategic priority for ACFID, and alongside climate change, was a core focus of our advocacy and support to members this year. ACFID provided practical tools to improve organisational practice, facilitated peer learning, and created opportunities for members' leaders and staff to engage deeply with these issues. This work helped build resilience and adaptability across the sector, ensuring that Australian NGOs remained at the forefront of ethical and effective development.

Another significant piece of work to support members' development practice was the August launch of the revised ACFID Code of Conduct. Last reviewed in 2018, the updated Code reflects a changing global environment and represents a timely and valuable strengthening of sector standards: reinforcing accountability, ethical practice and transparency across Australian development



The new ACFID Code of Conduct will help to support a well-regulated, ethical and efficient charity sector working overseas."

ACNC Commissioner Sue Woodward AM

organisations. The Code of Conduct Committee worked closely with ACFID members over 18 months to refresh the Code, which was launched at a dedicated event attended by Australian Charities and Not-for-profit Commission (ACNC) Commissioner Sue Woodward AM. ACFID staff look forward to working with members over the coming months, providing resources and advice to embed these new standards into their operations.

The Australian Government's re-election was a pivotal moment for ACFID's aid advocacy this year. Against a global backdrop of aid cuts and shrinking government action, our Safer World for All campaign called successfully on our political leaders to protect and strengthen Australia's aid program. The re-elected Albanese Government maintained its year-on-year dollar commitments to aid – a point of celebration, and a clear statement about the value of aid to the Australian public – however, its May Federal Budget disappointingly reduced its percentage allocation to aid. Just 0.65 per cent of the Budget, or less than one cent in the dollar, is directed to international development. In a time of growing global need, this level does not reflect Australia's capacity or responsibility. ACFID will continue to advocate for a more ambitious and principled aid program that better reflects our national values and global obligations.

The year also marked a significant leadership transition for ACFID. After 15 years of dedicated service, Marc Purcell stepped down as Chief Executive Officer. His tenure was defined by vision, integrity, and tireless commitment to the sector. Under his leadership, ACFID grew in influence, professionalism, and impact. The organisation expresses our deep gratitude for Marc's extraordinary contribution and wishes him well in his next chapter.

Following a robust and inclusive search process, the ACFID Board appointed Matthew Maury as the organisation's new CEO in December 2024. Matthew's 30 years of experience in international

development, strategic leadership and coalition-building signals an exciting new chapter for ACFID: building on our strong foundations, while embracing innovation and new ambition.

This financial year saw several CEO transitions in ACFID's membership. ACFID's Board was pleased to welcome Melanie Gow, Nayomi Kannangara and Stav Zotalis as newly elected members, and Shane Nichols elected as Vice President, in a Special General Meeting held in September.

We are grateful for the leadership of the ACFID Board; the Finance and Audit Committee, under Vice President Sureka Goringe; and the Code of Conduct Committee, led by Chair Alan Cameron. Leaders from ACFID member agencies drive the Development Practice Committee, Public Engagement and Campaign Committee, the Humanitarian Reference Group, and our Communities of Practice, contributing significantly to collaboration, learning and advocacy across the sector.

ACFID continued to value our longstanding partnership with the Australian Government's Department of Foreign Affairs and Trade (DFAT). In February, we signed a new four-year Memorandum of Understanding, reaffirming a shared commitment to collaboration, transparency and impact. DFAT's financial support remains vital to ACFID's operations and the overall health of the sector, and we express our deep appreciation for the continued investment in our work and sector.

Despite disruptions and transitions, ACFID remains steadfast in our mission for a world where all people are free from extreme poverty, injustice, and inequality; where the earth's finite resources are managed sustainably; and where Australia is a compassionate nation acting for a just and sustainable world. Looking ahead, ACFID enters the new financial year with clarity, courage, and commitment. The challenges are real, but so too is the resolve of our members and leadership. Together, we will continue to lead, adapt, and deliver impact in pursuit of a safer, fairer, and more sustainable future for all.



Susan Pascoe

Susan Pascoe AM
President of ACFID



Matthew Maury

Matthew Maury
Chief Executive Officer
of ACFID



Alpius and his family received a micro-grant through SurfAid to support their family's nutrition. Receiving three chickens, Alpius has improved the nutrition of his son, Roy, with their eggs. Photo: Kathy Yudha, SurfAid.

GOAL ONE:

Sustainable and Inclusive Development



Chief of Policy and Advocacy
Jessica Mackenzie

This last year has been a period of dramatic change for our sector and through it all, ACFID and our members have continued to work tirelessly on policy dialogue and advocacy strategy to advance Australia's international development and humanitarian action.

The policy landscape shifted significantly over the year, shaped by several key events – not least of which were sweeping cuts to global aid funding. Beginning with an industrious period in late 2024, we welcomed publication of 16 new country-specific and regional Development Partnership Plans (DPPs), and were pleased to see the inputs of ACFID's members reflected. This represented the culmination of months of roundtable discussions, submissions, feedback and dialogue with our members, and the priorities reflected in the DPPs were a credit to the inputs of all who participated, alongside the DFAT officers responsible for drafting the documents.

ACFID welcomed the launch of several subsequent strategies flowing from the International Development Policy, which reflected the calls from our membership. ACFID was pleased to convene and amplify important messages from our members informing these strategic policy priorities for development, including humanitarian action, LGBTQIA+ inclusion and rights, gender equality, disability equity and inclusion, as well as contributing to an important guidance note for locally led development. In each of these processes, ACFID has been privileged to work with the deep expertise and mission-led agendas of our membership to produce high-value inputs to these consultative processes.

Consolidated appeals were set up for the earthquakes in Myanmar and Vanuatu, as well as for Lebanon in late 2024, which saw an increase in humanitarian need following a surge in violent attacks across the country. ACFID's members and local partners were on the ground and responding with life-saving humanitarian assistance.

As the end of 2024 approached, ACFID and our members prepared for a forthcoming Federal Election and Federal Budget, and propelled a campaign to highlight the importance of international development within Australia's foreign policy agenda.

In January 2025 came a dramatic disruption to the sector – the pause to the USAID programs, announced in an Executive Order on re-elected US President Donald Trump's first day in office, impacting over \$400 million programs led by Australian NGOs and their partners alone. This decision only compounded the existing decreases in development funding announced by European donors, including Germany and France, and was followed by UK aid cuts. Experts have suggested that these cuts will see international development funding decrease by a quarter to half of current funding levels by 2027. Yet these cuts come as humanitarian needs rise significantly across the world; not only in the number and scale of crises; but the longer-term, more protracted nature of the crises occurring.

ACFID, with our members, responded rapidly to capture the impacts of these cuts on the Australian sector, and to advocate publicly for the importance of international development funding. Using a combination of surveys, briefings to Government and Parliament, media commentary, and in-depth analysis of the flow-on effects of the funding cuts, ACFID and our members were able to showcase the critical work of our sector, making the case for Australia's investment in aid, and in particular, the valuable role that NGOs play. This rapid effort was a great example of the ongoing relevance and effectiveness of collective and cohesive policy and advocacy. This was particularly evident in the way that ACFID and our members were able to generate significant public focus on the life-saving and critical programs being delivered by Australian NGOs.

ACFID was still responding to the impact of the USAID cuts as the March 2025 Federal Budget and announcement of a May 2025 Federal Election arrived. Our policy and advocacy team responded swiftly: rapidly analysing the implications of sweeping global aid cuts to Australia's development program in the 2025 Federal Budget. ACFID was able to analyse geographical shifts, sectoral implications – and the welcome news that while there was no significant increase to aid, Australia would not, like other donors, be retreating from our region.

In anticipation of the Federal Election, ACFID worked closely with partners across the Australian development sector to draw out political parties' commitments to international development. With the Australian National University (ANU) and the International Development Contractors Community (IDCC) we co-hosted a podcast that interviewed representatives from the major political parties on their development platforms. This brought important transparency to parties' stances on international development ahead of the election, and aligned closely with our Safer World for All campaign and electorate forums that were operating in parallel. May 2025 saw the Albanese Government returned for a second term, with a message of 'courage and kindness': a set of values well demonstrated in international development. ACFID and our members positioned our asks of the Government to now be about implementation and ambition in this second term: to meet the needs of the region, and beyond, and not retreat from what needs to be done in the face of global aid cuts.

In response to the escalating humanitarian crisis in Gaza and the wider region, ACFID's policy team worked with members to deliver targeted advocacy, including joint letters to the Prime Minister, Foreign Minister and Minister for International Development and the Pacific. This effort led to private briefings with the Foreign Minister to discuss humanitarian access in Gaza and the

West Bank, and delivery models that work for members. ACFID worked with members on coordination and technical briefings to Parliamentarians, including a round of targeted meetings with select Members of Parliament (MPs) to renew our call for a ceasefire, as well as briefings with Australian Government officials, and sustained media engagement to raise awareness. While the humanitarian crisis in Gaza continues, the Australian Government has responded to the sustained advocacy of ACFID and others – committing to recognising the Palestinian state at the United Nations General Assembly, and has committed \$130 million in humanitarian assistance to help civilians in Gaza and Lebanon since 7 October 2023.

ACFID continued to draw attention to the ongoing crises in Ukraine, Sudan, the Democratic Republic of the Congo, Afghanistan and Myanmar. As our members continue to work tirelessly to respond, ACFID was pleased to coordinate a technical discussion with DFAT and some members on global displacement issues, the importance of continued humanitarian funding, and how to ensure the existing humanitarian system remains fit for purpose.

We had a busy year in the media, with 421 media mentions on topics ranging from USAID, the Federal Election Budget, climate change, natural disasters, humanitarian aid, Sudan, Gaza, Afghanistan, and development in the Pacific.

In each of these contexts, ACFID has been fortunate to work alongside the deep expertise and values-driven agendas of our members to develop strong, evidence-based contributions to key consultations and discussions.

SUSTAINABLE AND INCLUSIVE DEVELOPMENT CASE STUDY:

US Stop Work Order and USAID Cuts

On 20 January 2025, US President Donald Trump signed an Executive Order freezing most US foreign assistance for 90 days while the administration conducted a review of all US-funded aid programs. Tens of billions of dollars' worth of US-funded projects were subsequently terminated worldwide – directly affecting ACFID members and their partners. Communities around the world were impacted overnight as programs were forced to shut down, offices closed, and staff dismissed from their roles. These cuts represented far more than figures on a balance sheet: they meant the closure of programs delivering maternal healthcare for pregnant women in refugee camps, financial assistance enabling young girls to attend school, and vital water and sanitation services for remote communities. With little time to transition or adapt, many programs ceased operations almost immediately. While the initial effects were devastating, the long-term consequences will continue to be felt for years to come.

In this period of upheaval and uncertainty, ACFID provided leadership and a stabilising presence, as well as a critical voice for a sector, region and world struggling to come to grips with a new reality for international aid.

Immediately following the announcement of the USAID Stop Work Order, ACFID simultaneously coordinated information exchange and member support while delivering a unified public narrative on the impact of the order to Australian NGOs and the communities they work with around the world. This timely and coordinated advocacy helped to set the tone for Australia's role in the crisis in the months that followed, including through the critical decision-making period of the Federal Budget.

To ensure clarity and transparency regarding the extent of the crisis, ACFID conducted a comprehensive membership-wide survey on the USAID cuts. The resulting report, outlining the full scale of the impact on Australian NGOs and their partners, was shared with key government stakeholders – including the Minister for International Development, Dr Anne Aly – as well as broader sector representatives.

ACFID led sectoral advocacy through coordinated briefings with Parliamentarians on the impacts of the USAID cuts on Australian aid, with a particular focus on gender equality and sexual and reproductive health and rights. Beyond the political arena, ACFID worked with DFAT to improve flexibility of the Australian

NGO Cooperation Program (ANCP), in light of the emerging funding constraints and mounting pressure facing Australian NGOs and their partners. ACFID also facilitated sector-wide representation through high-level dialogues, including the ACFID Board meeting with DFAT Secretary Jan Adams AO PSM in March 2025.

ACFID strengthened sector resilience by providing opportunities to support our membership, including through the joint delivery of a four-part webinar series with the Australian International Development Network. This collaboration enabled member organisations to showcase their programs to the philanthropic community and seek funding for work affected by the cuts. Simultaneously, ACFID retained a critical foothold on global developments across international civil society networks, ensuring our approach to the crisis was informed and in line with our counterparts around the world. ACFID's longstanding relationships with international networks, such as the International Council for Voluntary Agencies – and civil society aid peak bodies including – The Pacific Islands Association of Non-Governmental Organisations, proved invaluable during this period.

Importantly, ACFID created space for sector reflection and strategic reorientation, by convening two key summits to explore the future of international development in the wake of these unprecedented challenges. The first summit brought together the CEOs of ACFID's member organisations, while the second provided a dedicated space for small member organisations to collaborate with sector peers, engage with experts and explore the impacts of the recent shifts. These forums were instrumental in enabling the Australian development sector to collectively assess the shifting landscape and chart alternative, innovative pathways forward.

Looking to the future, ACFID continues to support, coordinate and raise awareness of the challenges and opportunities facing the Australian international development sector. Through strategic leadership and collaboration and advocacy, ACFID continues to strengthen the sector's collective voice, and foster innovation to ensure that Australian NGOs and their partners can continue working towards a just, equitable, and sustainable future in a post-USAID world.

SUSTAINABLE AND INCLUSIVE DEVELOPMENT CASE STUDY:

Federal Budget Night 2025

In preparation for the Federal Budget 2025-26, ACFID produced and finalised our pre-Budget submission in late January, in consultation with members via the Government Relations Group and ACFID's Communities of Practice. The pre-Budget submission outlined the sector's call to restore Australia's aid budget to one per cent of the Federal Budget in 2026-27. The submission also outlined climate and humanitarian action asks, in line with the increasing demands on Australian NGOs and rapidly changing development landscape.

ACFID presented our pre-Budget submission to DFAT leadership in February, and that same month took an abridged Budget 'glossy' to our annual Parliamentary lobbying round. In total, our Board delegation met with 13 Parliamentarians and/or their advisors, plus additional meetings with DFAT and the Department of Climate Change, Energy, Environment and Water (DCCEE), to build understanding and cross-party support for our Budget asks.

On Federal Budget Night – 25 March – ACFID attended DFAT's Budget Briefing, liaised directly with our representative in the Budget lock-up at Parliament, and rapidly reviewed the Budget papers. In the early hours of 26 March, ACFID published our [detailed Budget Analysis](#), and on 27 March hosted a virtual Budget briefing for ACFID members, presenting our analysis. We were visible in the media's reporting on the Budget, with eight media mentions including in AAP, ABC, SBS and Guardian Australia.

To the sector's disappointment, ACFID's analysis shows that Australia's international development budget as a proportion of government spending for 2025-26 is at an all-time low – comprising 0.65 per cent of Government expenditure, or less than two-thirds of a cent in the dollar. Despite some small nominal aid increases, it is clear the ambition of the International Development Policy is not backed by adequate funding to deliver on new commitments. More must be done to preserve and grow the international development budget, particularly within a volatile global donor environment, and ACFID continues to advocate for stronger and fairer Australian aid.

SUSTAINABLE AND INCLUSIVE DEVELOPMENT CASE STUDY:

Safer World for All Electoral Forums

This year, the Safer World for All campaign made significant strides in building public and cross-partisan political support for restoring Australia's aid budget from 0.65 per cent to one per cent of the Federal Budget. Launched in March 2024 by ACFID, Micah Australia and Global Citizen, the campaign galvanises Australians behind a fair aid budget. As part of that work this year, Safer World for All coordinated forums with community and diaspora groups between February and April, to amplify local voices, build public support, and engage MPs in support of the aid budget. These forums also acted as a platform for communities to learn about local candidates' commitments to Australian aid for the 2025 election. ACFID helped to coordinate seven local events across Australia, with 23 candidates, and over 600 attendees.



GREENWAY SUDANESE DIASPORA EVENT

Held in Blacktown and attended by Michelle Rowland MP (Australian Labor Party; ALP) and Palaniappan Subramanian (Australian Greens). Approximately 150 members of the Sudanese diaspora attended the event.

PARRAMATTA

Held at Parramatta Mission and attended by Andrew Charlton MP (ALP) and Liz Tilley (Australian Greens), with more than 50 attendees.

WILLS

Held in Brunswick Baptist Church and attended by Peter Khalil MP (ALP), Samantha Ratnam (Australian Greens) and Sue Bolton (Socialist Alliance), with 106 attendees.

LEICHHARDT

Held in Cairns and attended by candidates Philip Musumeci (Australian Greens) and Norman Miller (independent), with 56 attendees.

DEAKIN – MYANMAR DIASPORA GROUPS

Held at Blackburn and attended by candidates Matt Gregg (ALP), Jess Ness (independent), Amy Mills (Australian Greens), Michael Sukkar (Liberal National Party; LNP) via video, and attended by 85 attendees.

BRADFELD

Held at Roseville and attended by candidates Gisele Kapterian (LNP), Nicolette Boele (independent) and an ALP representative, with 65 attendees.

BRISBANE DIASPORA EVENT

Held in Brisbane, covering the electorates of Moreton, Dickson, Brisbane, Griffith, Ryan, Oxley and Lilley. The event was attended by Senator Paul Scarr, Henry Swindon (LNP), Corinne Mulholand (ALP), Remah Naji (Australian Greens), Brandan Holt (Australian Greens), Melissa Stevens (Australian Greens), and Max Hooper (independent), with 106 public attendees. Partnering diaspora organisations: Queensland African Australian Council, Ethnic Communities Council QLD, Pacific Islands Council QLD, SomaliQLD, Queensland Muslims, Australian Chin Communities Council, Empowerment without Borders (Congolese local aid organisation).

SAFER WORLD FOR ALL

POLICY ASK

Allocate one per cent of the Federal Budget to Official Development Assistance (ODA) following the Federal Election, to safeguard critical development gains, strengthen Australia's leadership in the Indo-Pacific, and respond to the unprecedented global challenges we face.

WHY IT'S IMPORTANT

As Australia navigates an increasingly complex global landscape marked by the 'polycrisis' – rising conflict, climate change, global health threats, and shifting geopolitics – our leadership in international development has never been more crucial. The sudden withdrawal of USAID is already having devastating human consequences worldwide. In the Pacific, where Australia partners with nations to strengthen health, education, and economic resilience, any reduction in aid would be felt immediately – creating both humanitarian and diplomatic costs, while allowing other nations to expand their influence in the region.

THE BOTTOM LINE

At just 0.65 per cent of Federal spending, Australia's aid program was already far leaner and more regionally focused than those of the UK or US – and has been for some time, following the 2013 integration of AusAID into DFAT. This restructuring was followed by significant budget cuts and a sharpened focus on Indo-Pacific stability and resilience. Now, as defence spending rises, it is critical that diplomacy and development keep pace. A stable and prosperous Pacific strengthens Australia's security, economy, and long-term leadership – but cuts to aid would undermine these goals. Now is not the time to step back. This must remain a bipartisan priority, building on the temporary increases made by the Morrison Government during COVID-19 and the Albanese Government's steps to restore and rebuild Australian aid.



GOAL TWO:

Organisations for the Future



From Director of Effectiveness and Engagement
Emily Moreton

Over the course of the 2024-25 financial year, ACFID worked closely with our members and partners to support the effectiveness, accountability, and resilience of the sector. This work, aligned with Goal Two of ACFID's Strategic Plan, focused on supporting organisations to meet high standards, adapt to change, and lead with integrity in a complex and shifting global environment.

An important milestone was the launch and implementation of the revised ACFID Code of Conduct. Launched in August 2024 by ACNC Commissioner and Code of Conduct Committee Chair, Sue Woodward AM, the new Code reflects the sector's shared commitment to ethical, transparent, and locally led development. Throughout the year, ACFID supported members to embed the revised standards into their practice: providing updated reporting systems, webinars, guidance materials, and regular online drop-in sessions. By year's end, half of ACFID's 138 members had completed their reporting against the new Code, marking a strong start to this next chapter in sector accountability. This work was complemented by engagement with DFAT on the finalisation of new Accreditation Criteria for the ANCP, ensuring alignment between Government expectations and sector standards.



This year has demonstrated the power of connection and collective effort. ACFID and our members have continued to build a culture of collaboration, curiosity, and courage. These initiatives have strengthened individual organisations and reinforced the sector's shared commitment to ethical practice, locally led action, and continuous improvement."

Beyond compliance, this year was about building capability and fostering learning across the sector. Building on the success of last year's Climate Action Peer Learning Program, ACFID introduced a new Disability Equity Peer Learning Program, with 26 organisations participating. Our Introduction to the Sector course welcomed more than 50 individuals, including participants from outside the ACFID membership. Meanwhile, the Learn with ACFID platform continued to evolve, with new resource hubs on Racial Justice and Disability Equity, and two additional e-learning courses added. Communities of Practice (CoPs) remain an important avenue for fostering learning and collaboration, with three new CoPs launched in 2024-25: Data Governance; Communications, and Tax, Debt and Financial Systems Reform. This year, ACFID renewed our focus on supporting CoP Convenors, and developing guidance and updates to the CoP platform, to enhance collaboration between members.

Locally led action remained a key priority. In partnership with Peace Direct, ACFID hosted an online event that brought together 32 CEOs and Board members from ACFID's membership to explore how locally led approaches can be advanced in today's environment. Two collaborative writeshops followed, designed to help members develop their own policies and commitments to locally led development. Insights from these sessions will inform new guidance to be released in the coming year. ACFID also continued to engage with international civil society networks, sharing learnings and advocating for donor support for locally led practices.

The ACFID Conference 2024 was another highlight, bringing together 424 participants from 18 countries in an important moment of connection and reflection. Held in a hybrid format, Conference 2024 featured in-person and virtual sessions that explored the future of development practice under the theme of 'Solidarity and Resilience: The Power of the Collective'. Twenty-four sessions were delivered by ACFID members and partners. The energy and insight shared throughout the program reflected the sector's deep commitment to learning, collaboration, and continuous improvement.

In June, ACFID convened a CEO Summit under the theme 'Shaping the Future Together'. This event provided a space for sector leaders to reflect on the challenges posed by global aid disruptions and to explore adaptive strategies for leadership in a changing world. A Small Member Forum complemented the Summit and offered smaller organisations the opportunity to connect, share experiences, and consider the implications of global shifts for their work. These events underscored the importance of creating spaces for collaborative dialogue, where sector leaders can share knowledge, challenge one another, and build on the momentum of collective action to shape a stronger, more connected future.

In response to the financial pressures caused by global aid disruptions, ACFID partnered with the Australian International Development Network (AIDN) to deliver a four-part webinar series connecting members with philanthropic audiences. These sessions provided space for members to showcase their work and seek funding for programs affected by US aid cuts. ACFID and AIDN continued our collaboration over the year, delivering three Global Development Leaders Dialogues exploring issues of shared interest, including trust-based philanthropy, blended finance, and impact investing. These dialogues brought together members, philanthropists and Government to shape the future of development practice.

This year has demonstrated the power of connection and collective effort across the sector. From peer learning and CoPs to strategic dialogues and shared advocacy, ACFID and our members have continued to build a culture of collaboration, curiosity, and courage. These initiatives have not only strengthened individual organisations but have also reinforced the sector's shared commitment to ethical practice, locally led action, and continuous improvement. As we look ahead, the relationships, knowledge, and momentum built this year will serve as a strong foundation for navigating future challenges and shaping a more just and sustainable world.

ORGANISATIONS FOR THE FUTURE CASE STUDY:

Disability Equity Peer Learning Program



“The Learning Pod model was excellent for being able to work through common challenges and share practice examples. This helped make the deep dive content practical.”

Participant in the DEPLP

Between March and June, ACFID delivered a Disability Equity Peer Learning Program (DEPLP), designed to strengthen the knowledge and practice of disability equity among staff from ACFID member organisations.

The program attracted 64 participants from 26 organisations, with representation from across Australia and international locations, including Indonesia, Vietnam, Papua New Guinea, and Vanuatu. Developed in response to feedback from ACFID members, the DEPLP built on the successful methodology of the 2024 Climate Action Peer Learning Program – creating a collaborative learning environment that encouraged reflection, peer exchange, and practical application.

Participants worked in small peer groups to explore curated resources and share experiences, while webinars provided expert insights into topics such as inclusive design, partnering with Organisations of Persons with Disabilities (OPDs), and monitoring and evaluation. Participants were encouraged to develop action plans to embed disability equity into their internal practices, supported by tools and resources provided throughout the program.

The program also included ‘deep-dive’ sessions with all participants and external stakeholders including DFAT. Technical support was provided by independent advisors Kathryn James (based in Australia) and Ida Putri (based in Indonesia), and ACFID’s Disability Equity Community of Practice.

Participant feedback on the DEPLP was overwhelmingly positive. The Learning Pods were consistently identified as the most valuable aspect of the program, providing a supportive space for participants to discuss shared challenges and learn from one another. Survey results showed that 85 per cent of

respondents felt more confident in implementing disability equity in their work following the program, and 70 per cent said they would definitely recommend it to other organisations. Participants also found the curated resources and practical tools highly useful, particularly for sharing insights with colleagues and partners, both in Australia and overseas.

As ACFID’s second Peer Learning Program, DEPLP benefited from lessons learned during the 2024 Climate Action Peer Learning Program. These insights led to several improvements in the program’s design, including increasing access to technical expertise, and offering a more targeted and relevant resource list. These changes helped enhance the quality of learning, and better supported participants in applying disability equity principles within their organisations.

Throughout the DEPLP, participants identified a range of areas for further action and learning, both internally and across the sector. These included strengthening engagement with OPDs, improving monitoring and evaluation frameworks, and advocating for greater organisational and government resourcing for disability inclusion. The program also highlighted the importance of collaboration and knowledge-sharing to address common challenges and build sector-wide capacity.

ACFID will draw on the recommendations and lessons learned from DEPLP to inform the design and delivery of future Peer Learning Programs. These programs will continue to support members in responding to emerging challenges and opportunities, fostering inclusive practice, and strengthening collaboration across the sector.



Preconditions to Inclusion was a really valuable session. [It] highlighted the need for budget and noted the risks of tokenism when funding is a challenge.”

Participant in the DEPLP

Guest Speakers

Casper Joseph Fa’asala
CEO Disabled People’s Association of

Berti Soli Dima Malingara
Co-founder/ Vice Director GARAMIN NTT

Tolhas Damanik
AGENDA Disability Rights Advisor

I will just hand over to Casper directly And may you speak about your great work in across Pacific. The floor is yours, Casper

If you can give us a headline of a solution to one or more of these challenges that people have identified.

Participants in the Disability Equity Peer Learning Program (above) heard expert insights from guest speakers (top), which helped inform their work to embed disability equity into their development practice.

ORGANISATIONS FOR THE FUTURE CASE STUDY:

Connecting Expertise and Driving Collaboration

ACFID's Communities of Practice (CoPs) continue to be a cornerstone of member engagement, collaboration, and sector-wide learning. In 2024-25, CoPs grew in both number and impact, with 25 active communities supporting members to connect around shared interests, challenges, and opportunities. Of these, 22 CoPs are led by dedicated Convenors, while three remain open forums for members to exchange ideas and resources.

This year saw the formation of three new CoPs – Data Governance; Communications; and Tax, Debt and Financial Systems – in response to emerging member interest. These new communities launched with energy and enthusiasm, thanks to the leadership of Convenors who stepped forward to guide their development. Additionally, two previously inactive CoPs – Monitoring, Evaluation and Learning (MEL) and Child Rights – were successfully revitalised, with new Convenors reigniting member engagement and resuming regular meetings.

A highlight of the year was the second CoP Convenor Roundtable, held in February. Building on the success of the inaugural Roundtable in 2024, this gathering provided a valuable space for Convenors to share their plans, reflect on their practice, and explore opportunities for cross-CoP collaboration. Convenors exchanged strategies for making meetings more accessible, encouraging member engagement, and using digital tools to enhance participation. The Roundtable also sparked several joint initiatives, including a collaborative session between the Locally Led Action and MEL CoPs on Locally Led MEL.

CoPs have increasingly embraced ACFID's online Communities Platform, using new functionality to streamline meeting invitations and communications. This has led to improved consistency in engagement and increased participation across multiple CoPs. The Platform has become a central hub for members to stay connected, share resources, and contribute to ongoing discussions.

To support member engagement, ACFID developed a Communities of Practice Guideline, now available on MyACFID. This resource outlines the foundations and benefits of CoPs, offers practical guidance for members' participation, and provides technical support for navigating the Communities Platform. An extended version tailored for Convenors captures good practice, lessons learned, and tips shared during Roundtables – which has proved especially valuable as CoPs transition to new leadership over time.

ACFID warmly thanks all CoP Convenors for their commitment, creativity, and leadership. Their work in crafting engaging agendas, facilitating inclusive discussions, and nurturing vibrant communities is deeply appreciated. Convenors play a vital role in enabling members to connect, learn, and lead, and their contributions are felt not only within their CoPs, but across the entire ACFID network.

MYANMAR COMMUNITY OF PRACTICE

This year, under the leadership of Co-convenors Sarah Hunt (ChildFund Australia) and Ben Murphy (The Fred Hollows Foundation), the Myanmar CoP continued its history of engagement and briefings with external stakeholders. The Myanmar CoP met with a number of government, intergovernmental, NGO and civil society stakeholders, including the OHCHR Special Rapporteur on Myanmar, Australian Award scholarship recipients from Myanmar, BRAC's Executive Director and representatives from Myanmar civil society. The CoP also maintained regular engagement with DFAT's Myanmar Development Section and provided inputs to DFAT's Development Partnership Plan for Myanmar. These engagements have strengthened the CoP's role as a trusted conduit between the Australian aid sector and key stakeholders – fostering informed dialogue, amplifying member voices, and contributing to coordinated advocacy on Myanmar.

ANCP COMMUNITY OF PRACTICE

ACFID's ANCP CoP is led by Co-convenors, Darren Raeburn (The Fred Hollows Foundation), Sally Miles (See Beyond Borders), Katie Chalk (World Vision Australia) and Suzanne Hayes (Global Mission Partners). This year, the ANCP CoP held a number of face-to-face events, including networking events and peer learning. Peer learning workshops were an opportunity for CoP members to share insights, tips and advice on navigating the ANCP Manual, annual development plans and performance reporting, and the CoP has formed a sub-group to exchange experiences and advice on the ANCP accreditation process. These activities have fostered a stronger sense of community among CoP members, enhanced their collective understanding of key processes, and equipped members with practical tools to navigate accreditation and reporting with greater confidence and consistency.

LOCALLY LED ACTION COMMUNITY OF PRACTICE

The Locally Led Action Community of Practice (LLA CoP), co-convened by Lauren Hallett (FemiliPNG Australia) and Cathy Malla (The Fred Hollows Foundation), provided valuable guidance to ACFID's work on locally led action throughout 2024-25. An ACFID Conference workshop session, 'The Future is Locally Led', was jointly designed and delivered by the LLA CoP and the Development Practice Committee. The workshop invited participants to explore hypothetical future scenarios for the sector, providing a safe space to have difficult conversations and inspire creative solutions. The LLA CoP also provided input and support for a two-part Locally Led Action Policy Writeshop that supported ACFID members through the process of drafting locally led action policies and organisational statements. Twenty-two ACFID members joined the Writeshop, and the outputs from the sessions have informed a guidance note as a lasting resource.



ANCP CoP members at the ANCP peer learning workshop in Sydney, July 2024. Photos: Darren Raeburn.

ORGANISATIONS FOR THE FUTURE CASE STUDY:

ACFID CEO Summit: Shaping The Future Together

Photo: River Bennet, Love Mercy
Australia Foundation.

On 13 June, ACFID convened a CEO Summit at La Trobe University's Bundoora campus in Melbourne, bringing together more than 70 leaders from across the sector for a day of reflection, strategic dialogue, and collective visioning. Against the backdrop of unprecedented global aid disruptions – most notably the sweeping cuts to USAID – the Summit provided a vital space for sense-making and recalibration.

The day opened with messages from international civil society leaders, who shared firsthand accounts of how aid cuts were affecting local organisations and communities. Their reflections underscored the urgency of rethinking traditional development models and amplifying local leadership.

Bridi Rice, CEO of the Development Intelligence Lab, delivered a keynote that framed the Summit's strategic lens. She identified three major disruptions shaping the future of development: climate change, rising fragility and geostrategic competition, and the accelerating complexity of the information and technology environment. Her call to action was clear: organisations must choose whether to maintain the status quo, adapt where it matters most, or transform into the development partners that the moment demands.

A panel discussion followed, exploring the implications of the global reset for NGOs. Contributors, including Melissa Conley Tyler (Asia-Pacific Development, Diplomacy and Defence Dialogue; AP4D), Cameron Hill (ANU Development Policy Centre), Simon Lewis (Australian International Development Network), and Lisa Denney (La Trobe University), challenged the sector to confront declining legitimacy in traditional aid systems and to embrace new models of philanthropy, impact investing, and justice-oriented approaches. The conversation highlighted the need for NGOs to evolve or risk being sidelined by more agile actors.

Throughout the day, breakout sessions enabled participants to dive deeper into four critical themes: NGO sustainability, strategic purpose, the future of aid beyond ODA, and locally led development. These discussions surfaced shared concerns as well as ideas for collaboration, innovation, and systems reform. Participants explored how ACFID could support members in navigating these shifts.

The Summit also reinforced the importance of engaging with the Australian public and government. Attendees reflected on the success of the Safer World for All campaign and discussed how to build on this momentum through storytelling, solidarity-based campaigns, and strategic partnerships. The role of NGOs as trusted, value-driven partners to Government was reaffirmed, with calls for longer-term funding, reduced compliance burdens, and recognition of the sector's unique strengths.

As the sector continues to face uncertainty and transformation, the CEO Summit reinforced the importance of collective reflection and shared learning. The insights and ideas generated through the breakout discussions will inform how ACFID works alongside our members in the months ahead, supporting them to adapt, collaborate, and evolve in response to a rapidly changing environment. The Summit was a step in an ongoing journey to ensure that Australian development organisations remain resilient, relevant, and grounded in their values.



LEARNING

IN 2024-25 ACFID HOSTED

21  **ONLINE LEARNING INITIATIVES**

INCLUDING:

11 E-LEARNING COURSES **5** RESOURCE HUBS **5** LEARNING TOOLKITS

NEW INITIATIVES THIS YEAR INCLUDE DISABILITY EQUITY PEER LEARNING PROGRAM HUB AND MISCONDUCT DISCLOSURE SCHEME TOOLKIT.

E-LEARNING FOCUSED ON:

- INTRODUCTION TO THE ACFID CODE OF CONDUCT
- INTRODUCTION TO THE ACFID CODE OF CONDUCT REPORTING (NEW)
- INTRODUCTION TO CHILD PROTECTION IN INTERNATIONAL DEVELOPMENT
- CREATING CHILD SAFE ORGANISATIONS
- RISK MANAGEMENT AND CHILD PROTECTION
- INTRODUCTION TO DISABILITY-INCLUSIVE DEVELOPMENT
- INTRODUCTION TO CLIMATE CHANGE AND DEVELOPMENT
- TRAVEL AWARENESS TRAINING
- INTRODUCTION TO SAFEGUARDING
- MAKING CHANGE HAPPEN
- KNOWLEDGE BROKER SUPPORT PROGRAM



38 MEMBER LEARNING EVENTS

970 ENGAGED PARTICIPANTS

- 197 PARTICIPANTS JOINED
- 9 ACFID CONNECTS ON TOPICS INCLUDING:
- BRIEFING WITH US SPECIAL INSPECTOR GENERAL FOR AFGHANISTAN
- ETHICAL PRACTICES IN THE COLLECTION AND USE OF IMAGES
- COP29: COMMISERATIONS OR CELEBRATIONS?
- DUE DILIGENCE PASSPORTING
- ADAPTING TO THE FUTURE: LEADERSHIP IN LOCALLY LED ACTION AND DECOLONISATION

THE DISABILITY EQUITY PEER LEARNING PROGRAM RAN FROM MARCH-JUNE 2025 AND INCLUDED 64 PARTICIPANTS FROM 26 ORGANISATIONS, WHO ATTENDED 8 EVENTS AND 4-6 PEER-LED SESSIONS.

205 PEOPLE ATTENDED

13 FACE-TO-FACE EVENTS ON TOPICS INCLUDING:

- CEO SUMMIT: SHAPING THE FUTURE TOGETHER
- MEDIA MASTERCLASS
- PSYCHOSOCIAL HEALTH MASTERCLASS
- INTRODUCTION TO THE DEVELOPMENT AND HUMANITARIAN SECTOR

INTRODUCTION TO SAFEGUARDING IS TRANSLATED INTO 10 LANGUAGES:

BURMESE, FRENCH, HUNGARIAN, INDONESIAN, KHMER, MONGOLIAN, POLISH, SPANISH, UKRAINIAN AND VIETNAMESE.



Inside her home in the highlands of Budhinanda and Badimalika rural municipalities in Bajura, Nepal, Maya is using a traditional janto to grind wheat harvested from her own field, as part of the Climate Change Adaptation and Livelihood Project. This initiative empowers women to lead change from within their households, blending indigenous practices with climate-resilient livelihoods. Photo: INF Nepal.





حملة - Campaign
توزيع الوجبات الساخنة شمال غزة
Hot meals to the Northern Gaza Strip

Funded by
Individual donations and Australian Charities
Through (APHEDA)

بتمويل من
تبرعات فردية وجمعيات خيرية أسترالية
من خلال مؤسسة (أفيدا)

April - May 2024



A worker from the MA'AN Development Center prepares hot meals to deliver to families in the Northern Gaza Strip, one of the areas most affected by bombing. MA'AN is a long-term partner organisation of Union Aid Abroad-APHEDA, and its workers continue to provide emergency aid amid dire conditions, even as some have lost co-workers or family members during the past year. Photo: Union Aid Abroad-APHEDA.

Enablers

Four enablers are key to the achievement of ACFID's Strategic Plan 2020-2025: Engaged Members, Positive People and Culture, Strategic Partners, and Sustainable Organisation – which has within it the further sub-items of Governance and Risk, Financial Performance, Information Management and Technology, and External Communication. No enabler is an end in itself; rather, each supports the achievement of the goals of the Strategic Plan. These enablers equip ACFID to adapt and respond to changes in the strategic landscape over the Strategic Plan period.

SUSTAINABLE ORGANISATION

DIGITAL TRANSFORMATION PROJECT

ACFID continues to strengthen our systems for managing information and engaging with members. This year, we created an area where members can self-serve based on their needs, which streamlines administrative processes and saves members' time. At ACFID's online membership portal, members can update staff details, register for events, update progress against Code reporting, and more. Additional website work happened this year with the launch of ACFID Shop. This new space allows the sector to advertise jobs, training and events, and provides a trusted space to source consultants.

GOVERNANCE AND RISK

The Board had the important task of recruiting a new CEO to lead ACFID with the departure of Marc Purcell after 15 years of service. The process was thorough and considered, taking into account both the needs of the organisation and those of the sector as we move into greater complexity across the globe. Coming from the membership, former Tearfund CEO Matthew Maury transitioned smoothly from Interim CEO into the CEO role permanently in May, with minimal disruption to ACFID's ongoing work. The Board also began its search for a new President in preparation for the departure of Susan Pascoe later this year, as she concludes her second of two terms as Board President. We welcomed three new Board members in June – Melanie Gow, Nayomi Kannangara, and Stav Zotalis: three deeply experienced women whose expertise will serve ACFID well into the future.

ACFID also worked closely with DFAT to renew our Memorandum of Understanding for another five years, cementing a strong partnership that brings together the capabilities of Government and Australian NGOs to enhance effectiveness and impact in their international development and humanitarian activities.

FINANCIAL PERFORMANCE

ACFID's financial stability remains a focus, and this year we engaged external partners, whose contributions helped offset the financial cost of providing events and engagement opportunities to members. We appreciate the support of organisations including our corporate partner StoneX, NGO Recruitment and BrennanIT, whose support enabled ACFID to provide more for members, while bringing new service delivery actors into our sector.

ACFID's Finance and Audit Committee continued to support and strengthen ACFID's financial performance, and we are grateful for their dedication and sound advice.

EXTERNAL COMMUNICATION

This year, ACFID enhanced the marketing functions of our member engagement platform, which improved delivery of the ACFID Weekly and Sector News newsletters. These improvements have strengthened targeting, tracking and data insights, with newsletters achieving opening rates above 70 per cent.

SUBSCRIBE



Subscribe at acfid.asn.au/subscribe-to-acfid

Our External Relations Coordinator provided valuable insights and analysis across ACFID's social media platforms, enabling more targeted messaging and media releases. ACFID reached 20,361 followers on LinkedIn – an increase of 25 per cent over the year, with an engagement rate of 8.6 per cent. This growth was driven by a content strategy focused on delivering valuable, timely and visually engaging updates for our audience, including the introduction of infographic videos to simplify complex information and boost engagement.

POSITIVE PEOPLE AND CULTURE

Changes in ACFID's management team and Board composition this year presented a time of transition for staff, but we maintained stability and focus, providing space for incoming CEO Matthew Maury to develop a deep understanding of ACFID's nuances before beginning to lay the groundwork for renewal and reform.

During this time, ACFID prioritised the psychosocial safety of our staff by integrating a review into the ongoing cycle of staff pulse surveys, with follow-up actions being co-designed in collaboration with the People and Culture Group. In the second half of the financial year, ACFID reviewed and improved the collection of unique benefits we offer staff – including additional leave over Christmas break, increased parental leave provisions, and an ongoing commitment to flexible work practices.



This year's Conference invited delegates to explore how collective action, empathy and partnership can strengthen and transform the global development sector."

ENGAGED MEMBERS

CONFERENCE 2024

From 22 to 24 October 2024, ACFID was delighted to welcome delegates virtually and in-person at The Roundhouse, University of New South Wales, Sydney, for Conference 2024 – 'Solidarity and Resilience: The Power of the Collective'. The hybrid format once again proved to be an engaging way to connect people from across Australia and around the globe, ensuring the event continues to be an inclusive and accessible forum for a wide audience.

As the world continues to navigate intersecting crises – from climate disasters to shrinking civic space – this year's Conference invited delegates to explore how collective action, empathy and partnership can strengthen and transform the global development sector. It was a timely opportunity to come together, share experiences, exchange knowledge, and reaffirm the solidarity that underpins our work.

The program offered an inspiring lineup, opening with a beautiful performance by six Pacific activists, whose performance symbolised the displacement of communities by the impacts of climate change. Keynote speakers included Arthur Larok, Secretary General of ActionAid International; Anabel Cruz, Civil Society Co-Chair of the Open Government Partnership Steering Committee; and Gabriele Visentin, European Union Ambassador to Australia. Across the two days, delegates engaged in 23 concurrent sessions, covering diverse and pressing topics such as climate justice, Indigenous voices, disability equity, feminist climate movements, financial inclusion, and locally led resilience.

The program made deliberate time for networking, including the annual conference dinner and an interfaith breakfast, which provided a reflective and meaningful space for uncommon connection and shared experiences. These moments allowed delegates to not only engage with the conference's insightful content, but to deepen existing relationships and build new links.

Hosted by our engaging emcees, Renee Cremer and Soman Moodley, Conference 2024 brought together a vibrant mix of leaders, practitioners and advocates from across the sector, creating a platform for exchange, collaboration and forward-looking conversations for our shared work.

NEW ACFID MEMBERS

At this year's Annual General Meeting, ACFID welcomed four new Full Members and one Affiliate Member into our community:

1. MAF International
2. Good Neighbours Australia
3. Dana Asia
4. Taking Paediatrics Abroad
5. Nossal Institute for Global Health (Affiliate)

ACFID CONNECT

ACFID provided members with a wide range of member-only ACFID Connect Sessions throughout the year. In collaboration with DFAT, we hosted sessions on ANCP Insights, Disability Equity in ANCP Accreditation, and the International Disability Equity and Rights Strategy. ACFID member CEOs and Board members were invited to an evening virtual Roundtable, 'Adapting to the Future: Leadership in Locally Led Action and Decolonisation', with international guest speaker, Dylan Matthews. Members also heard from representatives from Charter for Change, in a briefing on their Due Diligence Passporting Tool and Pilot initiative, which has led into further discussions about passporting in CoPs, other learning events and between members.

STRATEGIC PARTNERS

AUSTRALIAN CIVIL-MILITARY CENTRE

The Australian Civil-Military Centre (ACMC) works to strengthen Australian and regional civil-military police capacity and capability to respond more effectively to crises and contingencies. The ACMC delivers a unique capability to government and civil society partners, and measures its success by how well Australia mobilises its national efforts to promote disaster resilience, peace, security and stability. ACFID supports the secondment of a senior policy advisor to the ACMC. The advisor works with ACFID members to ensure NGO perspectives are considered in the development of Australia's civil-military capabilities to prevent and respond to disaster and complex emergencies overseas and domestically.

This year, the Policy and Advocacy Advisor contributed to an International Humanitarian Law conference, facilitated a Humanitarian Assistance and Disaster Relief workshop in the Pacific, and presented at the bi-annual Australian Federal Police pre-deployment training for officers posting to overseas missions. In addition, a workplan is underway for new initiatives, led by the Policy and Advocacy Advisor, including short-term research secondments into ACMC and opportunities for ACFID members to access Defence short course training.



Australian Government

Australian Civil-Military Centre

Asia-Pacific Development, Diplomacy & Defence Dialogue

The Asia-Pacific Development, Diplomacy & Defence Dialogue (AP4D) is a tripartite initiative hosted by ACFID that has received funding from the Australian Civil-Military Centre and DFAT. It creates a new dimension in Australia's international policymaking by bringing together experts from across the international policy communities in Australia and the region. AP4D's work is rooted in the need for greater coordination between not only the different tools of Australia's whole-of-government statecraft, but whole-of-nation stakeholders. As a platform for practical, future-facing ideas, AP4D combines the skills and experience of each development, diplomacy and defence to achieve new insights, develop new ideas and promote strategic collaboration around shared interests. AP4D has been a pioneering voice since it was established in 2019, and – as reflected in key policy documents and ministerial speeches – helps shape the national conversation.

AP4D continued to build on this work in 2024-25. In February, AP4D commenced a pilot program to increase engagement with and understanding of Australia's development program among the business, education and philanthropy sectors. As part of this program, AP4D already engaged with more than 900 experts and policymakers across events, consultations and forums.

As part of the Blue Security consortium, AP4D organised and delivered the inaugural Malaysia-Australia Track 1.5 Maritime Cooperation Dialogue in Kuala Lumpur in November 2024. And in February, AP4D co-hosted a symposium at Parliament House with Griffith University to look at developments in Australian diplomacy over the past decade and explore future goals, directions and challenges.

This year also marked the successful completion of Stage II of Shaping a Shared Future, an AP4D program funded by the Australian Civil-Military Centre. Consulting with more than 500 experts across two years, this collaboration resulted in the production of 12 papers, more than 20 online and in-person events, and dozens of articles and media engagements. The program briefed more than 1000 policymakers and officials across 90 private briefings and presentations.

Ministers, senior officials and commentators likewise continue to frame Australia's international engagement in terms of whole-of-nation statecraft. In 2024-25 this included the Prime Minister, Treasurer, Minister for Foreign Affairs, and Minister for Industry and Innovation, among others. Such framing is similarly embedded within key policy documents released in the last 12 months – including the International Gender Equality Strategy, Humanitarian Policy, Australia in the World – 2025 Snapshot, and Sports Diplomacy Strategy.

Public interest in AP4D remains strong, with almost 4,000 people attending or viewing recordings of AP4D events over the past 12 months. AP4D regularly contributes to the public debate by promoting the results of papers on core AP4D themes. In 2024-25 AP4D staff published 61 articles and blog pieces, in addition to 36 speaking engagements and 63 media mentions.

By advocating for the need to respect, resource and coordinate all elements of statecraft, AP4D continues to contribute to the ACFID aim of elevating development to the heart of foreign policy.

Learn more about AP4D at www.asiapacific4d.com



The Australian Government is committed to advancing gender equality both at home and internationally. We use all tools of statecraft to advance gender equality for a more peaceful, stable and prosperous Indo-Pacific.”

Australia's International Gender Equality Strategy, February 2025

AP4D CONSULTATIONS AND SUBMISSIONS

AP4D published four papers in 2024-25:

- What does it look like for Australia to Promote Compliance with International Humanitarian Law and Protection of Civilians
- Green Energy Statecraft for Comprehensive National Security
- The Case for an Australian Clean Commodities Trading Initiative
- Toward Comprehensive Green Security for Asia and the Pacific

AP4D also made submissions to two reviews and inquiries:

- Review into the Foreign Relations (Foreign Arrangements) Act
- OECD Development Assistance Committee Peer Review of Australia

Right: A panel presentation at the inaugural Malaysia-Australia Track 1.5 Maritime Cooperation Dialogue, which AP4D organised and delivered as part of the Blue Security Consortium.

Below: Australian Diplomacy Today symposium at Parliament House in Canberra, February 2025.



Our national power comes from our people, our economic strength, our military and strategic capabilities, our development assistance and our diplomatic engagement with other countries.”

Minister for Foreign Affairs Penny Wong, foreword to Australia in the World – 2025 Snapshot





Growing up, Chhorvy and Kneoun used to be able to catch fish from their doorstep. Since being forcibly relocated due to dam construction, they now have to take the boat for 10km to reach waters for fish. Photo: Patrick Moran, Oxfam Australia.

Annual Statistical Survey

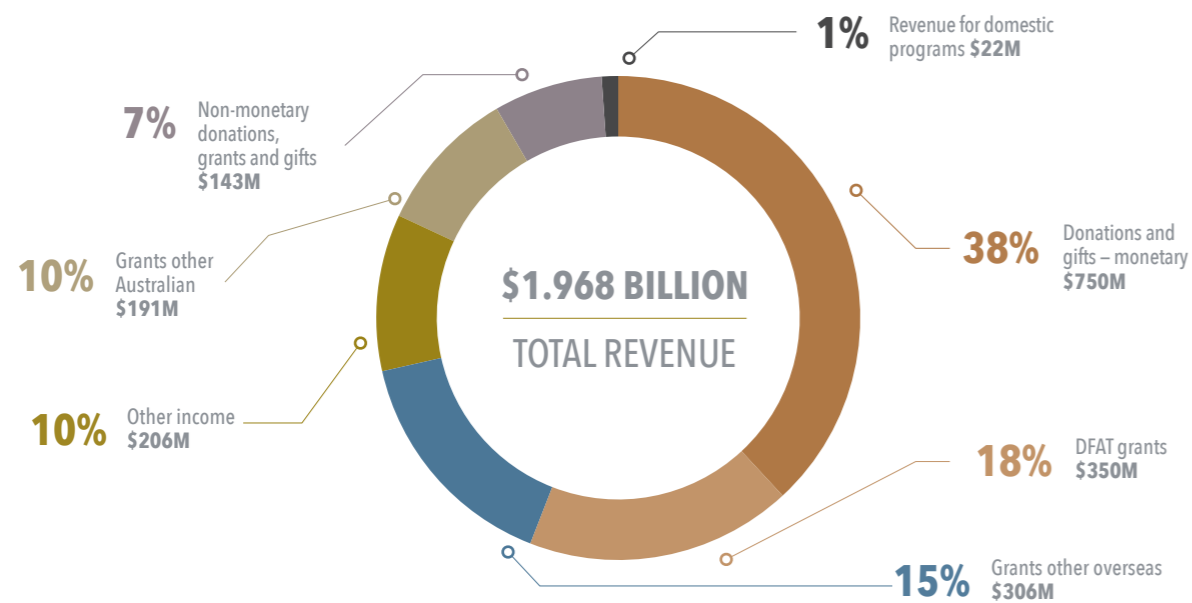
Each year, ACFID undertakes a statistical survey of our members to provide insights into their profile and the scope, focus, and reach of their work internationally. The data outlined below is taken from the 2023-2024 financial year.

ACFID's members have:

- Been supported by over 793,274 individuals donating \$750 million
- Delivered 2,376 projects in 91 countries
- Invested \$1.40 billion* in international projects
- Employed 5,842 people
- Engaged 11,067 Australian domestic volunteers

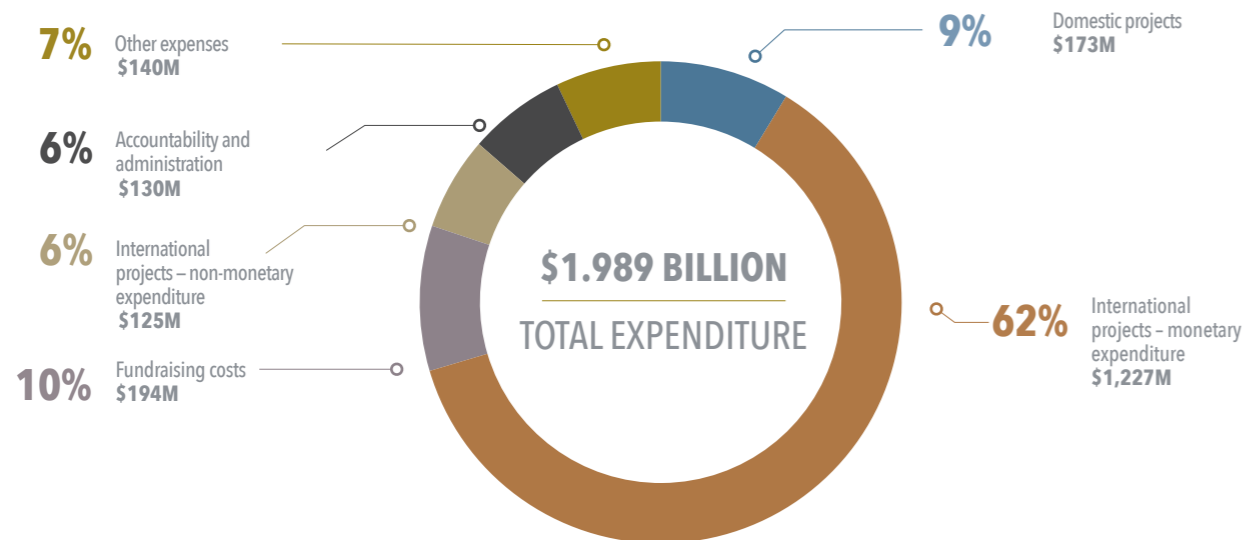
SUPPORT FOR ACFID'S MEMBERS

1.1 Revenue of ACFID's members in 2023-24



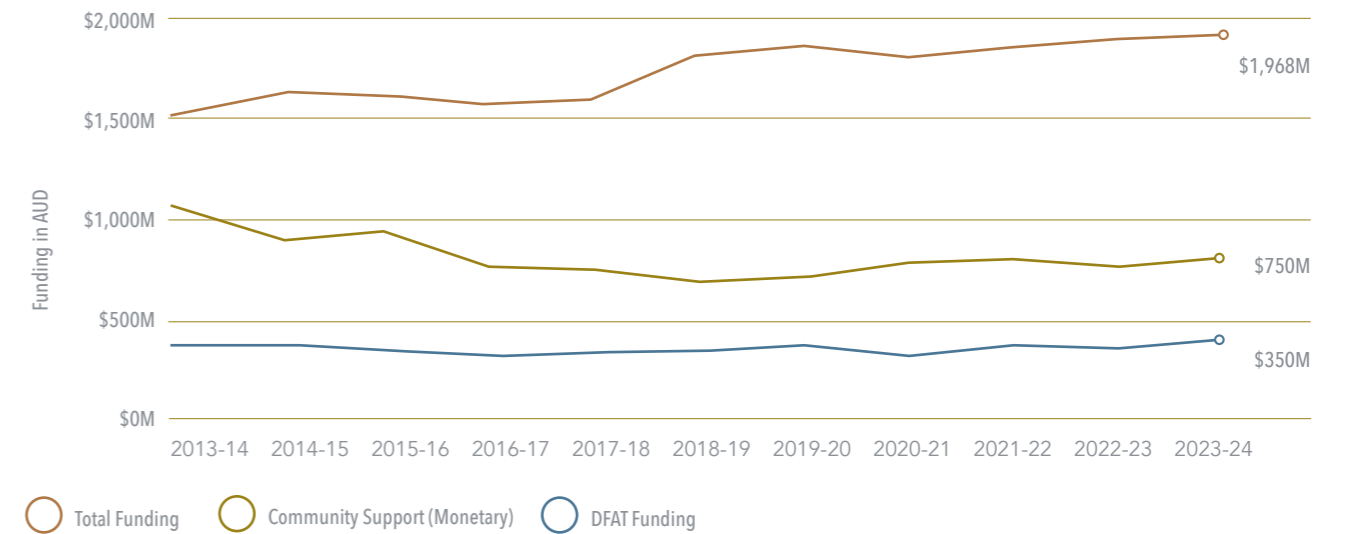
DISTRIBUTION OF EXPENDITURE

2.1 Expenditure of ACFID's members in 2023-24

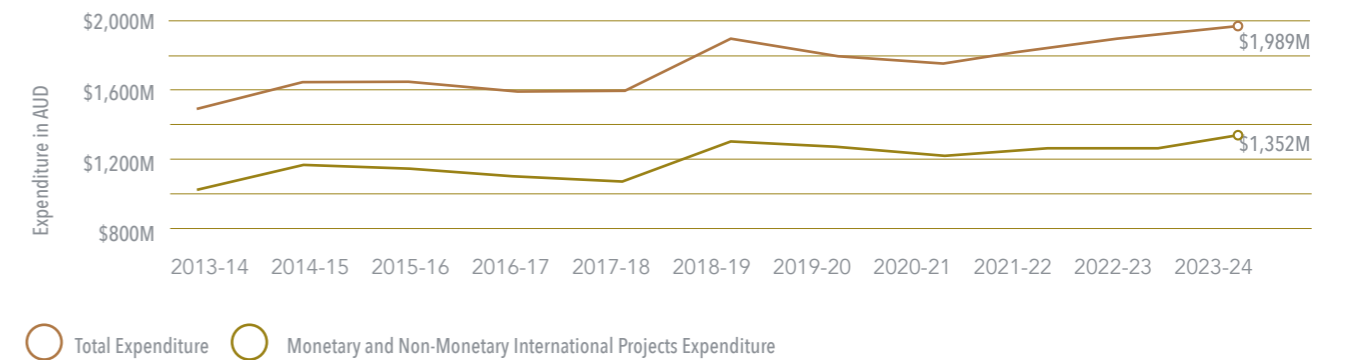


REVENUE AND EXPENDITURE OF ACFID'S MEMBERS OVER TIME

3.1 Funding trends for ACFID's members from 2012-13 to 2023-24



3.2 Expenditure trends for ACFID's members from 2012-13 to 2023-24



*Monetary and non-monetary expenditure for international projects.

1. The data in graphs 1.1-3.2 includes the data of 133 surveyed members. The data on individual donors, employees and volunteers includes the data of 94 out of a possible 133 surveyed members.
2. The figures in this report have been rounded and are nominal.
3. The financial definitions used in this report are as required in ACFID's Code of Conduct compliant financial reports:
 - 3.1 Donations and Gifts Monetary includes Donations, Gifts, Bequests and Legacies received without providing consideration in return.
 - 3.2 Non-monetary Donations, Grants and Gifts includes Goods and Services received as gifts-in-kind or grants-in-kind. This mainly includes in-kind grants provided by the World Food Program to respond to humanitarian emergencies.
 - 3.3 Other Income includes investment income, commercial activities income, income for international political or religious adherence promotion programs and other income.
 - 3.4 Grants Other Overseas includes grants sourced from non-Australian institutions, including international affiliates, multilateral institutions and other non-Australian organisations.

- 3.5 Grants Other Australian includes grants sourced from all Australian institutions, including other Australian Government departments or agencies other than DFAT, State Government departments, and other Australian organisations such as philanthropic organisations and corporate entities.
- 3.6 International Projects Monetary Expenditure comprises expenses on international aid and development programs, program support costs and community education.
- 3.7 International Projects Non-Monetary Expenditure are costs to offset the value of gifts of goods and services received in kind, as well as any volunteer.
- 3.8 Accountability and Administration are costs associated with the overall operational capability of organisation, for example, audit and accounting services, legal fees, office accommodation and bank charges.
- 3.9 Other Expenses are outflows of economic benefits not included in other expenditure categories.
- 4.0 Graphs with year-on-year comparisons include financial information of a varying number of members – a dependency on response rate for a given year.

ACFID Board



ACFID Board, June 2025.

The ACFID Council delegates the conduct of the financial and general affairs of ACFID – other than matters reserved for Council in its Constitution – to its Board, which is elected by ACFID’s members. The 12-member Board comprises a President, a Vice President (Finance), two Vice Presidents, and eight ordinary members (Directors). Board members may serve three-year terms and are eligible to stand for election again, but may only serve a maximum of six years. The President may only serve a maximum of two three-year terms.

OFFICE BEARERS

Full Name	Board Position	Meetings attended/ meetings possible
Susan Pascoe	President	4/4
Jane Edge	Vice President, resigned AGM October 2024	1/1
Michelle Higelin	Vice President from AGM October 2023	3/4
Sureka Goringe	Vice President from AGM October 2023	4/4
Lyn Morgain	Vice President from AGM Oct 2024, resigned March 2025	3/3
Shane Nichols	Vice President from SGM May 2025	4/4
Mat Tinkler	Director	4/4
Graham Strong	Director, resigned March 2025	1/2
Kate Lee	Director	3/3
Senthil Nathan	Director	4/4
Samir Bennegadi	Director	3/4
Michael Stolz	Director, appointed from AGM October 2024	3/3
Merewyn Foran	Director, appointed from AGM Oct 2024, resigned March 2025	1/1
Melanie Gow	Director, appointed from SGM May 2025	1/1
Nayomi Kannangara	Director, appointed from SGM May 2025	1/1
Stav Zotalis	Director, appointed from SGM May 2025	1/1

ACFID Secretariat



Staff annual reflection day.

Marc Purcell

Chief Executive Officer
(until November 2024)

Matthew Maury

Chief Executive Officer
(interim from December 2024;
permanent from May 2025)

EFFECTIVENESS AND ENGAGEMENT TEAM

Emily Moreton

Director of Effectiveness
and Engagement

Doug Wu

Standards and Code Lead
(until April 2025)

Anne Fitzpatrick

Learning and Impact Lead

Shweta Tank

Digital Learning Advisor

Karina Martin

Membership and
Engagement Advisor

Marvin Cesario

Standards and Code Advisor

Whitney Yip

Standards and Code Advisor

Aditri Saikia

Sector Knowledge and
Insights Advisor

BUSINESS OPERATIONS AND SERVICES

Raewyn Lans

Business Director

Chris Portillo

Executive Coordinator

Maria Herrera

External Relations Coordinator

Kirsten Lawarik

Partnerships and Major Events
Lead (until March 2025)

Binaya Shrestha

ICT and Operations Support Officer

POLICY AND ADVOCACY TEAM

Jessica Mackenzie

Chief of Policy and Advocacy (on
parental leave until April 2025)

Jocelyn Condon

Acting Chief of Policy and
Advocacy (until October 2024)

Alan Hewson

Policy and Partnerships Lead

Naomi Brooks

Humanitarian and Public
Engagement Lead

Alex Edney-Browne

Policy and Government
Relations Lead

Will Devine

Government Relations
and Media Advisor

Lanni Hamblin

Policy and Advocacy Advisor

Adair O'Brien

Policy and Advocacy Advisor

AUSTRALIAN CIVIL- MILITARY CENTRE — CIVIL SOCIETY LIAISON

Tim Anderson

Policy and Advocacy Advisor

ASIA-PACIFIC DEVELOPMENT, DIPLOMACY & DEFENCE DIALOGUE

Melissa Conley Tyler

Executive Director

Heather Wrathall

Senior Policy Analyst

Tom Barber

Program Manager

Grant Wyeth

Editor

Communities of Practice

A Community of Practice (CoP) is a group of people who come together to share, learn and collaborate. They are held together by a common interest in a topic, and are driven by a desire to solve problems and develop a body of knowledge together.

CoPs play a vital role in contributing to ACFID's broader change agenda – helping to realise our aim to see members as influential agents, leading development and humanitarian practice, and NGO effectiveness and accountability.

CoPs are member-led and -run, with the support of two Co-convenors or more, and the energy and commitment of interested members. They interact through MyACFID's collaborative platform; an online space for discussion, planning and information-sharing.

ACFID is grateful to the Convenors from our membership who volunteer to lead these CoPs.

AFGHANISTAN

Co-convenors

Francesca Zorzi, World Vision Australia
James Montgomery, Tearfund Australia
Ali Reza Yunespour, Indigo Foundation
Ghana Bola, The Fred Hollows Foundation

AFRICA

Co-convenors

Peter Egesa, Australian Lutheran World Service
Carol Angir, ActionAid Australia

AUSTRALIAN NGO COOPERATION PROGRAM

Co-convenors

Katie Chalk, World Vision Australia
Darren Raeburn, The Fred Hollows Foundation
Sally Miles, See Beyond Borders
Suzanne Hayes, Global Mission Partners

CHILD RIGHTS

Convenor

Conor Costello, Plan International Australia

CLIMATE POLICY AND PRACTICE

Co-convenors

Thu-Ba Huynh, World Vision Australia
Sam Quinn, Caritas Australia
Thomas Broadhurst, WWF-Australia
Nishadh Rego, WWF-Australia

COMMUNICATIONS

Co-convenors

Ellyse McCallum, Baptist World Aid
Isabella Fredheim, Engineers Without Borders
Sarah Timu, Australian Lutheran World Service

DATA GOVERNANCE

Co-convenors

Caitlin Rowe, World Vision Australia
Matthew Phillips, ChildFund Australia
Joseph Tan, World Vision Australia

DISABILITY EQUITY

Co-convenors

Kerryn Clarke, Australian Disability and Development Consortium
Lisa Johnson, The Fred Hollows Foundation
Will Mezner, CBM Australia
Jacky Lipson, Murdoch Children's Research Institute
Fifi Rashando, Opportunity International Australia
Emily McCarthy, Family Planning NSW

EDUCATION

Co-convenors

Belinda Lauria, UNICEF Australia
Jennifer Merryweather, Plan International Australia

FINANCE

Co-convenors

Craig Margetson, Caritas Australia
Donna Steel, Murdoch Children's Research Institute
Jeffrey Grospe, WaterAid Australia

GENDER EQUITY

Co-convenors

Sophie Hardefeldt, ActionAid Australia
Isabelle Gurney, World Vision Australia

HUMAN RESOURCES

Co-convenors

Karen Naylor, Tearfund Australia
Kate Seager, CARE Australia

LOCALLY LED ACTION

Co-convenors

Lauren Hallett, FemiliPNG Australia
Cathy Malla, The Fred Hollows Foundation

MONITORING, EVALUATION AND LEARNING

Co-convenors

Katie Chalk, World Vision Australia
Thuy Luu, International Women's Development Agent
Claire Martin, KTF (Kokoda Track Foundation)

MYANMAR

Co-convenors

Ben Murphy, The Fred Hollows Foundation
Sarah Hunt, Childfund Australia

NEPAL

Co-convenors

Santosh Nepali, INF Australia
Anshu Adhikari, Caritas Australia

PAPUA NEW GUINEA

Co-convenors

Gillian Cochrane, Brien Holden Vision Foundation
Michele Rumsey, University of Technology, Sydney

RACIAL JUSTICE

Co-convenors

Alan Wu, Oxfam Australia
Whitney Yip, ACFID
Natalia Saed, Australian Red Cross

SAFEGUARDING

Co-convenors

Megan Jones, World Vision Australia
Sophie Hageman, Murdoch Children's Research Institute
Uma Komalan, Plan International Australia

TAX, DEBT AND FINANCIAL SYSTEMS REFORM

Co-convenors

Josie Lee, Oxfam Australia
Mark Zirnsak, UnitingWorld

URBAN

Convenor

Chris Govers, Habitat for Humanity

WASH

Co-convenors

Meredith Hickman, WaterAid Australia
John Kelleher, Plan International Australia
Melita Grant, University of Technology, Sydney

ACFID Awards

ACFID Awards recognise the achievements of those who have made a significant impact and difference in the aid and development sector over the last year.



THE ACFID MEDIA AWARD

Presented to SBS Australia for Finding Yusuf: an investigative documentary about missing Australian schoolboy, Yusuf Zahab, who was taken into Islamic State territory in Syria at 12, imprisoned without charge, and later declared to be dead. Over 18 months, SBS' Dateline followed Yusuf's story, and was the first to report he had been found alive – bringing hope to his family, and raising vital questions about justice and human rights. The documentary sparked national debate about the Australian Government's inaction on repatriating women and children from conflict zones. Congratulations to Colin Cosier, Agnes Teek, Georgina Davies, Simon Phegan and Louis Dai for their outstanding work.



THE OUTSTANDING CONTRIBUTION TO THE SECTOR AWARD

The ACFID Outstanding Contribution to the Sector Award recognises individuals or organisations that have made a significant and lasting impact on the Australian aid and development NGO sector. It honours contributions that benefit the sector as a whole and extend beyond paid roles, including voluntary work. Matthew Maury, former CEO of Tearfund Australia, was recognised for his exceptional contributions to the international development and humanitarian sector. His leadership at Tearfund and as the inaugural Chair of the Emergency Action Alliance reflects his deep commitment to strengthening the sector. With more than 30 years' experience in relief and development, Maury has played a pivotal role in advancing humanitarian action and international development in Australia and beyond.



THE SIR RONALD WILSON HUMAN RIGHTS AWARD

KEN DAVIS

An esteemed elder of the LGBTIQIA+ community in Australia, Ken Davis was instrumental in implementing HIV programs across Cambodia, Vietnam, Zambia, Zimbabwe, and South Africa, managing Australian aid initiatives throughout the 1990s. Davis helped establish community health networks in Australia and abroad during the 1980s and early 1990s: a time when most NGOs were not actively supporting HIV and AIDS campaigns. His work included education, awareness-raising, and training for healthcare workers in countries including Indonesia, Vietnam, the Philippines, and Zimbabwe.



DR ALI REZA YUNESPOUR

Celebrated for his long-standing volunteer work with the Indigo Foundation, Ali Reza has coordinated education projects in Afghanistan that have empowered communities and benefited more than 5,000 students in Ghazni Province. Over more than 15 years, he has worked closely with local partners to improve access to education, strengthen teaching capacity, and promote community-led development. His contributions have helped establish sustainable education programs in challenging environments, ensuring long-term benefits for students, teachers, and communities alike.

ACFID Award winners, from left: ACFID Media Award recipients Agnes Teek, Georgina Davies and Colin Cosier on behalf of the SBS Dateline team; Outstanding Contribution to the Sector recipient Matthew Maury; and Sir Ronald Wilson Human Rights Award recipients Ken Davis (left) and Dr Ali Reza Yunespour.

ACFID Committees

HUMANITARIAN REFERENCE GROUP

The ACFID Humanitarian Reference Group (HRG) is the independent voice of humanitarian agencies in Australia. It provides a mechanism for ACFID members working in international humanitarian assistance to share information, improve coordination, and engage in policy dialogue and advocacy to strengthen humanitarian response. HRG members work across a range of areas including protracted crises, disaster risk reduction, humanitarian effectiveness, civil-military engagement, and protection.

The HRG is made up of ACFID's members with significant operational involvement in humanitarian response, who have the capacity to contribute to the work plan of the HRG.

CO-CHAIRS

Lucia Goldsmith, Oxfam Australia

Lily Gardener, Australian Red Cross

MEMBERS

Act for Peace

ActionAid Australia

Adventist Development and Relief Agency

Australian Lutheran World Service

Australian Red Cross

CARE Australia

Caritas Australia

ChildFund Australia

Oxfam Australia

Plan International Australia

RedR Australia

Save the Children Australia

World Vision Australia

OBSERVERS

Anglicans in Development

Anglican Overseas Aid

Australia for UNHCR

Centre for Humanitarian Leadership, Deakin University

Church Agencies Network - Disaster Operations (CAN DO)

CBM Australia

Habitat for Humanity

Tearfund Australia

Transform Aid International

UNICEF Australia

Uniting World

DEVELOPMENT PRACTICE COMMITTEE

The Development Practice Committee (DPC) is a specialist group of learning and development practitioners from the development sector. It aims to enhance the sector's relevance, effectiveness, efficiency and sustainability, by leading good practice within the sector; undertaking applied research and the development of tools and processes; providing relevant advice to ACFID on key issues around development effectiveness affecting the sector; and engaging with DFAT on development effectiveness practice.

CO-CHAIRS

Gemma Porter, International Women's Development Agency

Dr Tracy McDiarmid, World Vision Australia

MEMBERS

Dr Anthony Zwi, University of New South Wales

Elsa Carnaby, Oxfam Australia

Ai Leen Quah, Quaker Service Australia

Dan Skehan, Caritas Australia

Belinda Lauria, UNICEF Australia

Dr Keren Winterford, UTS Institute of Sustainable Futures

Jess Hill, Health Equity Matters

Charlotte Sterrett, WWF-Australia

ADVISOR

Michelle Higelin, ActionAid Australia

ACFID MEMBER

Anne Fitzpatrick, ACFID

CODE OF CONDUCT COMMITTEE

ACFID's Code of Conduct Committee (CCC) was established to support the Australian humanitarian and development sector to achieve the highest ethical standards and effectiveness by promoting integrity and best practice in accountability and transparency through ACFID's Code of Conduct.

The CCC operates independently of ACFID's Board, and holds responsibility for granting, suspending and revoking Code of Conduct signatory status; compliance assessments; and investigating and adjudicating complaints.

The CCC works with ACFID's Board and staff to develop and administer the Code of Conduct, promote the Code, and educate signatories about the Code.

INDEPENDENT CHAIR

Alan Cameron

DEPUTY CO-CHAIRS

Leah Odongo, Australian Lutheran World Service (previously CBM Australia, until August 2024) (until December 2024)

Matthew Oxenham, Accounting Specialist

Lauren Hallett, FemiliPNG Australia

MEMBERS

Merewyn Foran, MSI Asia Pacific (until October 2024)

Adam Hegedus, Educating the Future

Trisha Hopper, The Fred Hollows Foundation

Tricia Keys, Act for Peace

Uma Komalan, Plan International Australia (from January 2025)

Hayley Allen, CARE Australia (from January 2025)

SPECIALIST APPOINTMENTS

Batya Atlas, Programs and Partnership Specialist

Hansika Bhagani, Marketing and Fundraising Specialist

Peter Woods, Australian Community Representative

FINANCE AND AUDIT COMMITTEE

The purpose of the Finance and Audit Committee is to assist ACFID's Board to fulfil its corporate governance and oversight responsibilities in relation to financial reporting, internal control structure, risk management systems and the external audit functions.

CHAIR

Jane Edge, CBM Australia

MEMBERS

Tony Grieves, Independent Member

Eilis Hurley, Independent Member

Shane Nichols, Good Return

Sureka Goringe, UnitingWorld

MEMBERSHIP ADMISSIONS COMMITTEE

The primary purpose of the Membership Admissions Committee (MAC) is to review applications from organisations that want to become members of ACFID and to make recommendations to the CCC and ACFID's Board.

CHAIR

Lyn Morgain, Oxfam Australia (until March 2025)

Michelle Higelin, ActionAid Australia (from March 2025)

MEMBERS

Graham Strong, World Vision Australia (until February 2025)

Trisha Hopper, The Fred Hollows Foundation

Merewyn Foran, MSI Asia Pacific (until October 2024)

Lauren Hallett, FemiliPNG Australia (from November 2024)

Samir Bennegadi, Islamic Relief Australia (from March 2025)

Classic Wallabies Exchange Volunteers in Hoedspruit, South Africa, are working with Makwetse Primary School to build food gardens and improve classrooms with art murals, in partnership with Eco Children and AVI. Photo: Matthew Willman, AVI.



PUBLIC ENGAGEMENT AND CAMPAIGN COMMITTEE

The Public Engagement and Campaign Committee (PECC) supports the realisation of ACFID's vision, and the delivery of our Advocacy Agenda, as set out in the Strategic Plan 2020-2025. The PECC's primary objective is to unite ACFID members to engage the public and to campaign for better international development by Australia. The PECC works towards this objective by championing the work of the ACFID membership and the impact of the Australian development program to the Australian public.

In 2024-2025, the PECC launched the sector's new public-facing campaign: Safer World for All. The campaign calls on the Australian Government to restore development spending to one per cent of Federal expenditure. The campaign acknowledges that Australia is one of the safest, healthiest, and most generous countries in the world, but our aid contribution has fallen to only 0.65 per cent of the Federal Budget. Rebuilding Australian aid to the modest level of one per cent of Federal spending is a small step that would have a huge impact.

CO-CHAIRS

Katherine Tu, ActionAid Australia (until April 2025)
Sophie Hardefeldt, ActionAid Australia (from April 2025)
Damian Spruce, Caritas Australia
Rod Goodbun and Josie Lee, Oxfam Australia (backfill)

WITH SUPPORT FROM

Matt Darvas, Micah Australia

GOVERNMENT RELATIONS GROUP

ACFID's Government Relations Group supports the implementation of sector-wide policy and advocacy activities to strengthen the enabling environment for Australia's development program at all levels: legislation and regulation, policy, programs, and funding. The group comprises advocacy, government relations and public relations advisors from across ACFID's membership, including some representatives of the PECC. The group aims to drive cross-sector collaboration in its efforts to influence Government and communicate effectively with Government officials and decision-makers. Members come from a range of agencies and bring expertise in different areas including policy, campaigning, advocacy, communications and research.

MEMBERS

Plan International Australia
APHEDA
Oxfam Australia
World Vision Australia
The Fred Hollows Foundation
Caritas Australia
Save the Children Australia
Results International Australia
CBM Australia
ChildFund Australia
CARE Australia
Family Planning NSW
WaterAid Australia
Baptist World Aid
UNICEF Australia
ActionAid Australia
Australian Lutheran World Service
MSI Asia Pacific
Murdoch Children's Research Institute
Act for Peace
International Justice Mission
International Women's Development Agency

ACFID Notable Submissions, Papers, Reports and Events

BRIEFINGS

- HRG, HAG and Climate Action Accelerator briefing
- HRG briefing on Lebanon
- UNICEF and Pacific Youth Delegates briefing
- Briefing with UK High Commission
- DFAT briefing with Assistant Secretary Gemma Edgar, PNG Economic and Development Branch
- Briefing on ACFID advocacy with CARE Australia
- UNRWA Director of Relief and Social Services member briefing
- DFAT briefing on Myanmar earthquake
- HRG briefing on Vanuatu earthquake
- Crossbench briefing on USAID and Global Gag Rule
- Southeast Asia DPP briefing with DFAT and members
- Briefing on DFAT's Gender and Disability strategies
- PANZMA Briefing with Dr Mustafa and Dr Awad with DFAT, MPs, ACFID members
- HOM-designate briefing – Addis Ababa
- HOM briefing – Bangkok
- HOM briefing – Manila
- HOM pre-posting briefing – Niue
- HOM pre-posting briefing – Palau
- HOM pre-posting briefing – Vietnam
- HOM briefing – Tuvalu

EVENTS

- CoP Convenor Roundtables
- AIDN Global Development Leaders Dialogues
- Code of Conduct launch
- ACNC Roundtable
- CEO Roundtable on AI
- ACFID-ACNC joint webinar
- Code Self-assessment Reporting webinar
- ACFID Conference

- ACFID Connect: Ethical Practices in the Collection and Use of Images
- Code Annual Reporting and Financial Statement Reporting webinar
- Media Masterclass
- Psychosocial Safety Masterclass
- AIDN-ACFID Global Development Leaders Dialogue: Blended Finance
- Member meetings on USAID Stop Work Order
- ACFID Connect: Charter for Change Due Diligence Passporting
- ACFID Connect: Briefing with US Special Inspector General for Afghanistan
- CEO Networking events in Sydney and Melbourne
- Introduction to the Humanitarian and Development Sector Workshops
- Disability Equity Peer Learning Program, including:
 - Webinar: Disability Equity in Analysis and Design
 - Webinar: Partnering with Organisations of People with Disability
 - Webinar: Disability Equity and Working with Marginalised Groups
 - Webinar: Disability Equity and MEL
 - Webinar: Disability Equity in ANCP Accreditation
 - Webinar: International Disability Equity and Rights Strategy
- ANCP Insights
- AIDN-ACFID Global Development Leaders Dialogue: NGO Accelerator
- AIDN-ACFID Impactful Partnerships Series
- Locally Led Action Policy Writeshop
- CEO Summit: Shaping the Future Together
- Small Member Forum: Shaping the Future Together
- HRG and HAG Climate Action Accelerator Briefing
- Hosted SIGAR at Parliament House
- World Humanitarian Day vigil

- We are the Rainbow framework launch at Australian Parliament House
- COP31 Basecamp in Canberra and meetings with British High Commission and Tongan High Commission
- ANCP 50th Anniversary Event
- IDPD Parliamentary Event
- ACFID Connect – COP29: Commiserations or Celebrations?
- Anti-rights and SRHR Gender CoP brown bag with DFAT
- LGBTQIA+ anti-rights workshop for members

SUBMISSIONS AND PAPERS

- 2024-25 Pre-Budget Submission
- Commonwealth Data Retention Review
- Analysis of the 2025-26 Federal Budget
- USAID Impacts on ACFID Members and Partners survey and report
- NGO Funding Windows
- 2025 OECD DAC Peer Review of Australia
- Submission to the Joint Standing Committee on Foreign Affairs, Defence and Trade's Inquiry into Australia's response to the priorities of Pacific Island countries and the Pacific region
- ACFID HRG submission to the inquiry into Australia's response to the priorities of Pacific Island countries and the Pacific region

AP4D

SUBMISSIONS

- Review into the Foreign Relations (Foreign Arrangements) Act
- 2025 OECD DAC Peer Review of Australia

PAPERS

- What does it look like for Australia to Promote Compliance with International Humanitarian Law and Protection of Civilians
- What does it look like for Australia to Support Pacific regionalism
- What does it look like for Australia to navigate a New Era of Economic Statecraft in the Indo-Pacific
- The Case for an Australian Clean Commodities Trading Initiative
- Toward Comprehensive Green Security for Asia and the Pacific

ENGAGEMENT AND OUTREACH

- AP4D held consultations with more than 250 experts across dozens of dialogues, consultations and working groups meetings.
- AP4D hosted 10 events and webinars, attended by more than 1,000 people.
- AP4D engaged almost 200 policymakers, senior officials, advisors and experts across dozens of briefings and presentations.

Financial Report for the Year Ended 30 June 2025

At the close of the financial year, ACFID recorded total revenue of \$4.17 million in 2024–25, with expenditure of \$4.31 million, resulting in a deficit of \$141,723. Our main sources of income remain membership and Code of Conduct fees, alongside our DFAT core contract.

The organisation remains in a strong financial position with net assets of \$3.29 million, including reserves of \$1.43 million and retained earnings of \$1.85 million. At year's end, ACFID held \$1.42 million in cash, and maintains a strong current ratio of 3.84 and debt to equity ratio of 0.16, which continues to support a going concern.

We are grateful for the support and guidance of the Finance and Audit Committee throughout the year.

Raewyn Lans
Business Director

Australian Council for International Development Incorporated

ABN: 54 645 667 467

The board members present their report on Australian Council for International Development Incorporated for the financial year ended 30 June 2025.

Board Members

The names of the board members in office at any time during, or since the end of, the year are:

Susan Pascoe AM (President)	Kate Lee
Jane Edge (Vice President), resigned AGM October 2024	Senthil Nathan
Michelle Higelin (Vice President from AGM October 2023)	Samir Bennegadi
Sureka Goringe (Vice President from AGM October 2023)	Michael Stolz (appointed from AGM Oct 24)
Lyn Morgain (Vice President from AGM October 2024, resigned March 2025)	Merewyn Foran (appointed from AGM Oct 24, resigned March 2025)
Shane Nichols (Vice President from SGM May 2025)	Melanie Gow (appointed from SGM May 2025)
Mat Tinkler	Nayomi Kannangara (appointed from SGM May 2025)
Graham Strong (resigned March 2025)	Stav Zotalis (appointed from SGM May 2025)

Board members have been in office since the start of the financial year to the date of this report unless otherwise stated.

Principal Activities

The principal activity of the Council during the year was to provide an effective forum for encouraging networking and inter agency cooperation among non government organisations working in the field of development assistance and development education and to represent these views to Government.

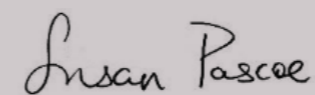
Significant Changes

No significant change in the nature of these activities occurred during the year.

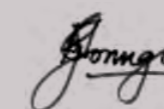
Operating Result

The (deficit) of the Council for the financial year amounted to \$ (141,723) (2024: \$ (33,603)).

Signed in accordance with a resolution of the Members of the Board.



Board member: Susan Pascoe



Board member: Sureka Goringe

Dated 19 September 2025

STATEMENT OF PROFIT AND LOSS AND COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2025

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2025

	Note	2025 \$	2024 \$
Revenue			
Members' subscriptions including Code of Conduct fees		1,856,599	1,754,305
DFAT services contracts		1,260,000	1,260,000
Grants – other Australian		411,905	947,006
Interest		45,541	51,333
Other income		594,215	311,846
Total Revenue and Other Income	4	<u>4,168,260</u>	<u>4,324,490</u>
Expenditure - Domestic Programs Expenditure			
Accountability and administration (including governance management)		825,964	807,179
Other specific program costs		508,167	579,217
Member services		2,975,852	2,971,697
		<u>4,309,983</u>	<u>4,358,093</u>
Operating result before income tax		(141,723)	(33,603)
Income tax expense	2(a)	—	—
Operating Result		<u>(141,723)</u>	<u>(33,603)</u>
Other Comprehensive Income			
Revaluation changes for property, plant and equipment	8	—	65,006
Other comprehensive income for the year		—	65,006
Total Comprehensive Income		<u>(141,723)</u>	<u>31,403</u>

During the financial years ended 30 June 2025 & 30 June 2024, there were no amounts included for the following categories: Donations and Gifts, Bequests and Legacies, Other Overseas Grants, Revenue and Expenditure for International Political or religious Adherence Promotion Programs, International Aid and Development Programs expenditure.

During the financial years ended 30 June 2025 and 30 June 2024:

- There was no non-monetary expenditure; and
- The Council did not receive any international aid or development revenue.

The accompanying notes form part of these financial statements.

	Note	2025 \$	2024 \$
Assets			
Current Assets			
Cash and cash equivalents	5	1,422,292	1,494,859
Trade and other receivables	6	30,092	37,611
Other financial assets	7	489,177	469,177
Other assets	10	60,314	78,353
Total Current Assets		<u>2,001,875</u>	<u>2,080,000</u>
Non-Current Assets			
Property, plant and equipment	8	1,815,739	1,878,567
Total Non-Current Assets		<u>1,815,739</u>	<u>1,878,567</u>
Total Assets		<u>3,817,614</u>	<u>3,958,567</u>
Liabilities			
Current Liabilities			
Trade and other payables	11	188,862	216,659
Employee benefits	13	192,047	248,796
Other financial liabilities	12	140,678	52,952
Total Current Liabilities		<u>521,587</u>	<u>518,407</u>
Non-Current Liabilities			
Employee benefits	13	10,552	12,962
Total Non-Current Liabilities		<u>10,552</u>	<u>12,962</u>
Total Liabilities		<u>532,139</u>	<u>531,369</u>
Net Assets		<u>3,285,475</u>	<u>3,427,198</u>
Equity			
Reserves		1,430,779	1,430,779
Retained earnings		1,854,696	1,996,419
Total Equity		<u>3,285,475</u>	<u>3,427,198</u>

At the end of the financial year, there were no balances in the following categories: Inventories, Assets held for sale, Investment Property, Non Current Asset Trade and Other Receivables, Other Non Current Assets, Borrowings, Current Tax Liabilities and Other Financial Liabilities.

The accompanying notes form part of these financial statements.

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2025

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2025

	Note	Retained Earnings	Asset Revaluation Reserve	Total
		\$	\$	\$
2025				
Balance at 1 July 2024		1,996,419	1,430,779	3,427,198
Surplus for the year		(141,723)	-	(141,723)
Balance at 30 June 2025		<u>1,854,696</u>	<u>1,430,779</u>	<u>3,285,475</u>
2024				
Balance at 1 July 2023		2,030,022	1,365,773	3,395,795
(Deficit) for the year		(33,603)	-	(33,603)
Revaluation increment		-	65,006	65,006
Balance at 30 June 2024		<u>1,996,419</u>	<u>1,430,779</u>	<u>3,427,198</u>

The accompanying notes form part of these financial statements.

	Note	2025	2024
		\$	\$
Operating Activities			
Government grants and other receipts		4,605,302	4,497,782
Payments to suppliers and employees		(4,312,281)	(4,226,599)
Interest received		45,492	51,266
Payments made to the ATO		(387,338)	(382,124)
Net cash provided by operating activities		<u>(48,825)</u>	<u>(59,675)</u>
Investing Activities			
Investments in term deposit		(20,000)	(19,177)
Purchase of plant and equipment	8(a)	(3,742)	(12,205)
Net cash (used)		<u>(23,742)</u>	<u>(31,382)</u>
Net increase/(decrease) in cash and cash equivalents			
		(72,567)	(91,057)
Cash and cash equivalents on hand at beginning of financial year		1,494,859	1,585,916
Cash and cash equivalents on hand at end of financial year	5	<u>1,422,292</u>	<u>1,494,859</u>

The accompanying notes form part of these financial statements.

Note 1 Summary of Significant Accounting Policies

Basis of Preparation

The concise financial report is an extract of the full financial report for the year ended 30 June 2024. The concise financial report has been prepared in accordance with Accounting Standard AASB 1039: Concise Financial Reports, the Associations Incorporations Act 1991, the *Australian Charities and Not-for-profits Commission Act 2012* and the ACFID Code of Conduct Guidance Document available at www.acfid.asn.au.

The financial statements, specific disclosures and other information included in the concise financial statements are derived from and are consistent with the full financial report of the Australian Council for International Development Incorporated (the Council). The concise financial statements cannot be expected to provide as detailed an understanding of the financial performance, financial position and financing and investing activities of the Council as the full financial report.

A full version of the Council's financial statements are available on the ACFID website.

Note 2 Revenue and Other Income

	2025	2024
	\$	\$
Revenue from contracts with customers (AASB 15)		
DFAT services contracts	1,260,000	1,260,000
Asia-Pacific Development, Diplomacy and Defence Dialogue (AP4D)	324,632	632,017
Australian Civil-Military Centre	176,803	200,026
Global standards project	87,273	-
Sponsorship income	65,199	50,118
Member subscriptions including code of conduct fees	1,856,599	1,754,305
Public Engagement and Campaigning Committee	151,335	109,037
Services rendered	119,165	120,921
Total Other Revenue	4,041,006	4,126,424
Revenue recognised on receipt (not enforceable or no sufficiently specific performance obligations - AASB 1058)		
Other income	66,117	140,808
Interest	45,541	51,333
E-Learning	15,596	5,925
	127,254	198,066
Total Revenue and Other Income	4,168,260	4,324,490

Note 3 Subsequent Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Council, the results of those operations or the state of affairs of the Council in future financial years.

Note 4 Operating Activities

The Council is the co-ordinating body for about 100 Australian non-government organisations working in the field of overseas aid and development. The Council represents members throughout Australia, but operates primarily in the Australian Capital Territory.



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Standards Legislation

Australian Council for International Development Incorporated

Independent Audit Report to the members of Australian Council for International Development Incorporated

Report on the Audit of the Financial Report

Opinion

In our opinion, the concise financial report of the Australian Council for International Development Incorporated for the year ended 30 June 2025:

- (i) is consistent with the full annual financial statements that have been audited by us in respect of which we have issued an independent audit report dated that was not subject to any qualification; and
- (ii) With the exception that the concise financial report is not accompanied by discussion and analysis from management or the Board to assist the understanding of members, complies with Accounting Standard AASB 1039: Concise Financial Reports

The accompanying concise financial report of the Australian Council for International Development Incorporated, which comprises the statement of profit or loss and other comprehensive income, the statement of financial position as at 30 June 2025, statement of changes in equity and cash flow statement for the year then ended, related notes and Board report, are derived from the audited financial report of Australian Council for International Development Incorporated for the year ended 30 June 2025. The concise financial report does not contain all of the disclosures required by the Australian Accounting Standards and accordingly, reading the concise financial report is not a substitute for reading the audited financial report.

Board's Responsibility for the Concise Financial Report

The Board is responsible for the preparation of the concise financial report in accordance with Accounting Standard AASB 1039 Concise Financial Reports and for such internal control as the Board determine are necessary to enable the preparation of the concise financial report.

Auditor's Responsibilities

Our responsibility is to express an opinion on the concise financial report based on our procedures which were conducted in accordance with Auditing Standard ASA 810 Engagements to Report on Summary Financial Statements. We have conducted an independent audit, in accordance with Australian Auditing Standards, of the financial report of the Australian Council for International Development Incorporated for the year ended 30 June 2025. The Australian Audit Standards require that we comply with relevant ethical requirements relating to the audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report for the year is free from material misstatement.





Acknowledgements

ACFID would like to thank our partners at the Department of Foreign Affairs and Trade:



ACFID would like to thank the following partners:



ACFID would also like to thank the following corporate partner:



ACFID is a proud member of the following organisations:

- Australian Disability & Development Consortium
- Associations Forum
- Community Council for Australia
- Diversity Council Australia
- Global Standard Partnership
- International Council of Voluntary Agencies
- The Pacific Islands Association of Non-Governmental Organisations
- The Refugee Council of Australia
- The Sustainable Development Solutions Network

AP4D expresses its gratitude to the following:

- Australian Civil-Military Centre (funding partner)
- DFAT Office of the Pacific (funding partner)
- Blue Security Program partners
- Australian Council for International Development (founding partner)
- International Development Contractors Community (founding partner)
- Institute for Regional Security (founding partner)
- Australian National University (founding partner)
- University of Melbourne (institutional partner)
- AP4D Co-chairs, Founding Co-convenors and Advisory Group members
- AP4D working group members, editorial panel and options papers contributors
- Everyone who has given the benefit of their guidance and advice

ACFID MEMBER ORGANISATIONS

FULL MEMBERS

A Liquid Future
 ACC International Relief
 Act for Peace - NCCA
 Action on Poverty
 ActionAid Australia
 Adara Development Australia
 ADRA Australia
 Afghan Australian Development Organisation
 Anglican Overseas Aid
 Anglican Relief and Development Fund Australia
 Anglicans in Development
 ASHM Health
 Asia Justice and Rights*
 Asian Aid Organisation
 Assisi Aid Projects
 Australia for UNHCR
 Australian Afghan Hassanian Youth Association
 Australian Centre for the Prevention of Cervical Cancer*
 Australian Doctors for Africa
 Australian Doctors International
 Australian Himalayan Foundation
 Australian Lutheran World Service
 Australian Marist Solidarity Ltd
 Australian Medical Aid Foundation
 Australian Red Cross

Australian Respiratory Council
 AVI
 Bridgit Water Foundation
 Brien Holden Vision Institute Foundation
 Burnet Institute
 Cambodia Rural Students Foundation Ltd*
 CARE Australia
 Care for Africa
 Caritas Australia
 CBM Australia
 CFC ANCOF Australia Ltd*
 ChildFund Australia
 CINI AUSTRALIA*
 CLAN (Caring and Living As Neighbours)
 Conciliation Resources Australia Limited*
 Cufa
 DAISI (Doctors Assisting in South Pacific Islands)
 Dana Asia Ltd
 Destiny Rescue Australia
 Diplomacy Training Program
 Door of Hope Australia
 Edmund Rice Foundation (Australia)
 Educating the Future
 Engineers Without Borders
 Environmental Defenders Office
 Every Home Global Concern
 Fairaction International Pty Ltd*

Fairtrade Australia New Zealand
 Family Planning New South Wales
 FemiliPNG Australia
 Foresight (Overseas Aid and Prevention of Blindness)
 Global EverGreening Alliance
 Global Mission Partners
 Good Neighbours Australia Inc
 Good Return
 GraceWorks Myanmar
 Habitat for Humanity Australia
 Hagar Australia
 Health Equity Matters
 HealthServe Australia
 Home in Place
 Hope for Children
 Indigo Foundation
 International Justice Mission Australia
 International Needs Australia
 International Nepal Fellowship (Australia) Ltd
 International Women's Development Agency
 Interplast Australia & New Zealand
 Islamic Relief Australia
 KTF (Kokoda Track Foundation)
 Kyeema Foundation
 LiteHaus International
 Live & Learn Environmental Education

Love Mercy Foundation
 MAA International (Muslim Aid Australia)
 MAF International
 Mahboba's Promise Australia
 Mary MacKillop Today
 Mary Ward International Australia
 Mercy Ships Australia
 Mercy Works Ltd
 Mission World Aid Inc
 MIT Group Foundation
 MSI Asia Pacific
 Murdoch Children's Research Institute
 Opportunity International Australia
 Orthopaedic Outreach Fund Incorporated*
 Our Rainbow House
 Oxfam Australia
 Pacific Assist
 Palmera Projects
 Partner Housing Australasia
 Partners in Aid
 People With Disability Australia
 Plan International Australia
 Pollinate Group
 Project Rozana
 Quaker Service Australia
 REACH for Nepal
 RedR Australia
 Reledev Australia
 Royal Australasian College of Surgeons
 Salesian Missions

Salvation Army International Development
 Save the Children Australia
 School for Life Foundation
 SeeBeyondBorders
 Sight For All
 Sisters Of The Good Samaritan Foundation Ltd*
 So They Can
 Sport Matters
 St John of God Outreach Services
 Surf Aid International
 SUSTAIN Projects Myanmar
 Symbiosis International
 Taking Paediatrics Abroad Ltd
 Tearfund Australia
 The Fred Hollows Foundation
 The Hunger Project Australia*
 The Leprosy Mission Australia
 The Nusatenggara Association (NTA), Inc

The Oaktree Foundation
 This Life
 Transform Aid International (incorporating Baptist World Aid)
 UNICEF Australia
 Union Aid Abroad- APHEDA
 UnitingWorld
 Water for a Village
 WaterAid Australia
 World Vision Australia
 WorldShare Australia
 WWF-Australia
 YWAM Medical Ships

AFFILIATE MEMBERS

Australian Global Health Alliance
 Australian National University – Development Policy Centre
 Deakin University – School of Humanities & Social Sciences
 Global Citizen
 Institute for Economics and Peace
 La Trobe University – Institute of Human Security and Social Change
 Monash University – Monash Sustainable Development Institute
 Nossal Institute for Global Health
 Refugee Council of Australia
 Results International (Australia) Inc
 Sydney Children's Hospitals Network (NCIRS)
 Transparency International Australia

United Nations Association of Australia
 Unity Housing
 University of Queensland – International Development
 University of New South Wales – Institute of Global Development
 University of Technology Sydney – Institute for Sustainable Futures
 Vision 2020 Australia
 Western Sydney University – School of Social Sciences and Psychology
 Women's Plans Foundation

* Denotes interim full and affiliate members
 At the end of June 2025, ACFID had 138 full members and 20 affiliate members.

All of ACFID's members are signatories to ACFID's Code of Conduct, which is a self-regulatory code of good practice. Our members are committed and fully adhere to the principles in ACFID's Code of Conduct, conducting our work with transparency, accountability, and integrity.

If you believe a signatory organisation has breached ACFID's Code of Conduct, you can lodge a complaint with the ACFID Code of Conduct Committee at code@acfid.asn.au.

More information about how to make a complaint can be found at www.acfid.asn.au

Complaints about the conduct of ACFID, as well as feedback on this Annual Report and on ACFID's operations more generally, can be sent to main@acfid.asn.au or in writing to:

Director Business & Corporate Partnerships
 ACFID, Private Bag 3, DEAKIN ACT 2600.

All complaints will be acknowledged, and a response will be provided.



AUSTRALIAN
COUNCIL
FOR
INTERNATIONAL
DEVELOPMENT



Cover photo: Natersia works in her vegetable patch, where she grows kankung (water spinach) with the support of Oxfam Australia's local partner in Timor-Leste, KSI. Since joining Oxfam Australia's ROMANSA program, Natersia has saved enough money for and purchased a corn grinder, as well as shoes for her grandkids.

"In the day I garden, and in the evening I weave until I fall asleep."

Photo: Patrick Moran, Oxfam Australia.


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