



icare

Annual Report

For the year ended June 30, 2014

Table of contents

- 1. Message from the Chair
- 2. Corporate Information
- 3. Vision & Mission, The Company, Objectives & Corporate Philosophy
- 4. Fund Raising at ICARE
- 5. Future Strategy
- 6. Board of Directors' Profile and Board sub-Committees
- 7. Programs, Activities, Services, Developments & "What has been achieved"
- 8. Compliance requirements, Feedback & Complaints handling
- 9. Financial Review
- 10. Directors' Report to the members
- 13. Audited Financials

Message from the Chair

Dear valued donors and supporters of ICARE.

In the past twelve months we have seen significant change within our organisation as we continue to follow our path to reduce poverty by empowering women and youth through education.

This year we have continued to undergo significant organisational change which is part of our three year transformation plan for ICARE to be sustainable for the longer term. We have seen some successes with receiving a grant from the Australian High Commission in Kenya, building a new website and making our partners more accountable to ensure that the donations that you provide maximise the support that is provided in the community.

The hard-work, dedication and support of ICARE's volunteers and donors are the key element of the sustained progress of this organisation, and we thank you for your ongoing support.

Our finances rose slightly this year with thanks to the grant received, and we also increased our disbursements overseas whilst keeping our expenses in check to record a positive balance sheet. There is still much to be done for ICARE to achieve sustainability, however ICARE continues to dedicate itself to make a difference in reducing poverty and provide educational opportunities in developing countries.

In the last 12 months ICARE has supported over 12500 students, teachers and women, with education and vocational training across 5 countries and have begun to introduce capacity building programs to our local community partners which is focusing on the partners sustainability.

We are seeing the successes of our transformation taking shape and are excited with the future of ICARE to continue to impact more people's lives and contribute to the education and development of communities for many years to come.

Corporate Information

Board of Directors	i) Julian Fetwrell
	ii) Patricia Biscewski
	iii) Roland Van Bommel
	iv) Anila Sadananda
	v) Michael Fabian
	vi) Kate Roth (resigned November 2013)
Company Secretary	Gary Sillett
General Manager	Gary Sillett
Auditors	Paul Huy Nguyen & Co Pty Ltd
Website	Detailed corporate information together with this annual report and activities along with address and contacts numbers can be accessed at ICARE's website www.icare.org.au

Vision

Empowering women and youth through education, to build a better sustainable future for communities in developing countries.

Mission

Driven by the motivation of addressing poverty and sustainable development, ICARE is an organisation that exists to improve access and opportunity for education to women and children in developing countries.

ICARE - The Company

ICARE (International Christian Aid Relief Enterprises Limited) is a non-government, international development organisation Limited by guarantee. ICARE helps children to attend school, trains women and youth and empowers and educates communities in developing countries to improve their environment, sanitation, health and hygiene.

Over the last 30 years, ICARE has been able to support education initiatives in India, Thailand, Uganda, Kenya and the Philippines through the continued support of the Australian community.

ICARE is in a rebuilding phase, which includes the restructuring and repositioning of the organisation within the international aid space as an agent of hope, using education as the tool. In doing so, ICARE is helping to develop the communities it works in as part of the strategy to lead them from poverty.

Objectives

ICARE aims to achieve:

- Improve access and opportunity to education for women and youth
- Create awareness within the Australian community of the benefits of education to developing nations
- Build a strong organisation - become a recognised and respected organisation in the field of education in developing countries
- Provide Quality Programs - International Program Delivery

Our Corporate Philosophy

As an organisation we are committed to:

- Working collaboratively with overseas partner organisations
- Ensuring transparent and rigorous governance processes are followed
- Ensuring that money donated goes to those in need
- Quality education is provided to developing countries
- Developing and maintaining sustainable communities in developing countries through education

Our stance on non-development activity:

- ICARE's policy is to abide by the ACFID Code of Conduct regarding non-development activity
- ICARE does not support or engage in any non-development related activities. Development assistance will be given to people regardless of their political or religious beliefs.
- Funds raised for education and development will not be used to exploit people and communities who are vulnerable and will not place any conditions or obligations on recipients in terms of non-development, religious or political outcomes that would affect their access to the services being offered.

Statement of Ethics & Conduct

ICARE has, during the year, developed its Code of Ethics and Conduct which is fully implemented after approval by the Board of Directors. ICARE seeks to maintain high standards of service and ethics enabling it to be perceived as impartial, ethical, and independent. In order to achieve these objectives, following principles of ethics and conduct are mandatory for all employees, volunteers and Directors of ICARE:

- The integrity of ICARE, and that of the people who represent it, must be beyond challenge or reproach in every dealing undertaken for or on behalf of ICARE.
- ICARE's policies and procedures explicitly prohibit unethical behaviour or actions in all its forms.
- ICARE, at all times, comply with the Policies, procedures, applicable laws and regulations
- Employees to ensure that their personal financial activities do not cause them to compromise their professional judgment..
- Circumstances to be avoided in which personal interest conflicts, or may appear to conflict, with the interest of ICARE.
- Any departure from the Code is to be informed to the General Manager, any Board member or Chairman of the Board.
- employees have a duty to safeguard confidential information, which may come to their possession during their day-to-day work.

Fundraising at ICARE

ICARE is committed to ensuring that fundraising activities are carried out in absolute ethical manner. A Fundraising Sub-Committee reporting to the Board is in place which supervises major fundraising activities that are pre-approved by the Board based on financial analyses of the activities / campaigns. ICARE has also established guiding principles that are adhered for all fundraising activities. The principles include:

- Compliance with all relevant laws
- All communications to the public for fundraising shall be truthful and non-deceptive.
- Funds raised will be for the stated purpose of the appeal and will comply with the organisation's stated mission and purpose.
- All personal information collected by ICARE remains
- No one directly or indirectly employed by or volunteering for ICARE shall accept commissions, bonuses or payments for fundraising activities on behalf of the organisation.
- No general solicitations shall be undertaken by telephone or door-to-door.
- Financial contributions will only be accepted from companies, organisations and individuals the Board considers ethical.

Future Strategy

ICARE is implementing a measured and deliberated strategy to ensure that the goals and objectives are fully met and within the next three years (2012 – 2015), to develop the communities we work with as well as build the sustainability of the organisation. To achieve this, ICARE's focus has been shifted from one-on-one child sponsorship to the adoption of inclusive education programs to benefit all women and youth in developing countries. ICARE's core programs now encapsulate youth education, school support, school sustainability, school infrastructure, teacher/staff support and vocational education activities to benefit entire communities in developing nations with primary emphasis on women and youth, to allow:

- Improved opportunity and access to quality education in the developing world
- Improved participation and completion of secondary education
- Increased gender equality with a specific focus on improving access for females
- Assistance with training and employment of new teachers
- Increased availability and quality of classrooms and learning materials
- Development of local opportunities to undertake further vocational education to aid employment

ICARE's Board of Directors

Kate Roth (resigned November 2013)

Kate is a Manager, at Macquarie University working in international relations and development. Kate has senior international experience at four different universities. Kate holds a Bachelor of Social Sciences (UNSW), a Master of Commerce (ANU), and is currently completing a Doctoral Degree at Monash University, focusing on Education.

Michael Fabian

Michael has been in the advertising and media industry for over fifteen years working with multinational clients across FMCG, Media, Energy, and Finance. He holds a Bachelor of Communications, a Master of International Relations, and is currently completing a Master of International Security at Sydney University, focusing on the Asia-Pacific.

Patricia Biszewski

Patricia is a senior leader in the shipping and logistics industry, experienced in driving and enabling business growth and performance through strategy, finance, IT and HR practises. She holds an MSc from Imperial College London, is a graduate and member of the Australian Institute of Company Directors, and a member of Women on Boards.

Julian Fewtrell

Julian Fewtrell is a management consultant who specialises in business strategy and change, primarily within the wealth management industry. He is a member of the Institute of Chartered Accountants in Australia and the Australian Institute of Company Directors and holds Bachelor of Economics (Sydney) and Executive MBA (AGSM) qualifications.

Anila Sadananda

Dr. Anila Sadananda has been passionately involved with women's rights and cultural issues since her early years. As a young academic at the prestigious JNU in India she took the lead in standing up for women's rights, both on the faculty as well as in the student community. She later pursued a 20 year career at the Asian Institute of Technology (AIT) in Bangkok culminating in her appointment as the Dean of Student and Community Affairs. During this time she initiated the Women's Study Circle to promote intellectual exchange between professional women, and represented AIT at various international gender-related workshops and conferences. Anila is currently an Independent Education Consultant in Sydney, Australia.

Roland Van Bommel

Roland is currently an Advisory Board Member of Asahi Holdings Australia Pty Ltd, WhistlePig LLC, Stuart Alexander Pty Ltd and a Non-Executive Director of Taylor Wines Pty Ltd.

He has held Executive positions with several consumer goods companies and has worked and lived in Indonesia, Bangladesh, Japan, France, UK : he is a graduate of the School of Oriental and African Studies (MA), the University of Houston (BBA) and Nijenrode University

Structure of the Board

The Board of Directors of ICARE can be made up of 3-6 directors. At the end of the 2014 Financial Year there were 5 directors on the board including the Chair.

Meetings of the Board

Directors Meetings		
	Number eligible to attend	Number attended
Julian Fewtrell	6	6
Patricia Biscewski	6	6
Roland Van Bommel	2	2
Anila Sadananda	2	2
Michael Fabian (currently in absentia)	6	0

Board's Remuneration

All Board members serve on voluntary basis and are not remunerated for their role as Board members. However, they may be reimbursed reasonable actual expenses for Board meetings.

Board of Directors' Sub-Committees

The Board has appointed four Sub-committees as part of its governance framework, and to assist the Board in supervision and guiding the organisation. These Committees have a term of two years and their role in brief is as follows:

i) Finance Sub-Committee

The Finance Sub-Committee advises the ICARE Board about strategies or actions policy and procedures relating to the financial wellbeing of ICARE, as well as overseeing and appraising the quality of the external audit and the internal control procedures for ICARE.

ii) Governance Sub-committee

The Governance Sub-Committee is to ensure that there is a robust and effective process for evaluating the performance of the Board, Board Committees and individual Directors and to ensure that the board fulfils its legal, ethical, and functional responsibilities.

iii) Marketing and Communications Sub-Committee

The Marketing and Communications Sub-Committee advises the ICARE Board about the development and implementation of marketing, communication and fundraising strategies and ensures that the organisation complies to all legal responsibilities

iv) International Programs and Partner Advisory Sub-Committee

The International Programs and Partner Advisory Sub-Committee advises the ICARE Board about Resolutions, policy and procedures relating to the effective compliance and delivery of ICARE's overseas partner program, as well as overseeing and appraising the quality of the partners and the internal control procedures for ICARE.

Programs, Activities, Services, Developments

“What has been achieved”

ICARE is primarily devoted to providing women and youth with education skills, as they are often the most vulnerable groups in society. Much research shows the benefits to individuals, families, communities and states in putting a focus on empowering women and youth. This very agenda is at the heart of ICARE and something we have worked towards over the past 30 years. We believe that education is crucial in order to break the cycle of poverty, promote human rights and to encourage a prosperous future in all countries alike.

In collaboration with our partners, the last year has seen tremendous improvement in the attendance, health and performance of the students we support. We have achieved an equal ratio of boys and girls in some schools. In some schools we have limited class sizes to 30 students to give them the individual attention they need. With one program we have achieved a 1:1 student-textbook ratio thus improving their test results. Furthermore, we have seen attitude change in the community with girls receiving increasing appreciation and a rising value placed on their education and we have seen a lower rate of school drop outs due to pregnancy and a lessened prevalence of child marriages.

Activity Update 2013-2014

ABC, UGANDA

More than 3500 children, women and youth continued to benefit from our involvement with ABC Children's Aid in the Wakiso and Pader districts of Uganda. ICARE provided educational support to students in ABC's Nursery, Primary, Secondary and Vocational Schools.

In the Pader district, ABC's work has had a positive impact on the children, families and communities via the delivery of a community radio program, the 'farm for life' project and ABC's guest house.

Radio Palwak delivers weekly broadcasts of academic educational programs to other village schools as well as broadcasts on children's rights and responsibilities and parental guidance on topics such as child protection and domestic violence.

The 'Farm for life' project grew food for the children in the schools and provided employment for the community.

ABC's guest house offered staff accommodation for teachers at the schools and it also functioned as a source of income to support the radio program.

Other activities have included ABC's health education program which benefited 1230 students aged 14-20. Health education and improved community access to medical services were implemented to reduce absenteeism among children and promote health and wellness. Students were delivered seminars on body care, healthy relationships, gender and reproductive education. ABC also conducted community preventative health education seminars.

TMSC, KENYA

Our partner TMSC in Kenya continues to provide care and education to 267 students in Kakamega County close to the Ugandan border.

Following the construction of their new administration building, a group of volunteers from Australia had spent 3 weeks constructing school desks for the students and office desks for the teacher's staff room. The team was also involved with teaching in the local school, making curtains for the admin building, painting, working on the farm and playing sport with the kids.

In further development news, ICARE was awarded just over \$29,000 for the construction of the youth polytechnic through grant funding from the Australian High Commission in Kenya. As well as providing vocational training, the polytechnic will also provide income generating commercial workshops to serve the local community and provide an income for TMSC. Through the continual development and expansion of the polytechnic, TMSC hopes to offer courses in dressmaking, computing, welding, masonry, carpentry, hospitality and mechanics.



TMSC's admin building housing staff offices and the new library



11th Feb 2014 – the construction of the polytechnic is well under way: The foundation and the leveling of the foundation walls have been completed and the builders are working on the slab.

Construction had commenced and was proceeding according to plan. Classes in tailoring and dressmaking were anticipated to commence by July 2014. The development of the polytechnic will help reach 240 youth within 2 years. There will also be the development of jobs for the community as the polytechnic will need teachers and the employment of staff for administration and maintenance jobs. Upon completion, the Tumaini Polytechnic Centre will endeavor to expand and strengthen Tumaini's networks and partnerships with local and national governments and the Australian High Commission as well.

HMDS, KENYA

ICARE and HMDS assisted 3200 children, women and youth across 4 partner schools within the county of Nakuru (North West of Nairobi) in the Rift Valley region of Kenya.

Together, we facilitated literacy support via provision of library books and learning materials which enabled the students to participate in classes and encouraged them to go to school.

We provided sanitary towels to 400 girls through HMDS's Girl Child Club, as well as health and counselling programs that had successfully contributed to enhanced self-confidence and well-being among girls and women—with zero incidences of unplanned pregnancies or forced marriages for 2013.

HMDS also provided sports equipment and deworming medication to partner schools to attract students to school, increase their retention and improve their academic performance.

With more students being able to access quality education, the results achieved were fantastic! There was increased enrolment and a reduction in absenteeism by 25%. Students had learnt discipline, team work and had excelled in their studies.

Increasing awareness among parents about the importance of education had also contributed to increased student retention and progression rates.

HBI, PHILIPPINES

Together with HBI, ICARE continued to support 4500 students and over 100 teachers across 9 schools in Manila and La Union regions of the Philippines.

Education support was facilitated by way of classroom repair and maintenance, supply of teacher instructional materials as well as the provision of health kits, medical/dental check-ups and delivery of health seminars on proper hygiene, good grooming and prevention of common illnesses.

HBI's youth centre computer project saw the provision, maintenance and improvement of computers (x12) and facilities (internet and printer connections) at HBI's head office in Manila, Castro Elementary Primary School and Seng-ngat Elementary School in La Union. The 238 students that subsequently participated in computer lessons are now well-versed in using different computer applications for their school assignments and projects.

HBI's livelihood skills training program provided vocational education courses to 180 unemployed mothers and out of school youth in meat processing, dim sum processing, cosmetology and hair dressing. Participants benefited by being able to apply their new skills to income generating activities that provided additional income for their households to support their child's educational needs.

The school vegetable garden project benefited 775 students across 3 schools via the provision of materials and equipment for the maintenance of their vegetable garden to supply their school canteen.

Continuing with our success in the Philippines, we're delighted to inform you that previous HBI projects that ICARE once supported are not only still in operation but have also become self-sustainable! They include HBI's Water Filtration Facility, the Bio Intensive Gardens and the Raising of Livestock.

The Water Filtration Facility at Seng-ngat Elementary School in La Union benefits 180 students and their local community. It enables access to water that is safe for drinking and cooking. As a result, students no longer suffer from water-borne diseases.

The Bio Intensive Gardens at Tanza Elementary School in Manila and also in 4 Elementary Schools in La Union are looked after by teachers and students and grow vegetables that are used by the schools' canteens to prepare meals.

The Livestock Raising project takes place at 2 schools in La Union in collaboration with 102 families. 146 goats and hogs are used for breeding, resale and milk. The income generated is shared between the schools and their communities.

ICR, THAILAND

Together with ICR, ICARE continued to support 600 students and teachers across 5 partner schools in the Northern regions of Thailand.

Projects were ongoing to improve their education, teacher training, school construction and community development. ICR's work was primarily focused on ensuring that children had the necessary equipment to facilitate their learning.

A highlight of ICR's work was the Improved Children Reading Skills Project. Already in its 3rd Phase, children gained increased time and access to read books and improve their literacy.

Health and wellness was also advocated to reduce absenteeism and increase learning capabilities among primary school students.

ASHRAYA, INDIA

Our partner in India - Ashraya, together with ICARE continued to support 372 children in the district of Kolar within the state of Karnataka.

In addition to providing quality education, the school had also engaged in teacher training to strengthen their teaching skills and vocational education activities and workshops for the students.

80 boys from 6th to 10th grade participated in carpentry. 70 girls from 6th to 10th grade did tailoring and all students from 1st to 10th grade took part in pottery and computer training classes. Students learned new handy skills and products made were displayed in a charity exhibition for the school.

Ashraya's pursuit of providing a distinctive educational environment and innovative teaching techniques made it the best eco-school in the Karnataka Region of India for three consecutive years now.

Ashraya-Neelbagh School's students also continue to perform well—achieving a 100% pass rate for the State Board Exams.

Success Stories - Development in Action!

School & Community Support



Mrs. Marlyn Guzman (left) & Mrs. Jovita Rosimo (right)

How does a school - like Castro Elementary - transition from being the least maintained and budget-strapped school in the Sudipen, La Union district of Philippines to a model school often visited by other schools so they could emulate its practices and projects?

The answer lies in the development cooperation of HBI (our education partner in the Philippines) and ICARE; and the support this partnership has given to the Castro community.

Through skills training to mothers and the implementation of development projects like the Bio Intensive Gardens and the Tutorial Enrichment classes, Castro Elementary is now a beacon of hope to the poor community it serves.

Consider the story of Mrs. Marlyn Guzman. A simple housewife and longtime resident of the Castro Community who has gone on to become an active president of the school and HBI's Castro Area Leaders Association, thanks to our donors support and the skills gained from HBI's (and ICARE's) leadership seminars.

Mrs. Guzman now monitors projects like the Bio Intensive Gardens (which grow vegetables for the school), the Tutorial Enrichment Classes for underperforming students and the Feeding program for malnourished children.

"I never graduated from school or university so I thought that my roles in life are only limited to being a farmer, a farmer's wife and a mother to my children. Never in a million years did I think that I could be a leader of any group or organization. When HBI and ICARE entered the school and our lives, I was scared of the responsibilities at first. And then little by little, I realized that I can lead, that I can do my duties even if my education is lacking. Now, I'm more than just a farmer, or a farmer's wife or a housewife, I am a leader. Without the [leadership] seminars, meetings, trust and confidence given to us [by HBI and ICARE], all these would not have been possible."

The school's success also stems from the development of its teachers, like English teacher from Castro Elementary, Mrs. Jovita Rosimo. There was a time when Mrs. Rosimo had very little involvement with the Castro community outside of school. However, following HBI's (and ICARE's) involvement and support to the school, teachers like Mrs. Rosimo have become instruments of change for their community.

United in the goal of wanting to improve Castro Elementary school and give the students a better future, Mrs. Rosimo went on to implement the Tutorial Enrichment classes as well as monitoring the school's performance and attendance of its students. She now actively visits the Castro community at least two to three times a week to talk with her students' parents and see how the students and families are progressing.

Vocational Education

Introducing Mr. Felipe Arzabal: A Story of a Vocational School Teacher

Looking around Mr. Felipe Arzabal's classroom, you would see that pinned to his desk is a quote that says - "Teachers who love teaching, teach children to love learning". Indeed, for the past 23 years, this has been the battle cry and mantra of Mr. Arzabal: the resident Cosmetology Vocational School Teacher of Sudipen, La Union.

Mr. Felipe Arzabal has been one of HBI's long-time resource speakers for livelihood seminars on haircutting, hair culture, nail care, manicure, pedicure, and nail art. He shares "the first time that HBI got into Sudipen, La Union to help our poor students, I was already in my fifth year of teaching. I've never worked with them before and unlike other organizations that got in and out of Sudipen, I had the feeling that HBI will be here for a long time because they are not only interested in dole-outs, they seem to want total sustainable development. And my guess was right for they approached me to be their go-to resource speaker for livelihood training."



Mr. Felipe Arzabal (left) presents a Training Certificate with HBI's Mrs. Letty Magaan to a successful trainee who completed a Cosmetology Course.

For many years, HBI and Mr. Arzabal worked hand-in-hand in providing skills training to Sudipen mothers and out-of-school youths. "I can't remember how many HBI trainees I've had because we have done so many seminars." Based on HBI's records, more than 200 trainees have been taught by Mr. Arzabal ever since HBI first implemented the skills training project in Sudipen. "It means a lot to me," Mr. Arzabal said, "when someone comes up to me and says that I taught her or her child in a HBI training and that she or her child is now working as a hair stylist or a nail artist in Manila or overseas. It melts my heart that I had a hand in making that change in that person."



School & Community Support

Take a look at what's been achieved: Ban Huaipoon Primary School, Thailand.

With a relationship spanning 14 years here is a summary of what ICR implemented for the community in Ban Huaipoon Village partly through ICARE's support.

Extensive construction work took place during which a library, a school hall and a playground were built. Ruined roofs and floors of old wooden classrooms were repaired along with the provision of classroom furniture and equipment to enhance the student environment making it more conducive to learning. As a result, almost all children at Ban Huaipoon completed primary and lower high school education.

Health and hygiene of the children improved through the clean drinking water system and sanitary toilet constructed.

Teachers training improved teaching technics on various subjects such as Thai and English Languages and Computers.

The teachers also taught agriculture skills and fish farming to their pupils. The vegetables and fish produced were used to supply free lunch in school.

And finally a cattle rearing project was also introduced where 10 families were given 2 cows. The families earned additional income on the livestock they produced. This program subsequently expanded to more than 20 families over the years.

As you can see development assistance can make a significant difference, not just to the students directly benefiting from this support, it has far reaching effects to their communities as well.

International Christian Aid Relief Enterprises Limited

Financial Statements
For the year ended 30 June 2014

International Christian Aid Relief Enterprises Limited

Statement of Comprehensive Income
For the year ended 30 June 2014

	Notes	2014 \$	2013 \$
Revenue			
<i>Donations, contributions and gifts</i>			
Monetary	3(a)	386,861	414,429
Non-Monetary		-	-
<i>Bequests and Legacies</i>		36,975	-
<i>Grants</i>		-	-
DFAT	3(b)	28,020	-
Interest on Ausaid Funds		-	-
Other Australian		-	-
Other Overseas		-	-
<i>Interest on bank balances</i>		6,929	8,010
<i>Other Income</i>		-	8,012
Total revenue		458,785	430,451
Expenditure			
<i>International Programs</i>			
Funds to partner organisations	3(a)	226,677	206,270
Program Support Costs	3(d)	42,258	45,826
<i>Community Education</i>	3(d)	24,558	25,543
<i>Fundraising Costs</i>			
Public	3(d)	45,660	38,595
Government, multilateral and private	-	-	-
<i>Accountability and administration</i>	3(d)	116,212	129,193
<i>Non Monetary expenditure</i>		-	-
Total expenditure		455,365	445,427
EXCESS /(SHORTFALL) OF REVENUE OVER EXPENDITURE	4	3,420	(14,976)

“No single appeal, grant or other form of fund raising for a designated purpose generated 10% or more of the organisation’s international aid and development revenue for the financial year”

The statement of comprehensive income is to be read in conjunction with the attached notes.

International Christian Aid Relief Enterprises Limited

Balance Sheet
As at 30 June 2014

	Notes	2014 \$	2013 \$
ASSETS			
Current assets			
Cash and cash equivalents	4	301,323	279,120
Trade and other receivables	5	3,150	3,516
Total current assets		304,473	282,636
Non-current assets			
Plant and equipment	6	2,076	2,564
Intangible assets	6	6,853	26,800
Total non-current assets		8,929	29,364
TOTAL ASSETS		313,402	312,000
LIABILITIES			
Current liabilities			
Trade and other payables	7	74,140	62,570
Provisions for employee entitlements	8	1,633	15,221
Total current liabilities		75,773	77,791
TOTAL LIABILITIES		75,773	77,791
NET ASSETS		237,629	234,209
EQUITY			
• Reserves		234,209	249,185
• Retained earnings		3,420	(14,976)
Total equity		237,629	234,209

The statement of financial position is to be read in conjunction with the attached notes.

International Christian Aid Relief Enterprises Limited

Statement of Changes in Equity
For the year ended 30 June 2014

	Retained Earnings \$	Reserves \$	Others \$	Total \$
Balance as at 1 July, 2013	(14,976)	249,185	-	234,209
Adjustments or changes in equity	-	-	-	-
Other comprehensive income	-	-	-	-
Excess of revenue over expenses	3,420	-	-	3,420
Balance as at 30 June, 2014				237,629

The statement of changes in equity is to be read in conjunction with the attached notes.

International Christian Aid Relief Enterprises Limited

Statement of Cash Flows
For the year ended 30 June 2014

	Notes	2014 \$	2013 \$
Cash flow from operating activities			
Receipts			
Donations, contributions and gifts		386,861	414,429
Bequests and Legacies		36,975	
Grants		28,020	-
Interest on bank balances		6,929	8,009
Other		-	8,012
Payments			
Grants to partner organisations		(210,246)	(220,466)
Suppliers and employees		(226,335)	(238,156)
Net cash (outflow) / inflow from operating activities	4	22,203	(28,172)
Cash flow from investing activities			
Purchase of plant and equipment		-	-
Net cash (outflow) from investing activities		-	-
Net (decrease) increase in cash and cash equivalents		22,203	(28,172)
Add: opening cash and cash equivalents		279,120	307,292
Cash and cash equivalents at end of year	4	301,323	279,120

The statement of cash flows is to be read in conjunction with the attached notes.

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

1. Company organisation

The financial report of the International Christian Aid Relief Enterprises Limited for the year ended 30 June 2014 was authorised for issue in accordance with a resolution of the Directors on 24 November, 2014.

The International Christian Aid Relief Enterprises Limited is an Australian public company limited by guarantee and incorporated in Australia.

The principal activity of the company is to raise funds for the provision of relief and development aid to people in less developed countries.

2. Summary of significant accounting policies

(a) Basis of preparation

The financial report has been prepared in accordance with the historical cost convention.

The financial statement is a general purpose financial report which has been prepared in accordance with the requirements of the *Corporations Act 2001*, and Australian Accounting Standards.

Other mandatory professional reporting requirements such as *The Charitable Fundraising Act 1991* have also been complied with.

(b) Statement of compliance

The financial report complies with Australian Accounting Standards, which include Australian equivalents to International Financial Reporting Standards ('AIFRS'). Compliance with AIFRS does not ensure that the financial report, comprising the financial statements and notes thereto, complies with International Financial Reporting Standards ('IFRS').

(c) Revenue recognition

Revenue is recognised when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Revenues are recognised net of the amounts of goods and services tax (GST) payable to the Australian Taxation Office. The following specific recognition criteria must also be met before revenue is recognised.

- **Revenue from fundraising – donations, contributions and gifts**
Control of a right to receive consideration of the donations, contributions and gifts is attained usually upon receipt of the cash.
- **Investment revenue**
Investment revenue comprises interest on bank balances and is recognised as it accrues.
- **Volunteers' services**
Volunteers' services in kind – volunteers' time provided free of charge to the entity, are not recognised in these financial statements.

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements

For the year ended 30 June 2014

2. Summary of significant accounting policies (cont'd)

(d) Expenditure

All expenditure is accounted for on an accrual basis and is recognised as goods and services are utilised.

(e) Taxation

The company is a public benevolent institution and has received the following tax concessions:

- GST concession
- FBT exemption
- Income tax exemption
- Deductible Gift Recipient Status

(f) Cash and cash equivalents

Cash and cash equivalents in the statement of financial position comprise cash on hand and in banks and short term deposits with an original maturity date of three months or less.

For the purposes of the statement of cash flows, cash and cash equivalents consist of the cash and cash equivalents as defined above.

(g) Trade and other receivables

Trade and other receivables which comprise amounts due from sale of goods and services are recognised and carried at original invoice amount less a provision for any uncollectible debts.

An estimate for doubtful debt is made when collection of the full amount is no longer probable. Bad debts are written off when identified.

(h) Plant and equipment and intangible assets

• Cost and valuation

Plant and equipment comprise office furniture and equipment and a motor vehicle used in the company's business. Plant and equipment are valued at cost, less accumulated depreciation and any accumulated impairment.

Intangible assets comprise computer software used in the company's business. Intangible assets are valued at cost, less accumulated amortisation and any accumulated impairment.

• Depreciation and amortisation

Depreciation and amortisation are calculated by applying a predetermined depreciation rate to the written down cost of the asset. This method (known as the reducing-balance method) results in a decreasing depreciation/amortisation over the useful life of the assets. The rates used are as follows:

Asset class	Depreciation and amortisation rates
Office equipment	20%
Furniture and fittings	15%
Motor vehicle	22.5%
Computer software	20% – 25%

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

2. Summary of significant accounting policies (cont'd)

(i) Trade and other payables

Trade and other payables are carried at cost and represent liabilities for goods and services provided to the company prior to the end of the year that are unpaid.

(j) Provisions

Provision is made for long service leave and annual leave estimated to be payable to employees on the basis of statutory and contractual requirements. Vested entitlements are classified as current liabilities.

Employee entitlements expenses and revenues arising in respect of the following categories:

- Wages and salaries, non-monetary benefits, annual leave, long service leave and other leave entitlements; and
- Other types of employee entitlements are charged against profits on the net basis in their respective categories.

The company contributes to various defined contribution superannuation funds on behalf of its employees. A superannuation contribution of 9.25%* of the employees' salaries and wages is legally enforceable. The company has no obligation to pay further to these plans if the plans do not hold sufficient assets to pay all employee benefits relating to employee service in current and prior periods.

* Superannuation contribution was adjusted during the year as the Superannuation account was overclaimed during 2009 (\$778) and 2010 (\$532).

(k) Comparative figures

Comparatives have been reclassified and repositioned for consistency with current year disclosures. These changes did not have any impact on the result for the year.

(l) Impairments

At each reporting date, assets are reviewed to determine whether there is any indication that an asset is impaired. Where an indication of impairment exists, a formal estimate of the asset's recoverable amount is made, and where the carrying amount of an asset exceeds its recoverable amount the asset is considered impaired and is written down to recoverable amount. An asset's recoverable amount is the higher of its fair value less costs to sell and value in use.

(m) Leases

The determination of whether an arrangement is or contains a lease is based on the substance of the agreement.

Finance Leases

Finance leases, which transfer to the company all risks and benefits incidental to the ownership of the leased item, is capitalised at the inception of the lease at the fair value of the leased asset or, if lower, at the present value of the minimum lease payments. Lease payments are apportioned between the finance charges and the reduction of the finance lease liability.

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

2. Summary of significant accounting policies (cont'd)

(m) Leases (Cont'd)

Finance Leases (cont'd)

Finance charges are recognised as an expense in the statement of comprehensive income.

Capitalised leased assets are depreciated over the lease term.

Operating Leases

If the lessor retains substantially all the risks and benefits of the ownership of the asset, the lease is classified as an operating lease. Operating lease payments are recognised as an expense in the Statement of Comprehensive Income on a straight line basis over the period of the lease.

3. Revenue and Expenses

The entity continues to work closely with partner organisations on projects aimed at providing assistance to children and communities in various countries.

(a) Analysis of donations, contributions and gifts received, fundraising costs and funds paid to partner organisations:

Projects	Year ended 30 June 2014			Year ended 30 June, 2013		
	Donations, contributions and gifts	Fundraising Costs	Funds to partner organisations	Donations, contributions and gifts	Fundraising Costs	Funds to partner organisations
	\$	\$	\$	\$	\$	\$
General	40,390	4,767	-	40,467	3,769	-
ABC	93,295	11,011	60,490	111,073	10,344	65,314
HBI	98,918	11,675	50,426	108,174	10,074	53,048
HMDS	76,945	9,082	29,342	75,253	7,008	34,103
ICR	58,163	6,865	30,492	65,118	6,064	33,725
TMSC	19,148	2,260	48,127	13,943	1,299	11,880
Ashraya	2	-	7,800	401	37	8,200
	386,861	45,660	226,677	414,429	38,595	206,270

Projects' names:

- General Cash donations for general purpose
- ABC ABC Children's Aid (Uganda)
- HBI Haligi ng Bata Inc (Philippines)
- HMDS Help Mission Development Services (Kenya)
- ICR International Care and Relief Foundation (Thailand)
- Ashraya Ashraya (India)
- TMSC Tumaini Miles of Smiles (Kenya)

For further details of fundraising expenses refer to analysis of expenses by activities below (note 3(d)).

(b) Grant – Other Australian

A grant of \$ 28,020 (2013: \$Nil) was received from Department of Foreign Affairs and Trade (DFAT) through Australian High Commission of Kenya for completion of a Polytechnic Project in Kenya).

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

3. Revenue and Expenses (cont'd)

(c) Analysis the expenses by nature:

Expenses	Notes	2014 \$	2013 \$
Staff costs			
Salaries and related expenses		150,302	151,781
Salaries through work cover		-	8,012
		150,302	159,793
Office accommodation			
Office rent		13,156	13,117
Repairs and maintenance		-	98
Cleaning and pest control		-	-
Electricity and water		710	1,193
		13,866	14,408
Professional fees			
Accounting fees		10,368	12,000
Consulting fees		-	3,750
Audit fees	12	1,100	-
		11,468	15,750
Depreciation and amortisation			
Depreciation (Note 6)	6	488	604
Amortisation (Note 6)	6	19,947	7,412
		20,435	8,016
Other expenses			
Advertising and promotion		1,185	2,469
Assets less than \$5,000		88	180
Bank charges		1,626	1,861
Merchant fees		576	3,207
Computer expenses		4,033	2,710
Entertainment expenses		-	-
Fees and permit		3,546	1,644
Fundraising		-	142
Insurance		994	2,349
Insurance – public liability		2,038	1,535
Management fees		2	248
Meeting expenses		610	2,812
Membership fees		765	1,814
Postage, freight and courier		3,685	2,904
Printing and stationery		6,037	8,656
Staff amenities		51	160
Sundry expenses		-	310
Telephone and internet		2,078	2,242
Training and development		975	678
Travel and accommodation		3,888	4,313
Volunteer costs		440	956
		32,617	41,190
Total expenses		228,688	239,157

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

3. Revenue and Expenses (cont'd)

(d) Analysis of expenses by activities:

	Community Education \$	Fundraising Costs \$	Program Support Costs \$	Accountability and administration \$	Total \$
Staff costs					
2014	18,036	19,539	37,576	75,151	150,302
2013	19,175	20,773	39,948	79,897	159,793
Office accommodation					
2014	-	-	-	13,866	13,866
2013	-	-	-	14,408	14,408
Professional fees					
2014	-	-	-	11,468	11,468
2013	-	-	-	15,750	15,750
Depreciation and amortisation					
2014	-	14,961	-	5,475	20,436
2013	-	5,559	-	2,457	8,016
Other expenses					
2014	6,522	11,160	4,682	10,252	32,616
2013	6,367	12,263	3,628	18,932	41,190
2014	24,558	45,660	42,258	116,212	228,688
2013	25,543	38,595	45,826	129,193	239,157

4. Cash and cash equivalents

	2014 \$	2013 \$
(a) Reconciliation of cash		
Cash balance comprises:		
Cash on hand and at bank	135,743	118,739
Cash on deposit	165,580	160,381
Total cash and cash equivalents	301,323	279,120
(b) Reconciliation of the deficit to the net cash outflow from operations		
Cash (outflow) / inflow from operating activities	22,203	(28,171)
Add: / (Less)		
Non-cash items:		
Depreciation and amortisation	(20,435)	(8,016)
Profit on sale of motor vehicle	-	-
Changes in current assets and current liabilities:		
Trade and other receivables – increase / (decrease)	(366)	(2,973)
Trade and other payables and provisions for employee benefits (increase) / decrease	2,018	24,184
Excess (Deficit) for the year	3,420	(14,976)

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

5. Trade and other receivables

	2014 \$	2013 \$
Trade and other receivables	3,150	3,516
Total Trade and other receivables	3,150	3,516

Allowance for doubtful debts

The company has reviewed the trade and other receivables at balance date and determined that an allowance for doubtful debts is not required at balance date. No debts were written off during the year.

6. Plant and equipment and intangible assets

Plant and equipment comprise:

Office equipment and furniture		
At cost	61,032	61,032
Accumulated depreciation	(58,956)	(58,468)
Total plant and equipment	2,076	2,564

Intangible assets comprise:

Computer software		
At cost	53,241	53,241
Accumulated amortisation	(32,258)	(26,440)
Software being obsolete written off	(14,130)	-
At written down value	6,853	26,800

Movements in carrying values:

Plant and equipment

Carrying amount at the beginning of the year	2,564	3,168
Disposals	-	-
Depreciation charge for the year	(488)	(604)
Carrying amount at the end of the year	2,076	2,564

Intangible assets

Carrying amount at the beginning of the year	26,800	34,212
Acquisitions	-	-
Amortisation charge for the year	(5,817)	(7,412)
Written off during the year	(14,130)	-
Carrying amount at the end of the year	6,853	26,800

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

7. Trade and other payables

	2014	2013
	\$	\$
Trade payables	792	4,311
Partner organisations – amounts payable	69,915	53,484
Tax deductions (pay as you go)	3,433	4,772
Total Trade and other payables	74,140	62,567

8. Provisions for employee entitlements

Employee entitlements - current	1,633	15,221
- non current	-	-
Total provisions for employee benefits	1,633	15,221

Annual Leave

As at 1 July	4,675	7,367
Annual leave paid	(14,692)	(14,137)
Accrued during the year	9,391	11,445
As at 30 June	(626)	4,675

Long Service Leave

As at 1 July	6,190	10,570
Long service leave paid	(6,262)	(5,526)
Accrued during the year	72	664
As at 30 June	-	6,190

Superannuation contributions due

Superannuation contributions payable	2,259	4,127
As at 30 June	2,259	4,127

9. Related party disclosures

(a) The following persons were non-executive directors of the company during the year:

Non Executive Directors	Appointment date
Michael Fabian	April 2011
Patricia Biszewski	January 2013
Julian Fewtrell	January 2013
Roland Van Bommel	May 2014
Anila Sadananda	May 2014

The following non-executive directors resigned during the year:

Non Executive Directors	Resignation date
Kate Roth	November 2013

(b) The company has appropriate directors' indemnity insurance.

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

10. Key personnel remuneration

(a) Directors

In accordance with clause 3 of the company's constitution, the directors listed in Note 9(a) did not receive or become entitled to receive any remuneration in their capacity as directors of the company.

11. Financial risk management objectives and policies

The company's financial instruments comprise cash and cash equivalents (cash at bank), trade and other receivables and trade and other payables. The main purpose of these financial instruments is to finance the company's projects and services.

The main risks arising from these financial instruments are liquidity risk, interest rate risk and credit risk. The board of directors have overall responsibility for the management of risks arising from these financial instruments.

(c) Liquidity risk

Liquidity risk is the risk that the company will not be able to fund its obligations as they fall due. The company manages liquidity risk by monitoring forecast cash flows and ensuring that adequate liquid funds are available to meet normal operating expenses.

(b) Interest rate risk

Interest rate risk is the risk that changes in interest rate will affect the company's income. The company's exposure to interest rate risk is limited to cash and short term deposits \$301,323 (2013 - \$279,120) which generated interest of \$6,929 (2013 - \$8,010). All short term deposits held at balance date are due to mature in 1 year or less. Given that the interest earned is not material, a change in interest rate is not likely to have a material impact on the company's income.

(c) Credit risk exposure

Credit risk is the risk of financial loss to the company if a customer or counterparty (bank) to a financial instrument fails to meet its contractual obligations. At balance date the company did not have any material credit risk exposure.

(d) Fair value

All financial assets and liabilities are carried at the amounts that approximate fair value. The fair value approximates the amount invoiced by or invoiced to the company.

12. Auditors' remuneration

	2014	2013
	\$	\$
Amounts received or due and receivable by the auditors for:		
Auditing services	1,100	1,100
Other services	-	-
	1,100	1,100

The audit of the 2013-14 financial statements was performed in October 2014 and accordingly the audit fee of \$1,100 was not accrued.

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

13. Information to be furnished under the *Charitable Fundraising Act 1991*

(a) Details of aggregate gross income and total expenses of fundraising activities

	2014	2013
	\$	\$
Gross proceeds from fundraising activities	451,856	414,429
Less: Total direct expenditure of fundraising activities	45,660	38,595
Net surplus from fundraising activities	406,196	375,834

(b) Statement showing how funds received are applied for charitable purposes

Net surplus from fundraising	406,196	375,834
------------------------------	---------	---------

Application of funds raised:

Expenditure on direct services		
- Grants to partner organisations	226,677	206,270
Total expenditure on direct services		
- Expenditure on other services	183,028	200,561
Total expenditure on all services	409,705	406,831

(Excess) of total expenditure on all services over fundraising	(3,509)	(30,997)
Less:		
Other funds received during the year:		
- Bank interest	6,929	8,010
- Other income	-	8,012
Net excess / (deficit) for the year	3,420	(14,976)

(c) Comparisons of certain monetary figures and percentages

Gross proceeds from fundraising	451,856	414,429
Direct costs of fundraising activities	45,660	38,595
Net surplus from fundraising activities	406,196	375,834

% of direct costs to gross proceeds of fundraising	10%	9%
% of net surplus to gross proceeds of fundraising	90%	91%

Total expenditure on direct services	226,677	206,270
Total expenditure on all services (excluding cost of fundraising)	409,705	410,832

% of direct services costs to total expenditure	55%	50%
---	-----	-----

Total expenditure on direct services (excluding cost of fundraising)	226,677	206,270
Total income received (including surplus from appeals)	413,125	395,856

% of direct services costs to total income received	55%	52%
---	-----	-----

International Christian Aid Relief Enterprises Limited

Notes to and Forming Part of the Financial Statements
For the year ended 30 June 2014

14. Commitments

At balance date the company had no material commitments.

15. Significant events after balance date

Up until the date of this report there have been no significant events after balance date that should be included in this report.

16. Prior years' figures

Prior years' figures have been rearranged for the purpose of comparison.

End of audited financial statements

International Christian Aid Relief Enterprises Limited

Directors' declaration

The directors declare that in their opinion:

- (a) The attached financial statements and notes thereto comply with accounting standards
- (b) The attached financial statements and notes thereto give a true and fair view of the financial position and performance of the company
- (c) The attached financial statements and notes thereto are in accordance with the *Corporations Act 2001* and the Corporations Regulations 2001
- (d) There are reasonable grounds to believe the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the directors made pursuant to s. 295(5) of the *Corporations Act 2001*.

On behalf of the directors

Sydney 

Date: 18 December 2014

Compliance requirements

As an incorporated charity organisation and an aid and development agency, ICARE Australia is required to comply with all of regulatory requirements:

- i) Code of Conduct issued by Australian Council for International Development (ACFID) www.acfid.asn.au
- ii) Accreditation standards of AusAID ensuring that it is a well managed organisation capable of delivering quality development programs.
- iii) Australian Taxation Law and GST requirements as applicable on tax deductible salaries & wages and GST applicable transactions.

Feedback

ICARE Australia believes in transparency and integrity in all of its actions, dealings and transactions. We welcome feedback from all of our counter parties including our partners, donors and public.

The Feedback can be provided directly to the Chairman of our Finance Committee on the email chair@icare.org.au or to the General Manager at gary@icare.org.au or our postal address ICARE, Suite 15, Level 2, 27 Hunter St, Parramatta 2150.

Complaints

The ACFID Code of Conduct contains a comprehensive complaints procedure. If an individual believes that ICARE is in breach of any of the requirements of ACFID Code of Conduct, he / she may lodge a complaint in writing, including his / her name, address and contact number, the basis of his / her complaint and any supporting document with the Code Manager, ACFID – Code of Conduct Committee, C/o ACFID Private Bag 3, Deakin, ACT-2600.

This page is intentionally blank

This page is intentionally blank



Contact

Web	www.icare.org.au
Email	info@icare.org.au
Phone	02 9687 9404
Fax	02 9806 0998
Address/Post	ICARE Australia Suite 15, Level 2 27 Hunter St Parramatta 2150

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF I.C.A.R.E LTD
(LIMITED BY GUARANTEE)
ABN 16 002 516 485**

Report on the Financial Report

I have audited the accompanying financial report of I.C.A.R.E. LTD (Limited by Guarantee) which comprises of the statement of financial position (Balance Sheet) as at 30 June 2014, The statement of comprehensive income, The statement of cash flows for the year then ended and Statement of Changes in Equity and Notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

Directors' Responsibility for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error. In Note 2, the directors also state, in accordance with Accounting Standard AASB 101: Presentation of Financial Statements, that the financial statements comply with International Financial Reporting Standards (IFRS).

Auditor's Responsibility

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

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

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

In conducting my audit, I have complied with the independence requirements of the Corporations Act 2001. I confirm that the independence declaration required by the Corporations Act 2001, which has been given to the directors of the company, would be in the same terms if given to the directors as at the time of this auditor's report.

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF I.C.A.R.E. LTD
(LIMITED BY GUARANTEE)
ABN 32 082 437 670**

Auditor's Opinion

In my opinion:

- (a) the financial report of I.C.A.R.E. LTD (Limited by Guarantee) is in accordance with the Corporations Act 2001, including:
 - (i) giving a true and fair view of the company's financial position as at 30 June 2014 and of its performance for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards and the Corporations Regulations 2001; and
- (b) The financial report also complies with International Financial Reporting Standards as disclosed in Note 1.

Name of Firm: DBS Accountants
Certified Practising Accountants



Name of Principal: _____
Rajeev Kumar Dixit