



FIA

**Fundraising
Institute
Australia**

The Professional Body for Australian Fundraising

Annual Report 2021

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About Fundraising Institute Australia

Fundraising Institute Australia (FIA), an association of professionals, advances philanthropy through encouraging and supporting people and organisations to ethically practice excellence in fundraising.

Since its establishment in 1968, FIA has had a profound impact on increasing professionalism in fundraising. Our purpose is to make the world a better place by advancing professional fundraising through the promotion of standards, professional development pathways and measurable credentials so that our members achieve best practice.

MEMBERSHIP

FIA is the only professional association to exclusively serve the needs and interests of Australia's fundraising professionals. Members of the Institute are individuals and organisations who are engaged substantially in the profession of fundraising. They share a common bond in their commitment to their profession and to the ideals of philanthropy.

FIA continues to take a lead role in the direction and development of fundraising in Australia and has achieved significant outcomes for the sector and for fundraisers individually.

FIA membership acknowledges the commitment of individuals and organisations to demonstrate ethical fundraising practice and reflects their leadership in the not-for-profit sector.

Members are signatory to FIA's Code of Conduct, and therefore uphold the ethical and professional standards of fundraising.

PUBLIC ACKNOWLEDGEMENT OF MEMBERSHIP

FIA encourages members to promote their commitment to professionalism through their association with FIA by publicly displaying these logos.

Membership of FIA demonstrates ethical fundraising practice and signifies professionalism. Displaying the logos are a public demonstration of your commitment to the FIA Code.



**ORGANISATIONAL
MEMBER**



**PROFESSIONAL
MEMBER**

Chair's Report

I am pleased to present FIA's 2021 annual report to members and the broader community. It has been a challenging and somewhat chaotic year for fundraisers.



Our members play a critical role in motivating and engaging the community to support some of the most vital causes in our society – many needed more than ever during this ongoing global pandemic. Yet again, we are inspired both by how fundraisers have been able to bend, adjust and adapt to the times and by the generosity of donors and supporters in Australia.

While fundraisers have succeeded through recessions and environmental disasters before, the coronavirus pandemic continued to bring new challenges through the unpredictability of ongoing lockdowns and social distancing. It is clear that organisations and fundraisers who have embraced change in an agile manner and remained focused on ethical, best-practice fundraising have thrived.

As the peak body for the \$11.8B charitable fundraising sector, FIA has also been affected by lockdowns and restrictions impacting on our usual operations. Despite these challenges, we have continued to provide high-quality and timely service to members. Our advocacy, professional development and opportunities to share knowledge and skills remain the way forward to help fundraisers be their very best and create maximum impact for causes and beneficiaries.

Our high-touch approach to the community and our new membership structure which allows entire fundraising teams of organisational members to access key benefits, has resulted in increased member engagement and growth. Organisational member growth has been dramatic, rising from 285 fundraising organisation members in 2015 to over 600 in 2021. At the same time, our member net promoter score continues to increase for the third consecutive year to +17 – a fantastic result and indicative of the increasing importance that members view their peak professional body.

In 2021, we continued to enhance our work in professional development and identity for fundraisers. We built on our strategy to advance pathways in fundraising including through a new relationship with a tertiary education provider to align our courses and we will formally launch that in 2022 alongside the increased focus on professionalism for the fundraising sector.

Despite the continued slow pace of government reform, we conducted numerous meetings with government officials – both federally and at the state level – so that we continue to be an influencer in shaping the regulatory environment. FIA wrote seven submissions during the year on behalf of members on issues critical to the fundraising and broader charitable sector, some in collaboration with other peak organisations. I thank CEO Katherine Raskob for her increased advocacy to the government this year which has resulted in closer relationships with regulators. She is a respected voice in Canberra and around Australia on these matters.

The self-regulatory FIA Code continues to be the cornerstone of FIA's work and has been operational in its current format for four years. In 2021, we revised the guidance for telephone fundraising and provided new guidance on fundraising and natural disasters. The Code Authority's compliance program continued to provide members with critical information on how they can achieve ethical best-practice and serves as a driver for the FIA education program to continue to meet the needs of fundraisers. Uptake of the FIA Code, demonstrated by the registrations of the FIA Code course continue at pace and ticked over 5,800 total registrations by the fourth quarter of 2021.

While the Code continually guides members towards best-practice outcomes, the FIA Awards for Excellence in Fundraising provide a platform to highlight the sector's good work and the impact

achieved for beneficiaries. After a record-breaking year for the 2021 awards, we have made further refinements, including the introduction of a new technology award. The awards remained free to enter, thanks to the generous sponsorship of Mondial and Precision Fundraising. A huge thanks to our 30+ judges who gave up their time to review submissions and debate their merits!

Our outstanding state committees managed to hold a variety of in-person and online events again this year – depending on the state and various restrictions which continued to challenge their efforts. Like most non-profits FIA rely heavily on volunteers and we are blessed to count more than 200 people who give their time to the organisation and to the sector. They ensure a sustainable future for FIA and help us to achieve our aims. We could not do what we do without their help.

The FIA Board comprises 12 hardworking volunteers, and I thank them all for their counsel in 2021. Two people must be singled out for special mention this year: James Garland FFIA CFRE and Paul Flynn FFIA who complete their terms of service at the AGM in March 2022. Thank you for your invaluable governance and guidance over the years.

I thank the FIA staff who, even in particularly challenging times, deliver excellent service to members. We are grateful to you for your hard work and commitment. It truly makes a difference.

Meredith Dwyer FFIA CFRE GAICD

CHAIR

Fundraising Institute Australia

Chief Executive's Report

We thought that 2020 was challenging – but 2021, though starting with such promise, continued to test FIA and the sector in dramatic ways. Yet, I continue to be amazed by the deep engagement of our members, partners and suppliers, not to mention the generosity of Australians in supporting our members' work in unprecedented times.



FIA took the difficult but necessary decision to hold our annual national conference in a virtual environment given the great uncertainty across all of Australia at the start of the year. Despite the challenges of delivering something as large and awe-inspiring as FIA Conference typically is, the FIA team, with the help of a fantastic conference program committee, delivered an engaging, high-quality experience for 607 delegates. The 2021 theme was Change the way forward, emphasising how fundraising changes the world. We also offered our inaugural Healthcare Philanthropy one-day conference, also delivered online and in partnership with the US Association for Healthcare Philanthropy which attracted 152 attendees from across the country and was a great success.

It seemed that by the second quarter we would be getting back to some normalcy but it wasn't to be; the coronavirus pandemic continued to affect FIA in so many ways including the need to continue to deliver professional development and state-based events online, yet again.

While income from our national conference did not reach the highs of the previous year and the entire professional development program was affected by various lockdowns and enormous uncertainty, the attendees showed their support for and love of our conference and helped us to deliver respectable revenue. With a very tight rein on expenses and some NSW Government assistance our finances have exceeded our roughly break-even budget and delivered a surplus of \$150k this year.

Prior to COVID, we had planned in earnest for one of the most significant changes to the FIA membership structure in years which we launched with great success in June. Under the new structure, the entire fundraising team of FIA organisational members can now access most FIA benefits, bringing even greater value to FIA members. At the same time, professional members who work for an organisational member saw their annual membership fee reduced significantly to ensure those fundraisers who are keen to advance their profession are able to afford membership with the national peak body. This allows FIA to increase its reach and influence and has resulted in more than doubling of organisational members since 2015, and a doubling of total members from 1,109 in 2020 to over 2,700 in 2021.

In May we held our third annual FIA Essential Member Update to provide members with key updates on the sector and the work of FIA. Given the environment, we held the event via Zoom for the entire country and feedback on the information provided including by a panel of experts on the topic of 'the changing fundraising landscape' was excellent.

In regulatory affairs, we are on track to achieve the self-regulatory goals outlined in our strategic plan including increased uptake of the Code – indeed, training is still strong with more than 5,800 code registrations/completions to date.

On the advocacy front, we wrote several submissions including on NSW proposed changes to disaster appeals, on a federal transparency code for disasters, on the proposed ACNC secrecy provisions, on ACNC Governance Standard 3 which gives more powers to the ACNC and with our

colleagues at the Australian Council for International Development (ACFID) on relaxing of visa holder working hours for charities.

Our professional development program continues to go from strength to strength, despite coronavirus wreaking havoc on many aspects including delivery. In 2021 we developed five new short courses along with a new webinar series focused on research in the fundraising context which proved very popular. We also ran webinars on key emerging issues including the impact of Apple's privacy changes and Bitcoin and the future of fundraising. And we partnered with several organisations including the Public Fundraising Regulatory Association (PFRA) and data agency Dataphoria on a privacy and data webinar and launched our inaugural Data Week with partners Database Consultants Australia (DCA), ntegrity and AlphaSys.

The national mentoring program remains very popular, attracting 156 participants (mentors and mentees).

Our work in the area of diversity, equity and inclusion (DEI) continued in 2021 with the larger group of Instigators splitting into two smaller groups – one to advance DEI in the broader fundraising and charitable sector and the other to assist FIA in its goals for internal achievements and tools and guidance for its members. Concurrently FIA developed an interim policy for Board appointments.

Our seven state and territory committees also faced challenges during lockdown but soldiered on admirably. While some states were able to continue face to face events, others had to shift once again to virtual events via Zoom and other online platforms. A positive effect was that the states could broadcast virtual events nationally, allowing state committees to market to a broader audience and with more exposure for speakers and sponsors.

Include a Charity Week, our social change movement, went ahead as planned in September with more than 100 charities involved. There were 84 media placements this year for a record reach of more than 24 million. While we naturally could not hold in-person events, our 2021 program delivered the kind of media exposure that is the stuff of dreams. And to top it off, we launched our first ever Gifts in Wills Conference - a one day, online event for gifts in Wills fundraisers with international and local presenters. I thank our advisory committee who lead the work to encourage more Australians to consider gifts in Wills.

In closing, there are many people to thank for helping us to create a first-class membership organisation. I am grateful to FIA Board Chair Meredith Dwyer FFIA CFRE and the FIA Board of Directors for their invaluable guidance. FIA's work would not be possible without the generosity of Database Consultants Australia (DCA), Precision Fundraising and Marlin Communications, our national sponsors, as well as the many other organisations who support our work. I also thank the 200+ fantastic volunteers who organise FIA events locally or serve on one of our many advisory committees and special interest groups. Finally, a huge thanks to the FIA team; in a very challenging year, their continued and energetic support and passion for their work in service to members is very much appreciated.

Katherine Raskob GAICD

CHIEF EXECUTIVE OFFICER

Fundraising Institute Australia

Honorary Treasurer's Report

It is my pleasure as your Treasurer to present the Financial Report for the year ended 31 December 2021 as audited by K S Black & Co.



SUMMARY OF THE FINANCIAL RESULTS

We thought we were through the worst of the pandemic in 2020 but 2021 has challenged us all in so many ways. The impact of the pandemic has been felt across the country with lockdowns, social distancing and border closures causing disruption in all states and territories.

Given these circumstances, FIA took the difficult decision to hold our much-loved annual conference virtually with the addition of in person state-based hubs. The team had their hands full to pull off an event of the scale and quality to which we are accustomed. Notwithstanding the immense challenges, we successfully delivered a conference that was well attended and highly regarded, providing professional development to hundreds of fundraising professionals. We had scaled back our expectations for revenue given the virtual delivery and a host of unknowns and while revenue was down on expectations the event was a judged a success by attendees.

While the impact of the pandemic on revenue from advertising, state and education programs has also been significant, the work undertaken by the team and the board to reduce costs and add member value combined with government stimulus has resulted in a surplus of \$150k. Again, our committees, tutors, speakers and suppliers pivoted to online delivery where necessary to ensure FIA continued to deliver quality services. The passion shown by our community to continue to provide high-value services to our members and the broader sector, combined with significant cost cutting and some government support has enabled FIA to achieve this surplus.

These results would not be possible without the significant contribution of the network of over 200 extraordinary volunteers who participate on various FIA committees and contribute their time and expertise to deliver programs, networking and educational opportunities across Australia. We could not achieve the levels of engagement without their valued input, advice and commitment.

Operating Environment

In the period 2012-2017, FIA worked to build reserves for future investment in line with the Strategic Plan. The period 2017-2019 saw FIA develop resources including around the FIA Code and staffing to achieve the objectives of the Plan. The FIA Board were keen to return to a balanced budget in the 2020 financial year, and a surplus in 2021.

The impact of the global pandemic on operations forced significant cost cutting and the development of new ways of working to continue to deliver a high level of engagement, training and networking opportunities for our members.

The FIA staff are to be commended in yet again implementing a successful work from home plan with just a few days' notice, and we are hugely grateful to our tutors, presenters, committee members and speakers who went above and beyond to redevelop their plans and provide revised programs online with resulting increases in attendance, to over 9,100 this year.

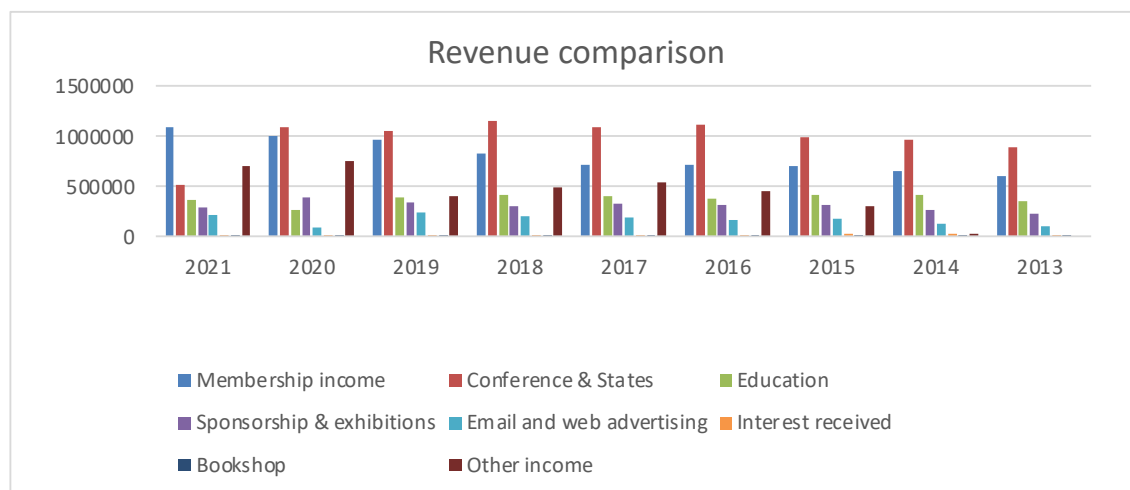
FIA has also been successful in embedding the Code course as a baseline expectation within the fundraising sector with over 5,800 participants to date.

Significantly, this year FIA implemented a restructure to our membership categories and has been working towards the strategic and fiscal outcomes of growing income from membership. This has been achieved with total member numbers at 2,767 at year end with 1,005 voting members while maintaining similar retention levels year on year. This is a significant achievement in such a difficult year and is testament to the high-touch strategy in both member engagement and Code redevelopment.

Income

Income for the year was \$3.1M which represents a decrease of \$500k on 2020 results; a strong result given the current circumstances. While Conference income was lower this year as the result of the virtual nature, the jobs service, advertising and training income has increased. It should be noted that income from contributions to the Include a Charity campaign is only applied against expenses from this campaign which effectively ‘ring fences’ this income.

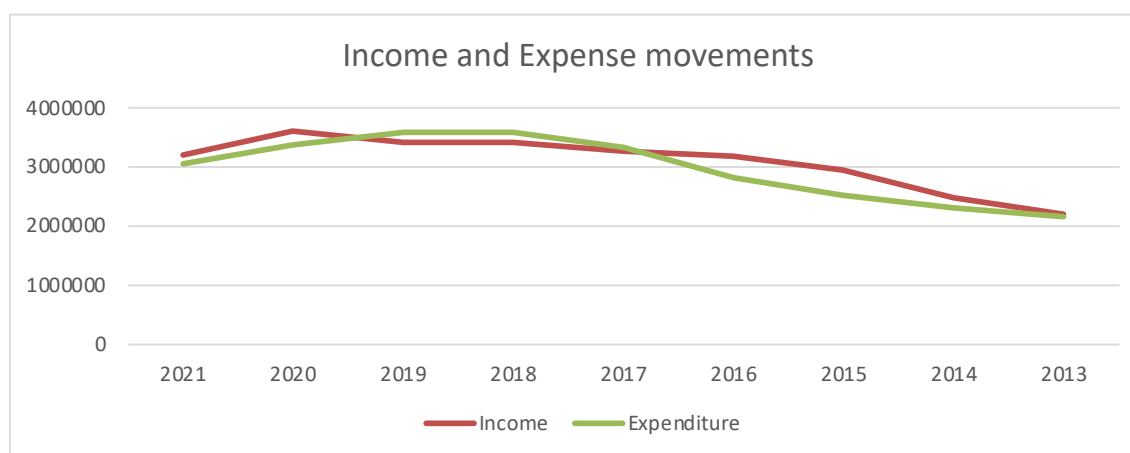
The chart below shows the income contribution from each revenue stream highlighting the weight of each key area of the business.



Expenses

Total expenses for the year were \$3M, \$380k down on last year with a continued focus applied to reducing costs across all functions where possible.

The chart below shows the movement of total income and expenses from 2013 to 2021.



Our Financial Position

The surplus of \$150k achieved this year will build reserves to \$1.075m which will stand us in good stead as we face the ongoing implications of the pandemic on the 2022 operating environment. While the 2021 budget was cast to achieve a balanced budget, the decline in income caused by the global pandemic offset by a significant reduction in expenses and receipt of government stimulus, there has been a net cash inflow of \$624k for the year increasing our cash position to \$2.6m at year end. This is sufficient to meet commitments and future needs.

Finance, Audit and Risk Committee

Thank you to my fellow committee colleagues for their support, guidance and dedication to FIA:

Meredith Dwyer FFIA CFRE
Paul Flynn FFIA
Jim Hungerford MFIA
Joe Shannon B. Comm CA

So much has been achieved by the committee this year, from the support provided to FIA during this challenging year and the development of policy documents governing Financial Reserves, Risk and Cyber Security as well as a risk review matrix and implementing a schedule for board review of all business risks.

The committee is grateful to Directors for their diligence and active participation in the financial stewardship of FIA, and I commend the staff of FIA for their efforts in achieving the outcomes reported here for 2021.

Ben Cox FFIA

HONORARY TREASURER

About the FIA Code

The FIA Code is a voluntary, self-regulatory code of conduct for fundraising in Australia. It does not replace or override any law but aims to raise standards of ethical conduct across the sector by going beyond the requirements of government regulation.

Its content is informed by the International Statement of Ethical Principles in Fundraising. The Code applies to all FIA members and adherence to it is a requirement of membership.

The Code, in its current form, was launched in 2017 following a year-long, comprehensive review into sector sustainability by an FIA-led taskforce. The review resulted in significant reforms to protect people in vulnerable circumstances, reduce the risk of over-communicating with donors and improve governance and supply chain accountability, among other changes. Training in Code compliance by all fundraisers became mandatory in 2018 for FIA members. Monitoring of compliance is conducted through complaints handling and mystery shopping. An independent Code Authority oversees all aspects of Code administration.

ABOUT THE CODE AUTHORITY

The Code Authority proactively monitors fundraising activities of FIA members, ensures that Code complaints and appeals are handled in a prompt, fair and equitable manner, and promotes Code awareness through training. It also has the authority to make recommendations to the FIA Board for improvements to sector self-regulation.

The Authority is independently chaired by former NSW Liberal leader Peter Debnam; members in 2021 are Jennifer Doubell, Executive Director, Peter MacCallum Cancer Foundation; Benjamin Cox, CEO, Gold Coast Hospital Foundation; Christopher Zinn, Donor/Consumer Representative; Ashley Rose, CEO of Mondial Fundraising Communications; Roewen Wishart (CFRE), High-Value and Strategy Director, Xponential, and Karen Shields, Director-Individual Giving, Great Barrier Reef Foundation. Members of the Code Authority are appointed by the FIA Board of Directors for their stature in the fundraising community as well as their ability to adjudicate independently in the interest of upholding the values embodied in the Code.

The Code Authority has a variety of options available in cases where a member has been found in breach, ranging from requiring the member to undertake Code training, make an apology, or conduct other remedial action to ensure the breach does not happen again. In cases of repeated non-compliance, the Authority can recommend to the FIA Board that the member be suspended or expelled from the membership.

The Code Authority members have worked together, in a highly collegiate and reflective manner, to enable FIA to understand the issues within fundraising that need to be addressed. The Code Authority has taken to heart the public's concern about certain aspects of fundraising practice, and collaborated with FIA to develop training, education and resources to assist members and advance its cause for self-regulation to government.

COMPLAINTS HANDLING

As part of its role in administering the Code, the Code Authority reviews complaints to FIA on fundraising issues related to its members. A complaints form is available at fia.org.au for members of the public to lodge a complaint about a fundraising organisation. The FIA Code Authority adjudicates on the complaint and provides advice and guidance on handling the complaint to the satisfaction of the complainant. Complaints provide valuable information to the Code Authority and to FIA with regard to areas or issues for improvement.

In 2021, 10 complaints regarding FIA members were recorded and resolved. That compares to 16 received in the previous year. Two complaints about non-FIA members were also recorded and resolved.

CODE COMPLIANCE MONITORING

As part of its role in administering the Code, the Code Authority commissions third-party monitoring of member compliance. Techniques include mystery shopping in which monitors pose as donors.

In 2021, monitoring has focused on areas of the Code that the Authority believes are most relevant to ensuring that the fundraising profession maintains a high standard and a good public reputation. Monitoring has covered members responses to donors in vulnerable circumstances, management of donor opt outs, donor data privacy, members' compliance in fundraising in response to national disasters, and members' sharing of donor data.

Donations and contacts were made with members through mail, online and by telephone and all subsequent communications with the donor were monitored. The details of all communications were recorded and assessed for compliance with relevant regulations and the Code.

The aim of monitoring is to support members' compliance with the Code. Any breaches noted in the course of monitoring are reported to members with the aim of assisting the member to review and improve their processes to reduce the risk of future non-compliance. FIA also assesses trends and broader concerns identified in monitoring to inform the development of member resources and training in support of Code compliance. Monitoring results have also informed FIA's government engagement and have supported positive regulatory outcomes for members in 2021.

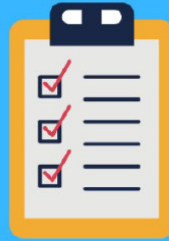
MONITORING ACTIVITY

During 2021, the Code Monitor undertook three new rounds of mystery shopping and continued monitoring issues from seven previous rounds.

Monitoring 2021



224 members included in mystery shop



29 issues noted for review



3166 fundraising interactions

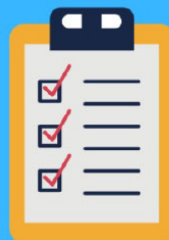


24 related to vulnerable circumstances

Monitoring 2019 to 2021 (inclusive)



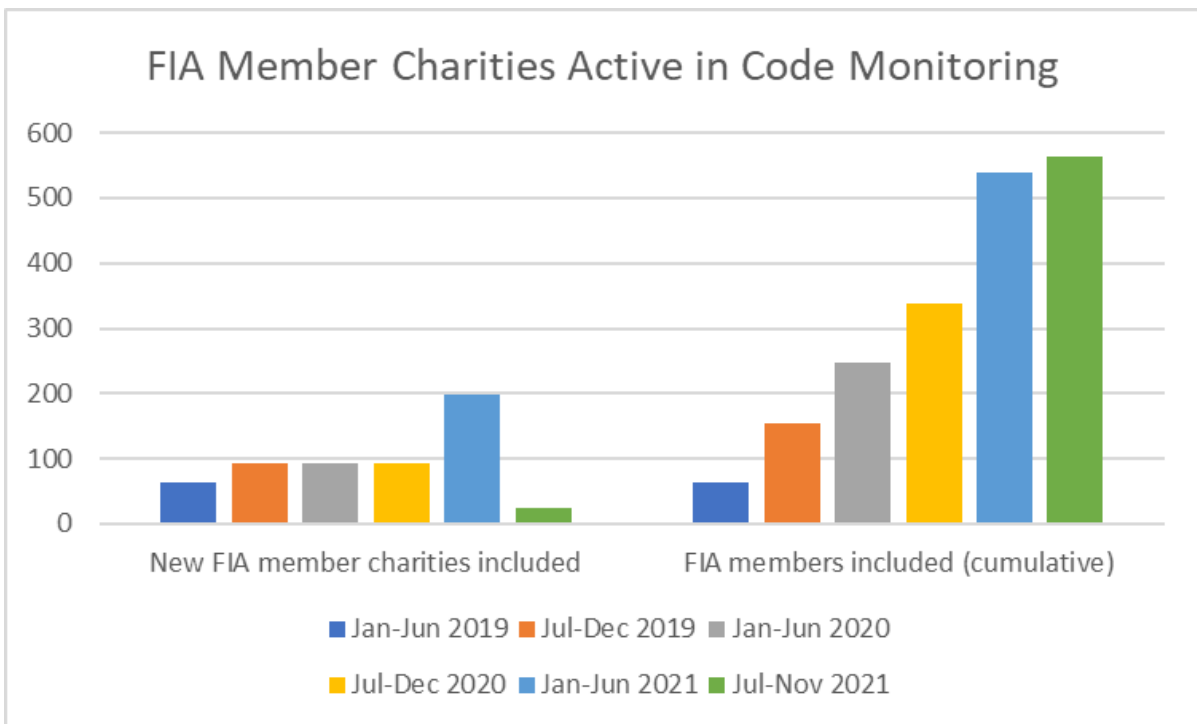
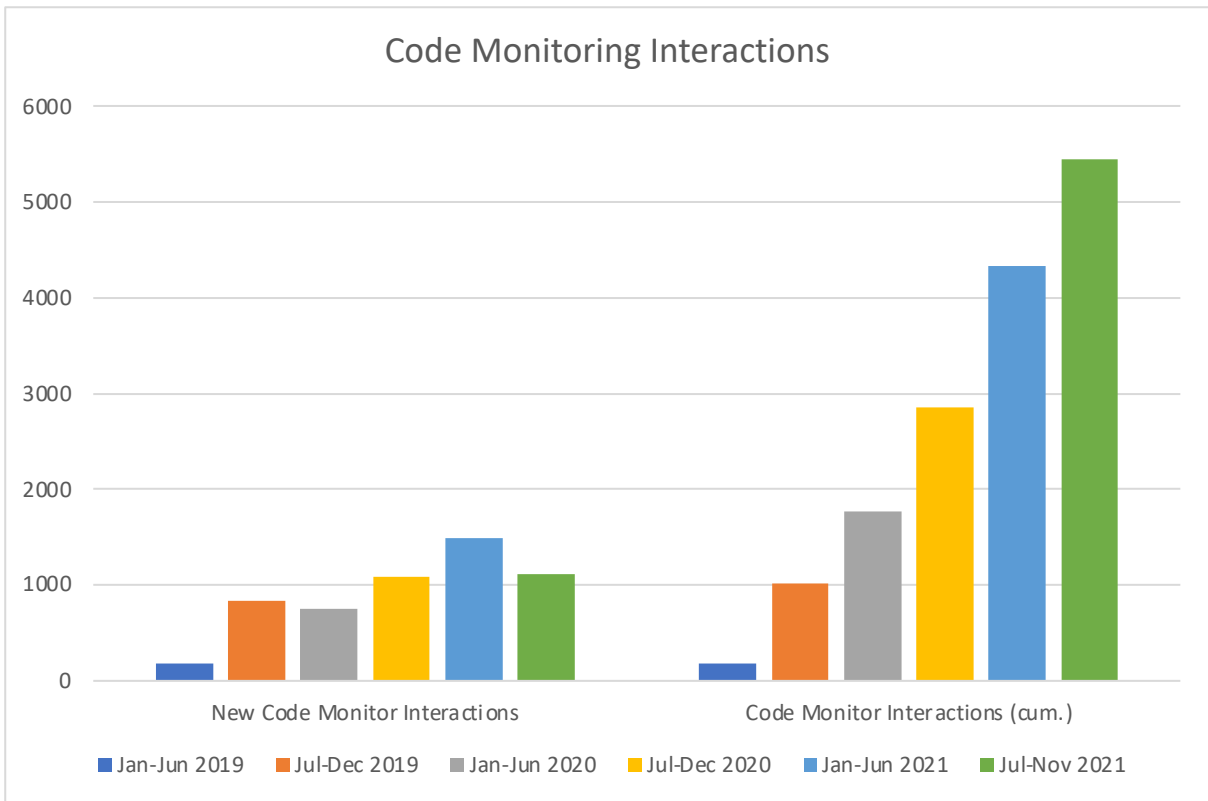
563 members involved in mystery shops



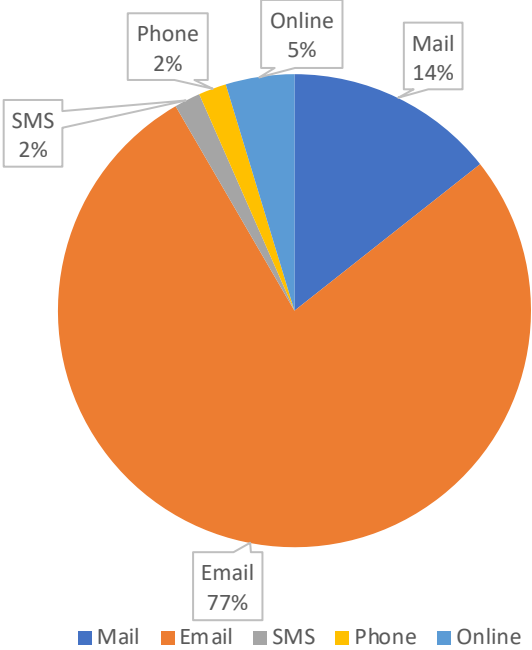
71 issues noted for review



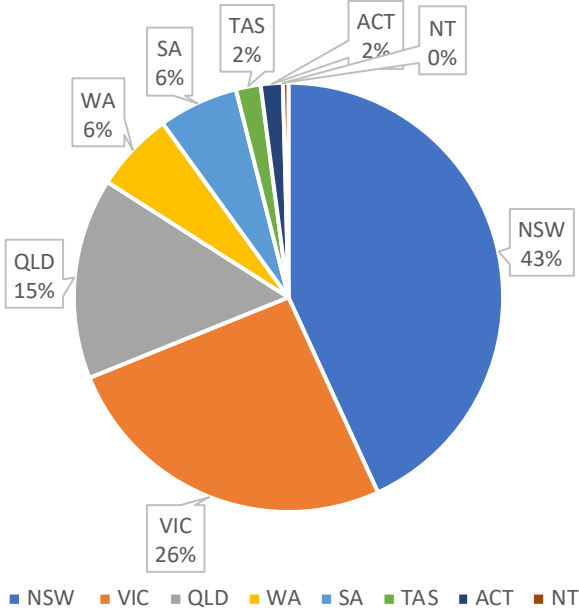
6074 fundraising interactions



Contact Type



% By State



AREAS FOR IMPROVEMENT

The Code Authority in consultation with FIA identified areas for improvement that included:

- Opportunities for members to improve skills in identifying and responding to donors in potentially vulnerable circumstances.
- Processing of donor requests to opt out of communications – especially where a donor was included in multiple email lists.
- An inability to respond to requests from donors to identify where their data has been shared and to prevent future sharing.
- Inconsistencies in compliance with rules around data collection statements, particularly relating to members' requesting personal and sensitive information through donor surveys.

In providing these results the Code Authority and the FIA Board of Directors noted that all members involved in responding to monitoring issues were positive and committed to learning from monitoring and improving their systems and processes.

The number of issues discovered as a proportion of monitoring interactions continues to be very low, with most interactions found to be compliant with the Code.

CODE COMPLIANCE TRAINING REPORT

By end of 2021, more than 5,800 people had registered for the FIA Code course which was an increase of more than 30% on the previous year.

CODE AUTHORITY MEETINGS IN 2021

The Code Authority met five times in 2021. Each meeting included a report from the Code Monitor and updates from the CEO and regulatory affairs manager. Other regular agenda items included updates on Code training, complaints reporting, communications and Code awareness initiatives. Meetings were routinely followed by a 'communique' to FIA members containing a summary of compliance outcomes and other matters.

The Authority oversaw the development of a new practice note and tools to assist members in ensuring Code compliance when fundraising during natural disasters and redevelopment of guidance in the area of telephone fundraising. It also considered guidance in the area of percentage-based compensation or reumuneration for fundraising professionals and suppliers which will be resolved early in 2022.

In response to Code monitoring reports, the Authority provided guidance to the FIA CEO in conducting follow up with members on the findings of mystery shopping. It also dealt with a variety of complaints from the public against members and non-members.

CODE AUTHORITY MEMBERS, APPOINTMENTS AND TERMS

Members of the Code Authority are appointed for a two-year term, with a maximum of two terms or four years. At the end of 2021, Jennifer Doubell and Roewen Wishart completed their terms with thanks from the Code Authority and FIA for their service. To retain continuity, Benjamin Cox's term was extended by the FIA Board of Directors for an additional one year to the end of 2022.

Position	Name	Appointed	Status	Term Number	Term Completes on
Chair	Peter Debnam	2 Dec 20	Current	1	Dec 22
Board representative	Jennifer Doubell	3 Nov 17	Current	2	Nov 21
FIA member representative	Roewen Wishart	3 Nov 17	Current	2	Nov 21
Professional member representative	Benjamin Cox	3 Nov 17	Current	2 + 1	Nov 22
Board appointed member	Christopher Zinn	30 Oct 18	Current	2	Oct 22
Board appointed member	Ashley Rose	30 Nov 19	Current	1	Nov 21
Board appointed member	Karen Shields	1 June 20	Current	1	June 22

2021 SUBMISSIONS

In 2021 FIA made the following submissions in response to calls from Government:

- Pre-Budget 2020-2021
- ACNC Governance Standard 2 (Unlawful Protests)
- NSW Disaster Appeal Conditions
- Transparency Code for Natural Disasters
- ACNC Secrecy Provisions
- Review of Public Ancillary Fund Guidelines
- Letter: to Immigration Minister Alex Hawke with the Australian Council for International Development (ACFID) regarding relaxing of working hours for visa holders in the charity sector.

The changes to the ACNC Regulations on annual reporting thresholds were welcome by FIA, namely an increase in reporting thresholds for small charities from \$250,000 to \$500,000 and larger charities from \$1m to \$3. While the new reporting thresholds did not go as far as recommended under the ACNC Review, they do represent a lessening of the reporting burden on smaller NFPs and charities.

This reduction in compliance costs for smaller organisations will result in charities and NFPs having more resources for their mission.

FIA NEWS

Cutting red tape for small charities

FIA supports the new financial thresholds which have now been agreed



Membership

Membership to FIA signals a commitment to ethical, best-practice fundraising.

FIA supports its members in helping them to achieve their mission. We do this by:

- Developing and maintaining a self-regulatory regime in the FIA Code and consulting with government, influencers and the community to set best practice standards and advance professional fundraising
- Lobbying and advocacy on behalf of the fundraising sector on critical issues including reduction in red tape
- Providing ongoing professional development that improves fundraising skills and practice along with comprehensive resources to support professional fundraising
- Providing forums for the sharing of knowledge and experience

FIA members are signatories to the FIA Code of Conduct and agree to uphold the highest standards of professional and ethical fundraising.

NEW MEMBERSHIP STRUCTURE

In 2021, FIA undertook a significant structural change to membership in order to provide members with greater value for money and to enable all fundraisers within a membership organisation access to the majority of FIA resources. This pathway also assists FIA to grow sector representation and set a path for future growth for all professionally-committed members.

KEY CHANGES

FIA professional members have exclusive use of the member suffix which shows their commitment to professional fundraising and the profession. Professional membership fees were also significantly reduced when the organisation is an FIA organisational member, making membership even more accessible.

In addition, a key change to organisational membership is the inclusion of FIA benefits for the entire fundraising team of an organisational member. That means no matter how many fundraisers are on the team, they will have access to all member communications including critical updates and information, resources and discounts.

OUTCOMES IN 2021

Member feedback has been extremely positive, reflected in renewal rates of 93.35% (up from 84.58% in 2020) for organisations and 71.29% (up from 69.39% in 2020) for individuals. The number of organisational members has increased greatly, now exceeding 620. The number of supplier members has also increased quite dramatically from the previous year, likely stemming from charitable organisations' preference to working with suppliers who are Code compliant.

As at 31 December, FIA had over 2,700 members, compared to 1,052 the previous year.



JOIN NOW

Become a member today.

If you are involved in any aspect of fundraising,
FIA is your professional association.

CELEBRATING DISTINGUISHED SERVICE

FIA promotes excellence in fundraising by recognising the achievements of our members in our drive to be the best we can as fundraising professionals. The contribution of these members to the fundraising profession, and the community at large, is to be admired. Our Constitution celebrates the member journey by acknowledging the distinguished service of FIA members by the election of members to the status of Fellow, Emeritus or Honorary Member.

FELLOWS AS AT 31 DECEMBER 2020

Election as a Fellow is a professional honour that is awarded following intense peer review and careful consideration by the FIA Board of Directors. Fellows are nominated by their peers for their contribution to the profession. Fellows are elected by members at the Annual General Meeting.

Allan Godfrey FFIA	Trudi Mitchell FFIA
Andrew Giles FFIA	Vicki James FFIA
Benjamin Cox FFIA	Paul Tavatgis FFIA
Jennifer Doubell FFIA CFRE	Ginta Orchard FFIA
Meredith Dwyer FFIA CFRE	Rebecca Miller FFIA
Stephen Mally FFIA CFRE	Paige Gibbs FFIA
Marcus Blease FFIA	Ashley Rose FFIA
Barbara Ward FFIA	Jakki Travers FFIA
Christine Roberts FFIA	Francesca Cinelli FFIA CFRE
Gavin Coopey FFIA	Dan Geaves FFIA
Jackie Evans FFIA CFRE	Georgina King FFIA
James Garland FFIA CFRE	Nicola Norris FFIA
Karen Armstrong FFIA CFRE	Ruth Wicks FFIA
Kerin Welford FFIA CFRE	Maurice Henderson FFIA FAHP; CFRE
Leigh Cleave FFIA CFRE	Chris Benaud FFIA CFRE
Tanya Hundloe FFIA CFRE	Peter Dalton FFIA CFRE
Savas (Vic) Zacharias FFIA	Nigel Harris FFIA CFRE
Elizabeth Davis FFIA CFRE	Sharon Hillman FFIA
Bec Stott FFIA	Mark Hindle FFIA FAHP; CFRE
Carl Young FFIA CFRE	Andrew Markwell FFIA CFRE
Nola Wilmot FFIA	Katherine John FFIA
Damian Topp FFIA	Zoe Karkas FFIA
Kerry Cutting FFIA CFRE	Clare MacAdam FFIA CFRE
Paul Flynn FFIA	Evelyn Mason FFIA
Rebecca Hazell FFIA CFRE	Jeremy Maxwell FFIA CFRE
Andrew Sabatino FFIA	Lindsay May FFIA CFRE
Ron Fairchild FFIA CFRE	Leo Orland FFIA CFRE
Ross Anderson FFIA	Lesley Ray FFIA CFRE
Pamela Sutton-Legaud FFIA CFRE	Margaret Scott FFIA CFRE
Jock Beveridge FFIA	Brian Holmes FFIA CFRE
Shanthini Naidoo FFIA CFRE	Judy Ford FFIA CFRE
Bianca Crocker FFIA CFRE	Craige Gravestien FFIA CFRE
Lisa Allan FFIA	Alicia Watson OAM FFIA CFRE
Diane Kargas Bray AM FFIA	Vicki Rasmussen FFIA CFRE
Dyls Bertelsen FFIA	Tracy McNamara FFIA

Jannine Jackson FFIA CFRE
Daniel McDiarmid FFIA CFRE
Roewen Wishart FFIA CFRE
Mark Quigley FFIA
Heiko Plange-Korndoerfer FFIA CFRE

Jo Garner FFIA CFRE
Wendy Scaife FFIA
Vicky Dodds FFIA
Martin Paul FFIA

EMERITUS MEMBERS AS AT 31 DECEMBER 2021

This award is bestowed by the FIA Board of Directors on retired members in recognition of their esteemed membership. Emeritus members are announced at the Annual General Meeting.

Margaret Armstrong FFIA (Emeritus)	Paul Freeman FFIA (Emeritus)
Graeme Bradshaw FFIA (Emeritus) CFRE	Anne Gribbin FFIA (Emeritus) CFRE
Gail Breen FFIA (Emeritus)	Kenneth Harrison FFIA (Emeritus)
Lyn Buckley FFIA (Emeritus)	Margaret Haydon FFIA (Emeritus)
Jennie Cameron MFIA (Emeritus)	Jenny Marchionni MFIA (Emeritus)
Peter Castleton FFIA (Emeritus)	Graham McKern FFIA (Emeritus)
Diane Clark FFIA (Emeritus)	Brian O'Keefe FFIA (Emeritus)
Ray Crompton MFIA (Emeritus)	Dennis O'Reilly FFIA (Emeritus)
Ronald Ellis OAM FFIA (Emeritus)	David Rose FFIA (Emeritus)
Raymond Fewell FFIA (Emeritus)	John Townend FFIA (Emeritus)
Ted Flack FFIA (Emeritus)	Michelle Trevorrow FFIA (Emeritus)
Peter Fletcher FFIA (Emeritus)	Bruno Yvanovich FFIA (Emeritus)

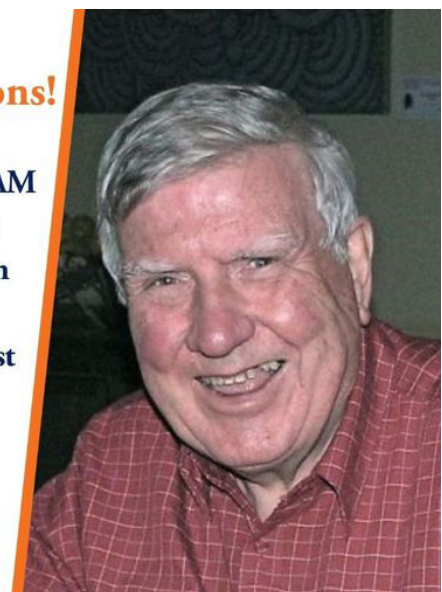
HONORARY MEMBERS AS AT 31 DECEMBER 2021

The FIA Board of Directors may from time to time elect individuals, not otherwise qualified for membership, to honorary membership. This honour is granted to those that have made a notable contribution to the fundraising profession in Australia.

Michael Farrell MFIA (Hon)
Ann Thompson-Haas FAHP MFIA (Hon)
Mary Henderson MFIA (Hon)
Sid Mallory MFIA (Hon)
William McGinly MFIA (Hon)
Michelle Campbell MFIA (Hon)
Andrew Watt MFIA (Hon)
Myles McGregor-Lowndes OAM MFIA (Hon)
Douglas Dillon MFIA (Hon) CFRE
Joe Shannon MFIA (Hon)
Peter Sekulus MFIA (Hon)
Ian Fraser MFIA (Hon)
Philip Warner MFIA (Hon)
Paulette Maehara MFIA (Hon)

Congratulations!

**Everald Compton AM
and FFIA Emeritus
achieves recognition
in 2021
Queen Honours List**



Professional Development

As the leading provider of best-practice fundraising education and training in Australia, FIA strongly believes in the importance of ongoing professional development to enhance an individual's career potential and contribution to the effectiveness of their organisation.

FIA's Education and Professional Development Programs allow participants to advance their skills, consolidate existing knowledge and obtain new information in specialised areas of fundraising. Students can also hone their leadership and management abilities and engage in lifelong learning with quality outcomes that improve their results and drives their career forward. FIA is also a partner organisation with CFRE International, and all our courses offer CFRE CE points towards Certified Fund Raising Executive certification.

This year we again faced the unprecedented challenge of continuing to offer all our educational offerings online in a tutor-led virtual professional development environment in response to the continuing restrictions that COVID-19 imposed upon us all. Our courses were offered in an online delivery mode and we achieved a national reach for all FIA courses offered.

FIA's National Mentoring Program decreased slightly this year with a total of 180 participants – 90 mentees matched with 90 mentors. These numbers are similar to 2019's participation numbers. This slight decrease is attributed to pandemic and lockdown fatigue as well as movement of staff leaving the sector due to pandemic conditions. On a positive note, many of our mentors returned from the 2020's program to give back to their profession again this year. FIA is proud that so many of our committed fundraising professionals are mentoring the future generation of fundraising leaders.

FIA's four core education courses continued to perform well, with many fundraisers taking advantage of online self-paced delivery to upskill during pandemic lockdowns. FIA also continued with half-day short courses at lower price points, and these were well-attended by members.

In other initiatives, FIA partnered with Torrens University Australia (TUA) to provide a recognised pathway from the Diploma of Professional Fundraising into TUA's Graduate Certificate of Applied Management, and together FIA and TUA will continue to collaborate on fundraising career development and learning opportunities for members to continue with their fundraising professional development. This year FIA was invited to work with the European Fundraising Association (EFA) attending the EFA Certification Symposium with 17 other fundraising associations and 4 European universities to discuss fundraising qualifications and contribute to an Advanced Competence Framework in fundraising that will continue to enhance fundraising education and professionalisation of fundraising. FIA looks forward to continuing this collaborative work in 2022.

Another initiative that FIA undertook this year was collaborating with the UK Chartered Institute of Fundraising (CIOF) for knowledge sharing and discussing co-creation projects that will benefit members working across international borders.

FIA continues to make progress with diversity, equity and inclusion working groups, led by a group of 'instigators'. The 2020 working group has formed two separate working groups: one to lead change at a sector level which aims to effect long-term cultural change within the sector and the second group has a more short-term focus leading initiatives for FIA staff and members.

FIA continues to partner with Ducere Global Business School to conduct an academic research projects into emerging and continuing issues in fundraising. This year the collaboration resulted in a research projects researching Fundraising and diversity in Australia and Fundraising in Australian Small Charities: Unique needs, Strengths and Challenges. A white paper on Blockchain and Cryptocurrency in the Charitable Sector, with evaluation tools for members was also released in

early 2021 resulting from the research conducted last year. Members will be able to find the results of these research projects in the FIA member's portal on the FIA website.

FIA continues to enhance its professional development and education program to provide for professional fundraisers at all levels. Entry-level courses are created for fundraisers with limited knowledge of a topic area. Intermediate-level courses are for those with some understanding of a subject area who would like to extend their skills, while advanced-level courses are for those people with significant experience who are keen to take their fundraising practice to the next level.

FIA would like to thank all contributors and tutors who provided their expertise for the 2021 education and professional development program and delivered stimulating and engaging educational experiences online.

FIA would like to make a special acknowledgement of Frank Chamberlain EMFIA who retired from tutoring in the first half of 2021. For over a decade Frank Chamberlain delivered copywriting courses for FIA and wrote FIA's Copywriting Essentials course. In honour of the work that Frank has done for FIA over the years, FIA will offer over the next 3 years the Frank Chamberlain Scholarship in Copywriting.

CORE EDUCATION PROGRAM

These tutors provide training in Fundraising Essentials, Certificate in Professional Fundraising or Diploma in Professional Fundraising.

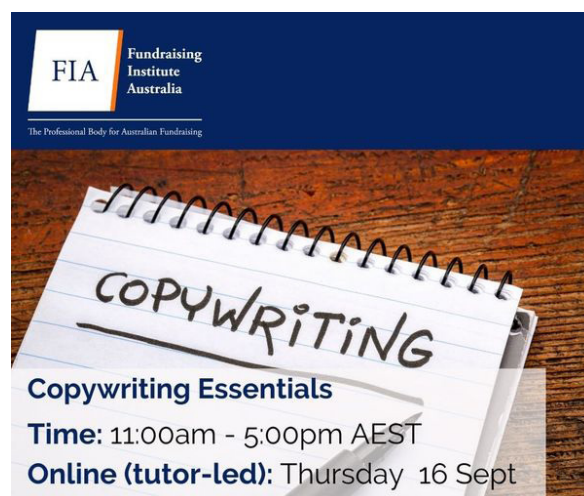
- **Maisa Lopes Gomes EMFIA**
Head of Digital Fundraising
Cerebral Palsy Alliance
Courses: Certificate in Professional Fundraising, Fundraising Essentials
- **Francesca Cinelli FFIA CFRE**
Fundraising Manager
Wesley Mission
Courses: Fundraising Essentials, Navigating the Fundraising Regulatory Environment
- **Bianca Crocker FFIA CFRE**
Founder and CEO, Small Non-Profits Alliance & Director & Community Change Architect, Fish Community Solutions
Courses: Certificate in Professional Fundraising, Fundraising Essentials
- **Leanne Dib EMFIA**
Chief Executive Officer
The Children's Tumour Foundation
Courses: Certificate in Professional Fundraising, Fundraising Essentials
- **Ellaine Hislop EMFIA CFRE**
Fundraising Executive, Surf Life Saving Western Australia
Courses: Certificate in Professional Fundraising
- **Heiko Plange-Korndoerfer FFIA CFRE**
Director Fundraising and Commercial Development, Perth Zoo
Courses: Certificate in Professional Fundraising, Fundraising Essentials



- **Rebecca Miller FFIA**
National Fundraising Manager
Disaster Relief Australia
Courses: Certificate in Professional Fundraising, Fundraising Essentials
- **Angela Motta MFIA**
Marketing Manager, The Royal Brisbane and Women's Hospital Foundation
Courses: Fundraising Essentials
- **Yvette Petersen MFIA**
Associate Director Alumni Relations & Development, Victoria University.
Courses: Fundraising Essentials
- **Margaret Scott FFIA CFRE (Retired)**
Fundraising Consultant and Director, PhD Candidate (QUT)
Margaret Scott & Associates
Course: Diploma in Professional Fundraising
- **Chris Benaud FFIA CFRE**
Development Manager
The Buttery
Course: Diploma in Professional Fundraising

SHORT COURSE PROGRAM

- **Frank Chamberlin EMFIA**
Owner and Copywriter, Action Words
Course: Copywriting Essentials
- **Mary Anne Plummer MFIA**
Creative Director, Exuberance
Course: Copywriting for Impact
- **Mike Zeederberg**
Managing Director, Zuni
Course: Donor Journey Mapping
- **Richard Harris**
Account Director, Certus Solutions Limited
Course: Safeguarding Donor Privacy and Data
- **Karl Tischler MFIA**
Founder and Idealist, Marlin Communications
Course: How to Create Distinctive Materials for your Gift in Wills Program
- **Maisa Lopes Gomes EMFIA**
Head of Digital Fundraising, Cerebral Palsy Alliance
Course: Digital Fundraising for Donor Retention
- **Natalie Khoo**
Founder & Director, Avion
Course: Copywriting Essentials
- **Leigh Cleave FFIA CFRE**
Director, Cleave Consults
Course: Major Giving – developing the people and the program



- **Jonathan Dawson**
Managing Director
Digital Ninjas
Course: Digital Gifts in Wills - How to Grow Your Database of Confirmed Gifts in Wills Donors
- **James Garland FFIA CFRE and Peter Dalton FFIA CFRE**
Directors
Dalton Garland Blanchard
Course: How to Deliver a Successful, Transformational Multi-Million Dollar Fundraising Campaign
- **Mark Anscombe**
Senior Manager Donor Acquisition
World Wildlife Fund
Courses: How to Manage Your Outsourced Fundraising Program, Advanced Strategy to Manage Your Outsourced Fundraising Program
- **Anna Hill**
Head of Mentoring, Hancock Creative
Course: Attracting the Donors of Tomorrow and Taking Them to your Board
- **Tony Nicholls**
Director and Principal Consultant
Good Talent Media
Course: From Zero to Hero – how to get your stories in the media

RESEARCH WEBINARS

- **Anne Connelly, Faculty – Blockchain, Boston University and Jason Shim, Director, Digital Strategy & Transformation, Pathways to Education**
Topic: Bitcoin and the future of fundraising
- **Dr Cassandra Chapman, Researcher, Psychology of Giving, The University of Queensland**
Topic: Patterns of co-giving: Understanding the combinations of charities donors give to and what this implies about donor psychology.
- **Margaret Faulkner, Senior Marketing Scientist**
Ehrenberg-Bass Institute for Marketing Science, University of South Australia
Topic: Double Jeopardy: How knowing predictable patterns can help set strategies in times of uncertainty
- **Kimberly Downes CFRE EMFIA**
Topic: Women's role in influence in Australian philanthropy
- **Susan Pizzati, PhD Candidate**
Centre for Social Impact, Swinburne University of Technology
Topic: The Changing Face of NFP Organisations: Responses to Complexity and Implications for Fundraising
- **Margaret Scott FFIA CFRE (Ret.), PhD Researcher**
Queensland University of Technology
Topic: What does the CEO-Board Chair relationship mean for fundraising practice?

DIVERSITY, EQUITY AND INCLUSION WORKING GROUP

- Alan White MFIA CFRE, Head of Fundraising, Asylum Seeker Resource Centre
- Alexis Wolfe, CEO, Endometriosis Australia
- Brad Watson MFIA, Head of Community Engagement, The Salvation Army
- Christine Campbell, National Marketing and Communications Manager, PIF
- Deena Yousif, Philanthropy Manager, The Smith Family
- Dr Erica Myers-Davis MFIA, Chief Provocateur, Xponential Fundraising
- Gavin Coopey FFIA, Director, More Strategic
- Grainne Tierney MFIA CFRE, Head of Corporate & Community Partnerships, Camp Quality
- Karina Salih, Head of Client Services, Public Outreach Consultancy Australia
- Katherine Graham, Managing Director, Public Outreach Consultancy Australia
- Karen McGrath, Founder, Starling
- Luanne Wishart, Philanthropy Manager QLD, The Smith Family
- Maisa Lopes Gomes EMFIA, Head of Digital Fundraising, Cerebral Palsy Alliance
- Marlous Teh, Corporate Partnerships Manager, Camp Quality
- Rebecca Linigen MFIA, National Manager, FOUR PAWS Australia
- Susan Williams CFRE, Director of Philanthropy, St Vincent's Curran Foundation
- Adam Plunkett, Gifts in Wills Coordinator, RSPCA Victoria

ACADEMIC RESEARCH

FIA partnered with Ducere Global Business School to undertake two research projects were this year. The research projects undertaken were focused on:

- a) Fundraising and diversity in Australia: A framework for understanding and engaging with culturally and linguistically diverse communities.
- b) Fundraising in Australian Small Charities: Unique needs, Strengths and Challenges
 - Bianca Crocker FFIA CFRE
Founder and CEO, Small Non-Profits Alliance & Fish Community Solutions
 - MBA Research Team – Ducere Global Business School
Torrens University Australia

EDUCATION VENUE PARTNERS

Throughout the year our venue partners are vital to the success of our education and professional development program. We would like to extend our warmest thanks for their generous support and contribution to the sector in hosting the delivery of FIA courses.

Our host venues

- Beaumont People, New South Wales
- Guide Dogs SA/NT, South Australia
- Legacy Australia, New South Wales
- Melbourne Legacy, Victoria

- QIMR Berghofer Medical Research Institute, Queensland
- Ronald McDonald House Charities, Western Australia
- Surf Life Saving, Western Australia
- VMCH, Victoria

SCHOLARSHIPS

In 2021, FIA was able to offer scholarships to members through the generous support of BMS Group and Small Non-Profits Alliance.

BMS SCHOLARSHIP

The BMS Scholarship is provided to support the continuing professional development of the future leaders of fundraising. It enables one fundraiser each year to undertake the FIA Diploma in Professional Fundraising. This scholarship is open to current individual members or staff of organisational members of FIA who have a minimum of three years' experience in professional fundraising. The 2021 scholarship recipient **Shenae Holloway**.

SMALL NON-PROFITS ALLIANCE SCHOLARSHIP

The Small Non-Profits Alliance Scholarship was offered again in 2021 for the FIA Fundraising Essentials course. Applicants were required to have less than five years' professional fundraising experience and be part of an organisation with a turnover of less than \$500,000 per year.

This year's scholarship was awarded to **Adam Hedagus**.

THE FIA NATIONAL MENTORING PROGRAM

The opportunity to participate in FIA's National Mentoring Program is a major benefit offered to all FIA members. It is an aspirational program that provides an avenue for professional fundraisers to gain advice, offer support and improve their understanding of the not-for-profit sector.

The mentoring program is for both mentors and mentees, so whether you want to contribute to the sector, or you want to grow your knowledge and skills, the program can help you get where you want to go in your career.



CERTIFIED FUND RAISING EXECUTIVES (CFRE)

The CFRE credential is a professional achievement that sets standards in fundraising and is recognised worldwide. FIA encourages fundraisers to strive for, achieve and maintain this certification which recognises mastery in fundraising practice and commitment to the fundraising profession. Many FIA members have chosen to extend their education and qualifications with this accreditation. FIA would like to acknowledge these individuals for their dedication to their fundraising and non-profit careers.

PARTNERSHIPS AND COLLABORATIONS

- Torrens University Australia
- European Fundraising Association
- Chartered Institute of Fundraising

FIA Conference 2021



The FIA Conference is an integral part of FIA's annual professional development education program and remains the largest gathering of fundraisers in the southern hemisphere. Each year the conference program is designed to ensure that fundraisers get exposure to both core and up-to-date fundraising techniques, disciplines, trends and ideas. It provides an opportunity to examine the present and future direction of the industry and is the peak event of its kind in Australia and the Asia-Pacific region.

In 2021 given the impact of the pandemic, FIA took the decision to hold the 2021 Annual Conference virtually with the addition of in person state-based hubs. The team, with the help of a fantastic conference program committee, delivered an engaging, high quality experience for 607 delegates.

The 2021 theme was Change the way forward, emphasising how fundraising changes the world. We also offered our inaugural Healthcare Philanthropy one day conference, also delivered online and in partnership with the US Association for Healthcare Philanthropy which attracted 152 attendees from across the country and was a great success. A huge thank you to our committee, supporters and speakers who worked on FIA Conference 2021.

FIA CONFERENCE PROGRAM COMMITTEE

We would like to say thank you to the 2021 FIA Conference Program Committee for all their hard work and dedication.

- Chair: Ross Anderson FFIA, Senior Manager, Gifts in Wills, The Lost Dogs' Home
- Martin Paul FFIA, Director, More Growth
- Nicola Long MFIA, Head of DTV Australia & NZ, DTV Group
- James Watkins, Accounts Director, Donor Republic
- Francine Poisson, Philanthropy Manager, Headspace
- Jakki Travers FFIA, Gifts in Wills & Mid Value Program Manager, The Smith Family
- Sean Memery, General Manager, FAD Cheer and Dance
- Luke Edwards, Director, Elevate Fundraising
- Andy Grant, Fundraising Manager, Sacred Heart Mission
- Chantel Plum, Donor Development, Cancer Council QLD
- Alan White MFIA CFRE, Director - Fundraising, Marketing, & Enterprise, Asylum Seeker Resource Centre
- Karen McComiskey, MFIA CFRE, Head of Fundraising and Philanthropy, Brotherhood of St Laurence
- Laura Kazmirowicz EMFIA, Senior Manager, Fundraising & Membership, Royal Life Saving Society WA
- Kari Musick-Sharpe MFIA CFRE, National Manager - Partnerships and Programs, JDRF
- Claire Hughes MFIA CFRE, Fundraising Events Manager, MS Queensland
- Bruce Nean, Digital for Good
- Erica Larke-Ewing MFIA, Director, Marketing & Fundraising, Cancer Council TAS
- Healthcare Philanthropy Day Program: Nigel Harris FFIA CFRE, Founding Partner at Giving Architects and Managing Director at Nigel Harris & Associates

FIA CONFERENCE SUPPORTERS

marlin

 Precision | Fundraising

blackbaud®

 Donor Republic

 MonDial
telephone fundraising

 clarety
COMMUNITY

 NGO
RECRUITMENT

 iMISCloud
by asi

 beaumont
placing people first

engaging
NETWORKS

 fr&c
Fundraising
Research &
Consulting

 giving
architects

HomeMade™

 S
SHORTHAND

 STRATEGIC
GRANTS

givetel
every call counts

 INCLUDE
A CHARITY
Make your mark

 WINDSOR
GROUP

 dca
database consultants australia

F&P
FUNDRAISING & PHILANTHROPY

PRO
AUSTRALIA
BONO

FIA CONFERENCE SPEAKERS

Meg Abdy
Ian Adair
Nadia Aden
Mahza Ahadiwand CFRE
Mide Akerewusi
Paul Andrews
Karen Armstrong FFIA CFRE
Stephanie Baldwin
Ryan Barlow
Natalie Barnett CFRE
Bruce Bartoo CFRE
Stephen Bastow
Melissa Batchelor
Claire Baxter MFIA
Will Beresford
Sophie Bowen
Rachel Bowes
Lea-Anne Bradley
Kerrie Brewer
Robin Cabral CFRE
Steffi Chang MFIA CFRE
Betsy Chapin Taylor
Cassandra Chapman
Kathleen Chell
Mary Anne Chern
Peter Coleman MFIA
David Court
Sarah Dalton
Sharon Dann
Leila Davis
Sarah De Jonge
Alex Dobbing MFIA
Jennifer Doubell OAM FFIA CFRE
Arani Duggan MFIA
Meredith Dwyer FFIA CFRE
Luke Edwards
Rachel English
Alexis Escavy
Ron Fairchild FFIA CFRE
Paul Fleming
Carrie Fletcher
Paul Flynn FFIA
Sally Foley-Lewis
Fleurie Forbes-Martin
Brian Gabrielli
Karen Gair CFRE MAHP
Jo Garner FFIA CFRE
Linda Garnett
Dan Geaves FFIA
Lisa Godfrey
Simon Gregory
Cherie Hansell
Kaitlin Harasym
Richard Harris
Vik Harrison
Katie Hart
Audrey Hii
Eliza Hills
Dominique Hogan-Doran
Ben Holgate MFIA
Jasmine Hooper
Lisa Houlford
Stacey Irving
Lawrence Jackson
John Jeffries
Gary Johns
Janine Kewming
Jason Kimberley
Ruth Knight
David Knowles
Maureen Koegel
Roger Lawson
Marcus Lewis
Sam Lipski
Tim Longfoot
Adam Lubofsky
Bill Maddock
Sophie Maher
Kelley Marchbanks
Elizabeth Marson
Mark McCampbell
Vanessa McCarthy
Karen McComiskey MFIA CFRE
Lauren McDermott
Tracy McNamara FFIA
Fiona McPhee
Laurie McPherson
Helen Merrick MFIA
Chris Mills CFRE
Peter Muffett
Ally Murray
Kari Musick Sharp MFIA CFRE
Erica Myers-Davis MFIA
Shanelle Clapham MFIA
Rochelle Nolan
Barbara O'Reilly
Josh O'Rourke
Martin Paul FFIA
Ligia Peña CFRE
Viviane Toledo Piccinini
Mary Anne Plummer MFIA
Mark Quigley FFIA
Leisa Quinn
Katherine Raskob
Vicki Rasmussen FFIA CFRE
Lesley Ray FFIA CFRE
Anthea Rice MFIA
Christine Robinson
Carrick Robinson
Brooke Rose
Bernard Ross
Jason Ruffell Smith
Tass Schmidt
Laura Scott
Simon Scriver
Krystian Seibert
Jen Shang
Matt Small
Dave Smith
Ashley Southwell
Richard Spencer
Chris Stevenson
June Steward MFIA
Garth Stirling
Nicola Stokes
Jonathan Storey
Marlous Teh
Sara Tetu MFIA
Marnie Thomson MFIA
Luke Toebelmann
Bill Toliver
Anita Toy
Tanja Voss
Kylie Wallace
Julia White
Ruth Wicks FFIA
Rose Young MFIA



PERTH HUB:



NSW HUB:



FIA Awards for Excellence in Fundraising 2021

The Awards for Excellence in Fundraising are a key component of FIA's commitment to champion best practice in fundraising. The Awards recognise the outstanding initiatives and innovative efforts of fundraisers, volunteers and organisations. They celebrate fundraisers' hard work and success across the year, provide an opportunity for acknowledgement by their peers, and promote the role of fundraising in improving our society.

Thank you to our Sponsors of the Awards for Excellence in Fundraising



2021 AWARDS ADVISORY COMMITTEE

- Chair: Ben Cox FFIA, Chief Executive Officer, Gold Coast Hospital Foundation
- Allan Godfrey FFIA, Chief Marketing Officer, Royal Life Saving Society WA
- Lucy Jacka, General Manager Fundraising, Cerebral Palsy Alliance
- Rachel Murphy MFIA, Director Community Fundraising, Heart Foundation
- Sharon Elliott, Chief Executive Officer, Ethiopiaid Australia
- Cassie Magin EMFIA, Senior Manager, Fundraising, Flinders Foundation
- Christine Diamond MFIA CFRE, Major Gifts Development Lead, Vision Australia
- Nadia Lindop OAM, Chief Executive Officer, MJD Foundation

AWARDS INFORMATION

Number of entries for 2021: **173**

Number of organisations entered: **96**

Best Pivot Campaign or Initiative category had a record number of entries of **41**

JUDGES

Number of judges: **44**



JUDGING PANELS

National Panel 1 Judges for Arthur Venn Lifetime Achievement Award, Fundraiser of the Year & Most Outstanding Fundraising Project

- Ben Cox FFIA, Gold Coast Hospital Foundation QLD
- Meredith Dwyer FFIA CFRE, HomeMade QLD
- Katherine Raskob MIM GAICD, Fundraising Institute Australia NSW
- Nadia Lindop MFIA, MJD Foundation NT
- Ron Fairchild FFIA CFRE, Monash Foundation VIC

State Panel 1 Judges for Young Fundraiser of the Year & Volunteer of the Year

- Bec Stott FFIA, Anglicare WA
- Jackie Evans FFIA, NSW
- Nola Wilmot FFIA, The Florey Institute of Neuroscience and Mental Health VIC
- Judith Ford FFIA CFRE, Heart Support Australia ACT
- Jock Beveridge FFIA, Guide Dogs QLD
- Rebecca Cuthill MFIA, University of Tasmania TAS
- Elizabeth Davis FFIA CFRE, Human Foundations SA

State Panel 2 Judges for Fundraising Team of the Year

- Andrew Sabatino FFIA, Donor Republic SA
- Bianca Crocker FFIA CFRE, Fish Community Solutions & Small Profits Alliance VIC
- Ann Ronning, ACT
- Kerry Cutting FFIA CFRE, University of Queensland QLD
- Heiko Plange-Korndoerfer FFIA CFRE, Perth Children's Hospital WA
- Ally Murray, The Wilderness Society TAS

Panel 1 Judges for Best Pivot Campaign or Initiative

- Allan Godfrey FFIA, Royal Life Saving Society WA
- Cameron Glover MFIA, Interplast Australia & New Zealand VIC

- Shannon Fleming CFRE, UNICEF NSW
- Sharon Hillman MFIA, Beyond Blue VIC
- Margaret Scott FFIA CFRE, Margaret Scott & Associates QLD
- Clare MacAdam FFIA CFRE, Baptist Care SA

Panel 2 Judges for Supplier of the Year

- Christine Diamond MFIA, Melbourne City Mission VIC
- Diane Kargas AM FFIA, Diane Kargas Consulting ACT
- Michelle Folder MFIA, Hobart City Mission TAS
- Francesca Cinelli FFIA CFRE NSW

Panel 3 Judges for Most Innovative Campaign

- Lucy Jacka, Cerebral Palsy Alliance NSW
- John Burns, VIC
- Nicci Dent, Heart Research Australia NSW
- Hazel Grunwaldt MFIA, Camp Quality WA

Panel 4 Judges for Best Strategic Partnership

- Rachel Murphy MFIA, Heart Foundation NSW
- Janine Kewming, The Salvation Army VIC
- Lyn-Marie Hegarty, WA
- Aaron Crowther GAICD, St John WA

Panel 5 Judges for Impact Through Events & Best Supporter Experience

- Cassie Magin EMFIA, Flinders Foundation SA
- Jo-Anne Reeves MFIA, Parkinson's NSW
- Ben Holgate MFIA, Multiple Sclerosis VIC
- Vicki James FFIA, Gold Coast Hospital Foundation QLD

Panel 6 Judges for Fundraising Impact Through Creativity & Impact on a Shoestring

- Sharon Elliott, Ethiopiaid Australia VIC
- Lisa Allan FFIA, The Smith Family NSW
- Meaghan Bush, Cancer Council Queensland QLD
- Brad Watson MFIA, The Salvation Army Australia Territory TAS

2021 WINNERS

ORGANISATIONAL AWARDS

MOST INNOVATIVE CAMPAIGN

Bush Heritage Australia

Primed Prospect Conversion by Collaborative Partners Conversr, More Impact, LemonTree and Cornucopia Fundraising

BEST SUPPORTER EXPERIENCE

Harry Perkins Institute of Medical Research

MACA Cancer 200 – Ride for Research

FUNDRAISING IMPACT THROUGH CREATIVITY

Berry Street

'A Sign of Love' – Tax Campaign 2020

IMPACT ON A SHOESTRING

St John's Care

St John's Care Emergency Appeal

BEST STRATEGIC PARTNERSHIP

Brotherhood of St Laurence and ANZ

Financial Wellbeing for All

IMPACT THROUGH EVENTS

MS Research Australia

The May 50K

SUPPLIER TEAM OF THE YEAR

Donor Republic

Parachute Digital

STATE AWARDS

YOUNG FUNDRAISER OF THE YEAR

Luke Toebelmann

VOLUNTEER OF THE YEAR

Christopher Brambleby

FUNDRAISING TEAM OF THE YEAR

Brotherhood of St Laurence

INDIVIDUAL AWARDS

ARTHUR VENN LIFETIME ACHIEVEMENT AWARD

Wendy Scaife FFIA

FUNDRAISER OF THE YEAR

Trudi Mitchell FFIA

PRINCIPAL AWARDS

MOST OUTSTANDING FUNDRAISING PROJECT

Arts Centre Melbourne

Arts Wellbeing Collective COVID-19 Crisis Appeal



Include a Charity



INCLUDE A CHARITY Make your mark

Include a Charity has a vision to change charitable giving forever. Our aim is to encourage and support more people to leave a charitable gift in their Will, increasing the funds invested in the charitable sector and therefore the positive impact on society. Gifts in Wills fundraising is vital owing to the sheer number of financial resources it generates for charities in the long term. The potential growth of Gifts in Wills giving is dramatic.

We are a collaboration of over 100 charities in Australia, covering a broad spectrum of causes in our community. Our annual social change campaign provides knowledge, tools and confidence to help engage donors in a conversation about what they want to pass on to future generations.

In 2021, Include a Charity hosted the inaugural Gifts in Wills Conference. The event was open to Include a Charity members, FIA members and non-members. Riding on the back of the annual campaign it attracted over 300 registrations. The program featured international and domestic keynote speakers, two panel discussions and streams for both new and established programs.

INCLUDE A CHARITY WEEK 2021 – KEY HIGHLIGHTS

- We had a total of 130 media placements with an audience reach of 24,961,540. 100% of the media sentiment was positive.
- Following the launch of the ‘Your Legend’ quiz, we reached 589,391 unique users through our digital campaign and made 2,019,511 impressions. A combined total of 3,528 quizzes were completed through the dedicated microsite and Facebook.
- Channel 7 News featured an interview with FIA CEO Katherine Raskob as well as bequestor stories from four member organisations (a total of seven bequestor case studies were included within the media campaign).
- Based on a post-event survey sent out following the inaugural Include a Charity Gifts in Wills Conference, an average of 98% of delegates rated the overall quality and content of the conference highly.

INCLUDE A CHARITY ADVISORY COMMITTEE 2021

We would like to thank our advisory committee members who provide valuable insight and expertise to assist the running of this campaign.

Jasmine Hooper, Cancer Council NSW (Chair)	Stephen Burfield, Wesley Mission
Ellaine Hislop EMFIA CFRE, Surf Life Saving WA	Marcus Blease FFIA, Donor Republic
Jennifer Maher, KCL Law	Paul Evans, Makinson d’Apice
Rebecca Miller FFIA, Disaster Relief Australia (FIA Board representative)	Hannah Cifuentes, UNICEF
Sam Allen, Oxfam	Michelle Ring, RMHC

FIA Foundation



**Fundraising Institute
Australia Foundation**

Research • Education • Innovation

The FIA Foundation exists primarily to advance and develop the training and education of professional fundraisers. It provides access to professional fundraising resources, facilitates industry research, aides in the development of certification programs for fundraisers, and promotes the contributions of professional fundraisers to our community.

The FIA Foundation was created in 1993, and the trustees are the Chair, Deputy Chair and Secretary of the FIA Board of Directors. Operating as a DGR status fund, the trustees of the Foundation have a clear vision to:

- advance and develop training and education opportunities for fundraisers (including scholarships);
- develop resources; and
- promote research into the fundraising sector.

2021 ACTIVITIES

In May 2020 the committee called a halt to all fundraising activities during the pandemic and redirected the work to a review of and further development of the substantial body of work that had been previously undertaken on the case for support, developing a theory of change to guide the work in refining the case for support and assessing the ongoing suitability of the Foundations governing documents. The operational elements are now aligned with the committee to commence planning activities for 2022.

The committee is continuing to work with QUT to understand the next steps in the development of a fundraising leadership course. The original research work commenced in 2020 to develop an Advanced Fundraising Leadership course. Guided by Professor Wendy Scaife FFIA, of the Australian Centre for Non-Profit & Philanthropy Studies at QUT with a tentative launch date now pushed to 2022.

This work has been funded by FIA Foundation donors, including a generous bequest to the FIA Foundation from Jim Weber FFIA and aims to honour Jim's legacy to help advance the profession and promote excellence in fundraising.

The Foundation Committee is excited for the future prospects of the Foundation given the solid groundwork that has been undertaken.

State Committees

FIA's quality and strength comes from our state and territory committee volunteers. These committees exist to deliver professional development and networking programs within their state, and to provide FIA members with the skills and competencies needed to be effective fundraising professionals. We would like to acknowledge the work done by all at the state/territory level, who have provided yet another outstanding year of service to the fundraising community.

ACT

Helen Falla MFIA
Ann Ronning
Hilde Schneider
Jason Haines
Morgan Ferrier MFIA
Jaclyn Callaghan
Angela Harrison MFIA

NSW

Stephen Mally FFIA CFRE
Maisa Lopes Gomes EMFIA
Leanne Dib EMFIA
Umesh Paramasivam MFIA
Alexandra Dobbing
Tessa Irwin EMFIA CFRE
Cara Morrison MFIA CFRE
Anthea Cohen MFIA
Karl Tischler MFIA
Karen Gair
Charlene Zheng
Liesha Hanekroot MFIA
Nicola Long MFIA

QLD

Christine Anderson EMFIA CFRE
Angela Motta MFIA
Erin McCabe MFIA
Victoria Andrews MFIA CFRE
Sam Jacklin MFIA (Resigned Oct 2020)
Matthew Lang MFIA CFRE
Rowan Foster MFIA CFRE
Vicki James FFIA
Claire Hughes MFIA CFRE
Benjamin Cox FFIA
Daniel Lalor MFIA
Cherie Smith MFIA



FIA ACT LUNCH AND LEARN

BUILDING YOUR MAJOR GIFTS PORTFOLIO

Presented by Robin L. Cabral, MA, CFRE
Top 10 LinkedIn Voices 2019: Philanthropy and Global Development
Top 100 Charity Influencers by Onalytica (2019)

**Tue 4 May
12pm to 1pm
Civium Board Room,
Townshend St, Phillip**



Digital best-practice on acquisition and retention, including guide on KPIs and ROI

**Date: Wednesday 9 June 2021
Time: 7.30am - 9.30am AEST**



FIA Fundraising Institute Australia
The Professional Body for Australian Fundraising

SuperBolt

**Date: Tuesday 8 June 2021
Time: 1.00pm - 5.00pm AEST
Location: Newstead Brewery, Milton QLD**

SA/NT

Julie Calvert
Bonnie Allmond
Tracy McNamara FFIA
Rebecca Miller FFIA
Anthea Rice MFIA
Jena Ellis
Cassie Magin EMFIA
Raquel Dillon MFIA
Maurice Henderson FFIA FAHP CFRE
Alix Katala MFIA
Sarah Davies MFIA

TAS

Rebecca Cuthill MFIA
Michelle Folder MFIA
Major Brad Watson MFIA
Rebecca Townsend MFIA
Cath Adams MFIA
Erica Larke-Ewing MFIA

VIC

Karen McComiskey MFIA CFRE
Antonia Makkar
Francesca Barnett AMFIA
Cory Hall MFIA
Roxy Kavanagh MFIA
Alan White MFIA CFRE
Steffi Chang MFIA CFRE
Jean-Pierre Amour
Libby McMeekin MFIA
Lauren Jenkins MFIA
Hazel Grunwaldt MFIA

WA

Bec Stott FFIA
Vicki Rasmussen FFIA CFRE
Lauren McDermott
Ferdie Fourie MFIA
Andrea Alexander EMFIA
Tori Anderson
Ellaine Hislop EMFIA CFRE
Lisa Miller MFIA
Tanya Hundloe FFIA
Paul Ineson MFIA
Stephen Ellis MFIA
Addy Wetzler



**South Australia:
EOFY Networking Event**

Come celebrate End of Financial Year 2021 with the FIA SA/NT Committee this June. A great opportunity to reflect on the year that was, let's eat, drink and reminisce about how we all got through it!

Date: Thursday 24 June 2021
Time: 5.30pm - 7.30pm ACST
Venue: Duke of Brunswick Hotel, Adelaide SA



FIA Tasmanian Fundraising Forum 2021

Fundraising Forum
Friday 30 April 2021, 8.30am – 5.00pm AEST

Gifts in Wills Masterclass
Thursday 29 April 2021, 1.00pm – 5.00pm AEST

Venue
The Merino Room, The Old Woolstore Apartment Hotel, 1 Macquarie St, Hobart TAS 7000

Event supported by:

Woolstore, Precision Fundraising, Donor Republic, salesforce



**Best Strategic Partnerships
– Unpacking the ingredients
for success**

Throughout this breakfast event, we will unpack partnership case studies with some of the most successful corporate partnerships in the sector in Victoria.

Venue: Lander & Rogers Lawyers, 15/477 Collins St, Melbourne VIC 3000
Time: 9am – 10.30pm
Date: Thursday 15 July 2021



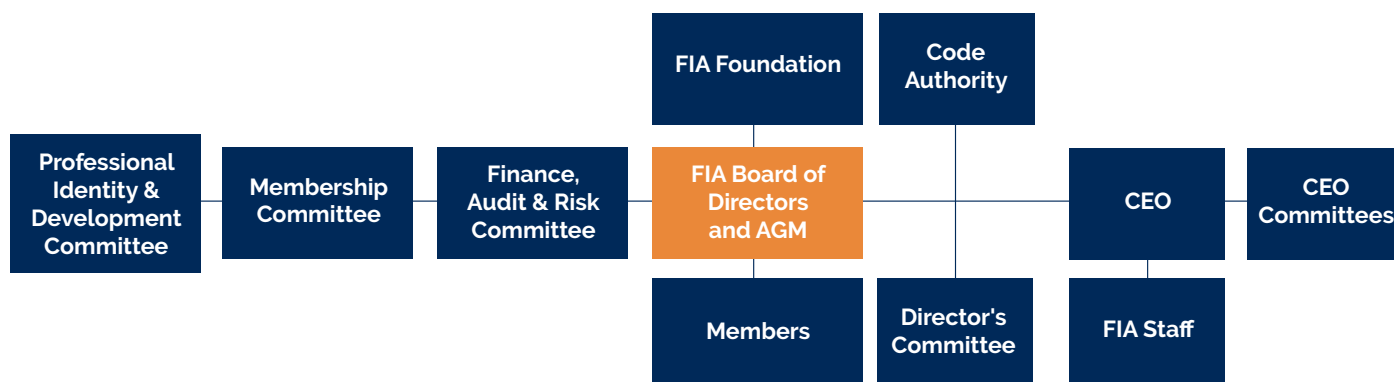
WA Event

**Major gifts in five moves -
Understanding the needs of
a major gift program**

Date: Thursday 22 July 2021
Time: 8.30am to 10.00am AWST
Venue: Vibe Hotel, Subiaco WA

Governance Structure

FIA is committed to achieving and demonstrating the highest standards of corporate governance and conducting our business in a transparent and honest framework.



Board of Directors

The business and affairs of FIA are managed by the Board of Directors. The Board strives to build sustainable value for FIA's members and the fundraising industry and to achieve our mission of advancing philanthropy in partnership with industry and government.

Directors are elected for a two-year term, with the possibility of renewal for a period not exceeding six years. This period allows for the Board to establish continuity of governance, a style of authority and leadership that is compatible with its vision for the organisation and the legal and financial duties and responsibilities of the Board. The manner of their appointment is set out in the Constitution to ensure Directors hold the appropriate range of skills, knowledge and experience necessary to govern.

The Board represents and is accountable for the organisation's operations to members, funding bodies, sponsors and the community.

The Board's responsibilities include, but are not limited to:

- Providing input into and approving management strategies, budgets, programs and policies.
- Assessing performance against strategies to monitor both the performance of management, as well as the continuing suitability of strategies.
- Approving and monitoring significant capital expenditure and significant commitments under agreed programs.
- Ensuring the company operates with an appropriate corporate governance structure.
- Ensuring the company operates in accordance with the Constitution.
- Safeguarding the assets of the Company and Trust.

Directors are required to provide information about their business and other interests to the Board at the time of their appointment and this information is updated at each Board meeting or as required. A policy document provides guidelines on what constitutes a conflict of interest.

Where appropriate, Directors may seek, with the approval of the Chairman, independent professional advice on matters arising during their Board and committee duties.

FIA Board of Directors 2021

The FIA Board of Directors is comprised of members elected from each of the six states and the ACT. Organisational Members receive specific representation from the Organisational Member Director. The Board may also choose to appoint Directors to support specific needs of the organisation.

FIA acknowledges the hard work and dedication of those members who served as FIA Directors in 2021.



CHAIR

Meredith Dwyer FFIA CFRE GAICD

Director, Homemade Digital

Appointed Director March 2018; Appointed Chair 2020; QLD Presenter 2010 - present; NSW Presenter 2015, 2016, 2017; WA Presenter 2016, 2018; SA Presenter 2017, 2018; FIA QLD 2010, Chair 2017 - present; Conference Committee 2012, 2016; Conference Speaker 2016, 2017; Awards Judge 2015 – present.



VICE CHAIR

Paul Flynn FFIA MAICD

Chief Executive Officer, The Hospital Research Foundation

Appointed Director April 2016; Member Finance, Audit & Risk Committee 2017; FIA SA/NT 2016, 2017.



BOARD MEMBER

James Garland FFIA CFRE

Director, Dalton Garland Blanchard

Chair 2018-2019, Appointed Director March 2016; Chair Nominations Committee; Awards Judge 2016; VIC Presenter 2014; Conference Committee 2014, 2015; Conference Speaker 2015, 2016.



DIRECTOR (WESTERN AUSTRALIA)

Vicki Rasmussen FFIA CFRE

Executive Director, Charlies Foundation for Research; Appointed Director, February 2019.

Chair of Fellows and Emeritus Nominations Committee; Chair FIA Foundation Committee; Member FIA WA Committee 2018 to present; FIA Conference Speaker 2019; Arthur Venn Fundraiser of the Year 2017; FIA Conference Program Chair 2016



DIRECTOR (VICTORIA)

Alan White MFIA CFRE

Director – Fundraising & Marketing, Asylum Seeker Resource Centre; Appointed Director, February 2020, Co-opted March 2019; Member Membership Committee; FIA Conference Speaker 2019; FIA Victoria Committee 2018-2020; National Young Fundraiser of the Year 2019



DIRECTOR (NEW SOUTH WALES)

Stephen Mally FFIA CFRE

Director, FundraisingForce

Appointed Director March 2018; Member Membership Committee; FIA NSW Committee 2011, 2014 – present; QLD Presenter 2016; Mentor 2014 – present; FIA Webinar Chair 2016 – 2018; Conference Committee 2013, 2015 – present; Conference Speaker 2013 – 2015; Awards Judge 2015 - 2017.



DIRECTOR (TASMANIA)

Michelle Folder MFIA

Partnership Manager, Hobart City Mission

Appointed Director March 2018; FIA TAS 2015 – Present; Member Professional Development and Identity Committee 2019 to present.



DIRECTOR (QUEENSLAND)

Ben Cox FFIA

CEO, Gold Coast Hospital Foundation

Appointed Director February 2020, 2012-2017; Chair Finance, Audit and Risk Committee;

Professional Development and Identity Committee 2020;

FIA QLD 2019-2020, 2014-2017, 2012-2013, QLD Chair 2014-2015

Awards Judge 2014-2015; Code Authority 2017-present.



BOARD APPOINTED DIRECTOR

Dr. Jim Hungerford MFIA GAICD

Chief Executive Officer, The Shepherd Centre

Member Finance, Audit & Risk Committee

Appointed Director March 2018; Awards Judge 2015.



BOARD APPOINTED DIRECTOR

Shanthini Naidoo FFIA CFRE GAICD

Chief Executive Officer, St Vincent’s Curran Fundraising

Appointed Director March 2021; Code Authority 2021



DIRECTOR (SOUTH AUSTRALIA/NORTHERN TERRITORY)

Rebecca Miller FFIA

Appointed Director March 2021; FIA SA/NT Committee 2016 to present;

Member Professional Development & Identity Committee 2021

Member Include A Charity Advisory Committee 2021



ORGANISATIONAL MEMBER DIRECTOR

Lisa Allan FFIA

Head of Marketing The Smith Family

Appointed Director March 2021; Awards judge 2016, 2021; Conference Committee 2017, 2018;

Member Professional Development & Identity Committee 2021.



BOARD APPOINTED DIRECTOR

Daniel Lalor MFIA

Executive GM Supporter Impact, MS Queensland

Appointed Director March 2021; FIA QLD Committee 2016, 2019 to present;

Member Professional Development & Identity Committee 2021.

CONSTITUTIONAL AND DIRECTORS COMMITTEES

FIA recognises the valuable contribution of the members of the Constitutional and Directors Committees who assist the Board in ensuring a sustainable future for FIA.

FINANCE, AUDIT AND RISK COMMITTEE

Chair: Ben Cox FFIA
Meredith Dwyer FFIA CFRE
Paul Flynn FFIA
Jim Hungerford MFIA
Joe Shannon C.A. MFIA(Hon)

MEMBERSHIP

Chair: Stephen Mally FFIA CFRE
Allan Godfrey FFIA
Lisa Miller MFIA
Rebecca Passlow MFIA
Alan White MFIA CFRE

PROFESSIONAL DEVELOPMENT AND IDENTITY

Chair: Daniel Lalor MFIA
Michelle Folder MFIA
Rebecca Miller FFIA
Lisa Allan FFIA
Steffi Chang MFIA CFRE

NOMINATIONS COMMITTEE

Chair: James Garland FFIA CFRE
Paul Flynn FFIA
Nigel Harris FFIA CFRE
Vicki Rasmussen FFIA CFRE
Jo Garner FFIA CFRE

FELLOWS NOMINATIONS COMMITTEE

Chair: Vicki Rasmussen FFIA CFRE
Andrew Sabatino FFIA
Bianca Crocker FFIA CFRE
Rebecca Hazell FFIA CFRE

FIA FOUNDATION

Chair: Vicki Rasmussen FFIA CFRE
Christine Anderson EMFIA CFRE
Peter Dalton FFIA CFRE
Tanya Hundloe FFIA CFRE

TO OUR VOLUNTEERS, SPONSORS AND CONTRIBUTORS TO THE SECTOR, THANK YOU.

FIA works with numerous individuals within the non-profit sector, many of whom donate their time to assist with our various professional development events and projects. Capacities where FIA volunteer members contribute include:

- Constitutional and Directors Committees
- CEO Committees
- State and Territory Committees
- Include a Charity Advisory Committee
- Presenters and tutors at education and training events
- Awards judges

The FIA Board of Directors and staff would like to take this opportunity to thank all our supporters and volunteers for their contribution to fundraising and the work of FIA.

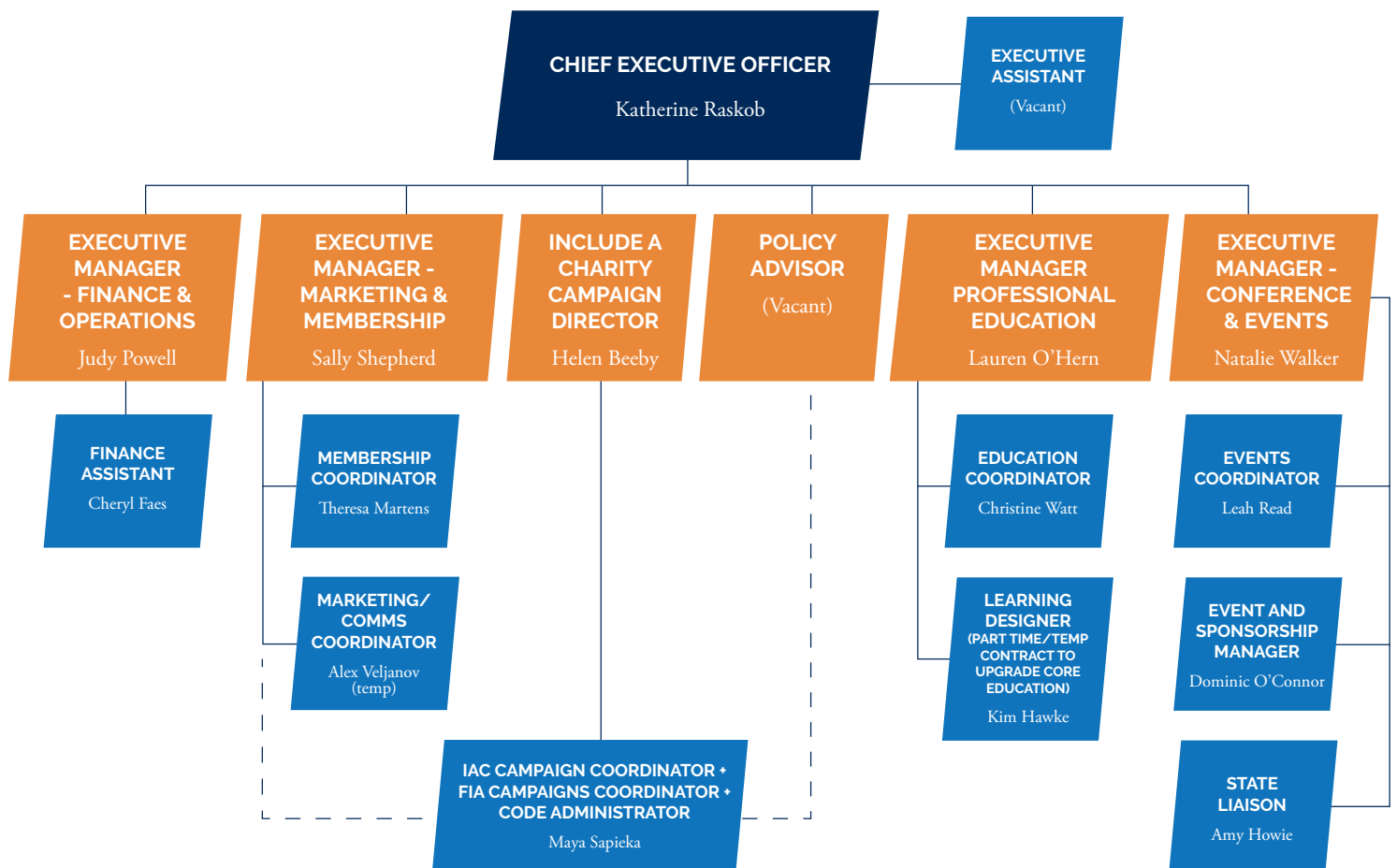
Secretariat

The day-to-day operations of FIA are managed by a dedicated team of staff.

OUR SERVICE CHARTER

- We will be responsive and efficient in all aspects of our work
- We will address expeditiously and respectfully the needs of members, volunteers, partners and clients, government, business and the public
- We will provide professionally managed services, evaluate their delivery and act to improve our performance

MEET THE TEAM



Financial Report

for the Year Ended 31 December 2021

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME for the Year Ended 31 December 2021

	Note	2021 \$	2020 \$
Revenue	2	3,194,900	3,607,814
Administration expenses		(123,682)	(58,669)
Conference, workshop and campaign expenses		(1,011,152)	(1,410,172)
Occupancy expenses		(174,168)	(169,133)
Employee benefits expense		(1,728,564)	(1,686,330)
Depreciation and amortisation	3	(7,124)	(56,718)
		<hr/>	<hr/>
		(3,044,690)	(3,381,022)
		<hr/>	<hr/>
Net Surplus/(Deficit)		150,210	226,792

STATEMENT OF FINANCIAL POSITION

as at 31 December 2021

	Note	2021 \$	2020 \$
ASSETS			
Current Assets			
Cash and cash equivalents	6	2,608,817	1,984,876
Receivables	7	296,900	211,727
Other assets	8	3,800	3,800
Total current assets		2,909,517	2,200,403
Non-current assets			
Software, plant and equipment	9	8,149	12,767
Rebrand and Development costs	17	-	-
Right to use assets	18	193,574	303,948
Total non-current assets		201,723	316,715
TOTAL ASSETS		3,111,240	2,517,118
LIABILITIES			
Current liabilities			
Payables	10	283,304	146,476
Provisions	12	44,397	55,881
Deferred income	11	1,420,709	1,001,574
Funds held on trust		53,747	49,505
Lease liabilities	18	123,330	123,330
Total current liabilities		1,925,487	1,376,766
Non-current liabilities			
Provisions	12	40,371	34,806
Lease liabilities	18	70,244	180,618
Total non-current liabilities		110,615	215,424
TOTAL LIABILITIES		2,036,102	1,592,190
NET ASSETS		1,075,138	924,928
EQUITY			
Accumulated funds		1,075,138	924,928
TOTAL EQUITY		1,075,138	924,928

STATEMENT OF CHANGES IN EQUITY

for the Year Ended 31 December 2021

2020	Accumulated Funds	Total
	\$	\$
Balance at 1 January 2020	698,136	698,136
Surplus for the year	226,792	226,792
Balance at 31 December 2020	924,928	924,928

2021	Accumulated Funds	Total
	\$	\$
Balance at 1 January 2021	924,928	924,928
Surplus/(Deficit) for the year	150,210	150,210
Balance at 31 December 2020	1,075,138	1,075,138

STATEMENT OF CASH FLOWS

for the Year Ended 31 December 2021

	Note	2021	2020
		\$	\$
Cash from operating activities:			
Receipts from members and customers		3,490,538	3,919,756
Payments to suppliers and employees		(2,710,249)	(3,988,579)
Interest received		1,276	1,393
Lease payments		(155,118)	(149,291)
Net cash provided by/ (used by) operating activities	14	626,447	(216,721)
Cash flow from investing activities:			
Payment for non-current assets		(2,506)	(13,122)
Net cash (used in)/provided by investing activities		(2,506)	(13,122)
Net increase/(decrease) in cash and cash equivalents held		623,941	(229,843)
Cash and cash equivalents at beginning of financial year		1,984,876	2,214,719
Cash and cash equivalents at end of financial year	6	2,608,817	1,984,876

Level 6
350 Kent Street
SYDNEY NSW 2000

75 Lyons Road
DRUMMOYNE NSW 2047

K.S. Black & Co.

ABN 48 117 620 558

20 Grose Street
North Parramatta NSW 2151

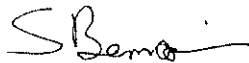
PO Box 2210
North Parramatta NSW 1750

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS
ACT 2001 TO THE DIRECTORS OF FUNDRAISING INSTITUTE AUSTRALIA**

I declare that, to the best of my knowledge and belief, during the year ended 31 December 2021 there has been:

- i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profit Commission Act 2012 (ACNC Act)* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

KS Black & Co
Chartered Accountants



Scott Bennison
Partner

Dated in Sydney on this 28th day of January 2022

Phone 02 8839 3000
Fax 02 8839 3055



Liability limited by a
scheme approved
under Professional
Standards Legislation


CHARTERED ACCOUNTANTS
AUSTRALIA • NEW ZEALAND

Level 6
350 Kent Street
SYDNEY NSW 2000

75 Lyons Road
DRUMMOYNE NSW 2047

K.S. Black & Co.

ABN 48 117 620 556

20 Grose Street
North Parramatta NSW 2151

PO Box 2210
North Parramatta NSW 1750

INDEPENDENT AUDITOR'S REPORT

To the Members of Fundraising Institute Australia

Opinion

We have audited the accompanying financial report of Fundraising Institute Australia, which comprises the Statements of financial position as at 31 December 2021, the statements of profit or loss and other comprehensive income, the statements of changes in equity and the statements of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the responsible entities' declaration of the company.

In our opinion, the accompanying financial report of the company is in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

- i) giving a true and fair view of the Company's financial position as at 31 December 2021 and of its financial performance for the year then ended; and
- ii) complying with Australian Accounting Standards and the financial reporting requirements of the Australian Charities and Not-for-profits Commission Regulation 2013.

Basis of opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the 'Auditor's responsibilities for the audit of the financial report' section of our report. We are independent of the Company in accordance with the auditor independence requirements of the Act and the ethical requirements of the Accounting Professional and Ethical Standards Board APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

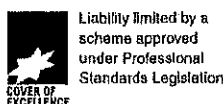
We confirm that the independence declaration required by the Act, which has been given to the responsible entities of the Company, would be in the same terms if given to the responsible entities as at the time of this auditor's report.

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

Other information

The responsible entities are responsible for the other information. The other information comprises the information in the Company's annual report for the year ended 31 December 2021, but does not include the financial report and the auditor's report thereon.

Phone 02 8839 3000
Fax 02 8839 3055



Our opinion on the financial report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard.

Responsible Entities' responsibility for the financial report

The responsible entities are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the Act and for such internal controls as the responsible entities determine is necessary to enable the presentation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the Company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibility for the audit of the financial report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our representation of our responsibilities for the audit of the financial report is located at The Australian Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

KS Black & Co
Chartered Accountants



Scott Bennison
Partner
Dated: 28/11/2022
Sydney

The logo for the Fundraising Institute Australia (FIA) consists of the letters 'FIA' in a white, serif font, set against a dark blue rectangular background with a thin orange vertical stripe on the right side.

**Fundraising
Institute
Australia**

The Professional Body for Australian Fundraising

FIA would like to thank and
acknowledge the continued
support of our national partners:



marlin

Prepared by Fundraising Institute Australia

31 December 2021

PO Box 642 Chatswood NSW 2057

P: 1300 889 670

W: www.fia.org.au

ABN: 51 943 541 450

ACN: 088 146 801