



alola ANNUAL REPORT 2009

## EQUALITY, FAIRNESS, PARTICIPATION AND RESPECT

Fundasaun Alola is a not for profit non government organization operating in Timor Leste to improve the lives of women and children. Founded in 2001 by the then First Lady, Ms Kirsty Sword Gusmao, the organisation seeks to nurture women leaders and advocate for the rights of women. Fundasaun Alola was originally created to raise awareness of the widespread sexual violence against women and girls in Timor-Leste during the militia attacks of September 1999. Though this is still a key issue for Fundasaun Alola, today we also provide a wide range of vitally important support programs for the women and children of Timor-Leste.

### OUR MISSION

Promote women's rights and increase women's leadership capacity  
Improve health status of women and children  
Increase access and quality of education for women and children  
Strengthen women's small enterprise at grassroots level



FETO FORTE NASAUN FORTE STRONG WOMEN STRONG NATION

## CHAIRWOMAN'S STATEMENT

Against the backdrop of political peace and a climate of hope and optimism, the Fundasaun Alola has continued to make significant progress in the attainment of some of its key objectives, including the nationalization of the organisation's senior management. In October 2009, Teresa (Alita) Verdial, one of the Fundasaun Alola's longest serving and most dedicated Program Managers, assumed the role of Chief Executive Officer and I and the Board look forward to working with Alita to ensure that the foundation continues to respond to the changing priority needs and concerns of this nation's women and children and to strengthen management systems as the backbone of our work. Alita is to be congratulated for having initiated and led an important strategic planning workshop for the organization in November 2009, a process which, amongst other things, defined the values of Fairness, Equality, Participation and Respect as the core, over-arching principles of Fundasaun Alola in all fields of its work. I congratulate and thank, too, the Managers of the Advocacy, Maternal and Child Health, Economic Empowerment and Education programs, for their support of Alita and the Board in these times of change and transition for our organization.

I am proud to have inaugurated the UNESCO National Commission for Timor-Leste in Dili in April 2009, and to have enjoyed, in my capacity as Chairwoman of the National Commission, the active support of the education team of Alola in the organization of a Tetum Book Fair which coincided with the launch event. The Fair, attended by President José Ramos-Horta and senior government officials, attracted the interest and enthusiastic participation of school children from across the country and highlighted the need for Fundasaun Alola to continue to contribute to the growing body of children's literature and learning materials in our national and co-official language, Tetum.

With the ongoing support and friendship of our partners and donors, old and new, we will continue to stand strong in the defence of our mandate to contribute to a life of dignity, prosperity and true independence for the women and children of our young nation.



Kirsty Sword Gusmão



## CEO REPORT

The first half of 2009 was a period of consolidation of many of the developments of the previous year. The plans for new programs in Education, focusing on literacy and girls retention in school were brought to the forefront early in the year with the launch of Fundasaun Alola's first children's book publication: *Whoever You Are* by Mem Fox, translated into Tetum as *Se Deit Mak O*. The book launch in January 2009 represented the start of a very successful year in developing and publishing books and materials for schools, and a very successful partnership with the Ministry of Education has resulted, with all of Fundasaun Alola's publications now being placed in classrooms throughout the country. The support from ConocoPhillips for this endeavour has been consistent and generous, and technical and design support has been forthcoming from many quarters.

Hand in hand with the production of materials has been the even more important development of Fundasaun Alola training capacity. Commencing with the training of pre-primary teachers (a partnership endeavour with UNICEF), Alola has gone on to develop further teacher training capacity and to continue our support to the pre-primary and primary teachers around the country. Our education training team grew in strength and skill throughout the year under the leadership, initially, of Rosanne Simpkin, whose involvement in establishing this program I acknowledge here.

During the year, several programs were evaluated. The evaluations pointed up many of the continuing strengths of Alola programs: dedicated and talented staff; a high profile in the community; a good reputation; and important project achievements. In particular, the maternal and child health initiative *Suku Hado mi Inan no Oan (SHIO)/Village that Loves Women and Children*, was evaluated to see what had been achieved since its inception in 2007 and its pilot phase in Liquica. Some other Fundasaun Alola programs were found to lack validity or viability after years of successful operation, and were discontinued. Schools in the districts were sorry to see the demise of the Friendship Schools Program but as Fundasaun Alola withdrew this program from schools it involved the schools in developing an understanding of the nature of the organisation's education programs into the future, and many links have been retained.

One of the most important evaluations was the reassessment of the Scholarship program and the development of the Fundasaun Alola Girls' Scholarship for the future. Fundasaun Alola's goal of supporting the retention of girls at school is best served by offering assistance to talented girls in remote sub-districts at the beginning of their senior years. This is the point at which they often leave due to lack of family interest or capacity to support them into the district level SMA (senior high school). We will be proud to offer 3 of these competitive scholarships in each of the 13 districts in 2010.

Another important activity was the evaluation of the District Support Worker (DSW) program, which has been one of the most important programs that Fundasaun Alola has conducted over the past years. As the funding concluded, we had a chance to reflect on the triumphs of the program and the important work that has been done by those women in each of the 13 districts. As the program goes forward into 2010, it has become one of the most important pillars of support that Fundasaun Alola offers the women of Timor-Leste, and one of its most recognizable programs.

Among notable events in 2009 was the mounting of an exhibition of tais from the collections of Fundasaun Alola and Timor Aid. The exhibition showcased the strength of these collections and was the first art exhibition to be mounted in Dili in recent years. Fundasaun Alola was appreciative of the support of the Museum and Art Gallery of the Northern Territory, and in particular the curatorial work of Ms Joanna Barrkman, Curator of the South East Asian Collection. The exhibition was part of Fundasaun Alola's longstanding commitment to the promotion of women's textile art as a livelihood and the preservation of this important cultural tradition.

Fundasaun Alola's engagement into research in areas that affect women was also furthered in 2009 with the completion of the study into issues around unsafe abortion in Timor-Leste. This study, conducted over several years in collaboration with Charles Darwin University and with funding from UNFPA, highlighted important issues of women's health, and contributed to the national discourse on women's rights.

The MCH program continued as a strong partner of the Ministry of Health over 2009, with the support of UNICEF. Fundasaun Alola works with both the Nutrition and Maternal and Child Health departments and we continue to work through the Mother Support Groups, which now function in 9 districts. Throughout the first half of 2009, the department was capably led by Maria Immaculada Guterres, and in June we welcomed back long term Maternal and Child Health program manager Veronica Correia who had been on maternity leave.

The second half of the year was the continuation of a period of consolidating many of the developments of the previous year under the leadership of the previous Fundasaun Alola CEO, Anne Finch.

To strengthen Fundasaun Alola's commitment to promoting and advocating for women's rights, and as one of the CEDAW Working Group members, Fundasaun Alola contributed to the preparation of the CEDAW Alternative Report that was presented to the Committee on the Elimination of Discrimination against Women, Forty-fourth Session 20 July -7 August 2009. As a result of this, all issues that were raised by Fundasaun Alola and other REDE FETO members in the CEDAW Alternative Report from NGO's were included in the CEDAW Committee Concluding Observations for Timor-Leste, which outlines priorities for the government to address in its programs in order to eliminate discrimination against women.

Fundasaun Alola's activities continue to be shaped by the challenge of strengthening the capacity of staff in finding long-term and sustainable solutions in response to Timor-Leste's development needs. In response to this situation, the future activities will be geared towards optimising our resources and increasing our impact on the CSO sector. The emphasis will be on key operational strategies to be implemented in support of these objectives, including a streamlined organisational structure; introduction of much needed skills and capacity; strategic alignment and integration of activities across programs and projects; and much closer cooperation and interaction with a range of civil society, government and private sector stakeholders.

A strategic planning exercise was held in November 2009, to further develop the issues identified during the strategic planning session of the Board and management of Fundasaun Alola held in Dare in September 2008. The strategic planning was facilitated by an international consultant, Mr. Methodius Kusumahadi. The strategic planning was attended by 45 staff members including District Support Workers and the representatives of Mother Support Groups from 9 districts. One area addressed during the planning exercise was improved monitoring and evaluation of programs specifically in Maternal and Child Health, Education, Advocacy and Economic Development, based on the issues prioritized by the Government of Timor-Leste, and also the results of internal evaluations of each program. The strategic planning resulted in the development of a framework for the organisation's Five Year Strategic Plan, outlining the direction of Fundasaun Alola's programs in the coming 5 years. The exercise reinforced Alola's capacity to successfully work together to formulate a substantial strategic plan, with a new statement of the organisation's vision, mission and program strategies.

I would like to thank all our local and international funders, including the Government of Timor-Leste and UN agencies for their ongoing commitment and support, as well as our clients and stakeholders for their loyalty and ongoing interest in Fundasaun Alola's work. We are very grateful for your support and are committed to continue serving our respective communities and our country. We look forward to your continued support.

Finally, I would like to acknowledge the contribution of the many people who have been instrumental in the success of Fundasaun Alola during the past year. This includes a special thank you to mana Anne Finch, for her sharing of best practice approaches to help Fundasaun Alola and its staff to improve their performance, while strengthening the policy, capacity and leadership skills in the organisation, especially in the Economic Development and Education programs. Her investments in skill-based training were appreciated, as was her support in aspects such as building confidence amongst staff, networking and securing the Fundasaun Alola child care centre.

A special word of thanks to the Chair and all Board members, managers and staff for their efforts during the past year and especially, for trusting me, as the first Timorese woman to lead this Foundation. It was a challenging year for everyone, including me. Finally, thank you to everyone associated with Fundasaun Alola - you can be very proud of the ongoing achievements of the organisation and our contribution in response to the development challenges facing our country. I trust that you will enjoy reading this report and learning about our work and I look forward to working with you in 2010 together in our spirit and motto FETO FORTE, NASAUN FORTE – STRONG WOMEN, STRONG NATION.



Teresa Verdial de Araujo

## MATERNAL AND CHILD HEALTH

### BABY FRIENDLY HOSPITAL INITIATIVE (BFHI)

Timor-Leste has two accredited BFHI hospitals. These are the Dili National Hospital, which was accredited in 2005, and the Baucau Referral Hospital, accredited in 2006. During the 2006 crisis, Dili National Hospital was utilized as a camp for Internally Displaced People (IDP) and therefore could not maintain its BFHI status.

Fundasaun Alola, Ministry of Health, United Nations Fund for Children (UNICEF) and World Health Organization (WHO) established a team in 2008 to monitor the BFHI in Timor-Leste. In September 2009, the team conducted an internal review of the implementation of the 10 Steps of Successful Breastfeeding initiative at Dili National Hospital, and used the information gathered to assess whether the hospital could be BFHI re-accredited.

In addition, Fundasaun Alola facilitated the implementation of BFHI refresher training for health workers at Dili National Hospital. This refresher training course was conducted in two phases. The first phase took place on 22 to 24 September 2009 and was attended by 18 people. The second phase took place on 28 to 30 September 2009 and was attended by 17 people.

### INFANT AND YOUNG CHILD FEEDING TRAINING FOR HEALTH WORKERS

Infant and Young Child Feeding (IYCF) training is an integrated course on breastfeeding counseling, complementary feeding counseling, and HIV and infant feeding. The IYCF training manual for health workers comprises 43 sessions of internationally recognized training. Fundasaun Alola gained permission from the International Baby Food Action Network (IBFAN) to utilize the IYCF training manual to facilitate training of health workers in Timor-Leste.

The training was led by master trainers who had attended a 13 day intensive course. Fundasaun Alola now has three staff members qualified to conduct IYCF training.

In 2007 and 2008, the IYCF course for health workers was implemented in four districts: Aileu, Ainaro, Lautem and Oe-cusse.

In 2009, Fundasaun Alola facilitated IYCF the training of 36 health workers in two districts, conducted over seven days. In Ermera, the training was conducted from 12 to 21 October 2009, attended by 15 people. Training in Manatuto was conducted from 16 to 23 November 2009 and was attended by 21 people. Good coordination and collaboration between Fundasaun

Alola, MoH and the Health Science Institute contributed to the success of these IYCF training sessions.

### IYCF CENTRE ESTABLISHMENT AND INAUGURATION

An IYCF Centre was established to provide a confidential and comfortable space for women visiting a health facility for antenatal and postnatal care, or who may be experiencing breastfeeding problems. The Centre is run by Fundasaun Alola Mother Support Group (MSG) members and Maternal and Child Health field officers. It is equipped with a television monitor, DVD player and information kits, which staff utilise to counsel women who visit the Centre.

In 2009, Fundasaun Alola in collaboration with MoH inaugurated three IYCF Centres in the districts of Aileu, Ainaro and Oe-cusse. In Aileu and Ainaro, these Centres are based at the Community Health Centre (CHC), and in Oe-cusse the Centre is based at the Referral Hospital.

### MSG COUNSELING ACTIVITIES AT COMMUNITY HEALTH CENTERS AND SERVISU INTEGRADU SAUDE COMUNITARIA (SISCA)<sup>1</sup> POSTS

To increase the coverage of IYCF promotion, MSG members are encouraged to provide counseling at CHCs, health posts and SISCa. Counseling at CHCs and health posts takes place twice a week to coincide with vaccination and antenatal care schedules, while counseling at SISCa takes place on a monthly basis.

During counseling MSG members utilise the skills and knowledge they have acquired during their training. This increases MSG member confidence in talking with mothers and community health workers, and results in pregnant women being able to detect whether they have any breast problems related to feeding immediately prior to delivery. Another benefit of the counseling is that some women who have access to MSG members become interested in the work of the MSG, and become a member themselves.

MSG counseling receives good support from midwives at CHCs.

In 2009, 3683 women received breastfeeding counseling from MSG members during their antenatal visit, and 6722 received breastfeeding counseling during their postnatal or child immunization visit.

I am privileged to be a member of the Mother Support Group because with this group I learned about exclusive breastfeeding. I practice this with my newborn baby and she is now very healthy. I hope that other mothers can practice it with their babies as well so that their babies can be healthy like mine.  
(Member of MSG Soro, Ainaro District)

## REFERRALS BY MOTHER SUPPORT GROUP AND SUKU HADOMI INAN NO OAN (SHIO)<sup>2</sup> MEMBERS

MSG members are conscious of the importance of a health facility-based delivery of babies.

In 2009, MSG members referred 57 women to a health facility for childbirth, as well as 17 children with various illnesses to a health facility in their area.

In Oe-cusse, several MSG members are skilled Traditional Birth Attendants (TBA). Since these TBAs have received training on safe motherhood (recognizing danger signs during pregnancy, delivery and postpartum), they are now encouraging women to access a health facility for the safe delivery of their babies. For example, as a direct result of training received, one TBA who lives close to a CHC has referred two women to a health facility for delivery, stating that he will continue to refer women to health facilities to ensure the safe delivery of babies in his community.

### CASE STUDIES:

#### A Call for Assistance

In October 2009, a TBA based in Baqui (a sub-village of Naimeco) was called to assist a woman who was going to give birth at home. The woman requested the TBA, who is a MSG member, to assist with the birth. The TBA encouraged the woman to call the midwife. However, the woman felt ashamed to do so. Nevertheless, the TBA sought the assistance of the midwife and, although the mother was surprised to see the midwife when she arrived, accepted her assistance and went on to have a safe delivery.

When interviewed by MCH staff, the TBA said that he recognized that the woman's life and the life of her unborn child were important and that, therefore, he believed a medically trained professional should assist the birth.

#### Positive reinforcement

Despite the positive story above, some remote sub-villages remain far away from a CHC and women continue to require TBA assistance with their deliveries. In such circumstances, TBAs continue to assist, while hopefully encouraging the women to become MSG members as well as practice breastfeeding and exclusive breastfeeding for the first six months.

In Oe-lulan (a remote sub-village of Naimeco), a woman who was assisted by a TBA became an MSG member and exclusively breastfed her newborn.

During the first two months, the baby gained weight so well that, when taken to a SISCa post, the baby did not register as malnourished and therefore did not receive any supplementary feeding. The baby's mother was disappointed that her baby did not receive supplementary feeding and blamed the TBA, as he was the one who encouraged her to exclusively breastfeed. The MCH field officer stationed at the SISCa explained to the mother that it was a good thing that her baby did not need supplementary feeding, and that she could rightly feel proud that her baby was healthier because of being breastfed.

### HARMONY IN FAMILY RESEARCH PROJECT

In 2009, Fundasaun Alola in partnership with the Psychiatry Research and Teaching Unit of the University of New South Wales (UNSW) conducted research on understanding anger and its consequences amongst women in conflict-affected areas in Timor Leste. The Research Team from UNSW comprised Dr Susan Rees, Professor Rosamund Thorpe, Professor Derrick Silove, and Professor Anthony Zwi. Alola representatives participating in the research were Ms Veronica Correi, Ms Teresa Verdial, Ms Mira Fonesca, and Ms Eliza Savio.

A 2004 epidemiological study (Silove et al 2009) established that anger is common and problematic for women in Timor Leste. The 2009 research project aimed to identify for the first time the impact of women's anger on their wellbeing and their roles in re-building families, communities and society after mass conflict.

Protecting women's health and wellbeing is a human rights issue, as is the right of women to participate equally in education, communal decision-making and access to and control over resources in post-conflict societies. Social attitudes and structures influence these opportunities and these factors interact with women's personal capacities, motivations and sense of well-being. These, in turn, are affected by exposure to abuse, past and present, particularly if they are hindered by feelings of uncontrollable anger.

This study will shed new light on the interaction of past human rights violations and ongoing injustices (including domestic violence) in obstructing women's capacities to engage in development activities vital to the advancement of Timor Leste, and potentially other post-conflict societies.

The study will also examine existing and perceived protective factors, and the findings will be used to influence relevant social and health policies and the design of related interventions.

PHOTO: MSG COUNSELING AT COMMUNITY HEALTH CENTER (CHC)



## ECONOMIC DEVELOPMENT

Throughout 2009, Fundasaun Alola Economic Development Program has continued to provide support to the women of Timor-Leste, particularly the weavers.

During the course of 2009 many Timorese women remained out of home, still resident in IDP camps and unable to return to their homes. Alola continued the support for the women of the largest camp, Metinaro, through a project that had begun in 2007. This project was aimed at establishing livelihood avenues for women on their return home, and providing useful skills training for the period that they remained in the camp. The project will conclude in mid 2010.

The women in the camp formed a group or co-operative like many similar Alola women's groups throughout the country. Many of these groups are engaged in craft production, and in some instances their produce is stocked by the Alola business arm – Alola Esperanca.

Alola Esperanca is a separate entity from Fundasaun Alola, but was advised and supported throughout 2009 by the Economic Development department as an example of women's enterprise, and as a possible outlet for goods produced by the women's groups throughout the country. The Shop and Production Centre of Alola Esperanca both provide an example to women of what enterprise is and what is possible for their livelihood options. The business is often used by the Economic Development department to demonstrate quality and business management skills. This collaboration grew throughout 2009.

The Economic Development department also worked in 2009 in close association with the District Support Worker program, particularly since the management role in the department was taken over by Ms Cecilia Fonseca, who brought her background with that programme to her new role. The integration of programs that occurred here foreshadowed a move to integrate programs that was replicated throughout Alola in the latter half of the year.

The largest event in the Economic Development department annual calendar – the Alola Xmas Fair – took place again in December, with more than 45 producer groups represented amongst a large and varied number of stalls. Over \$10,000 was taken by the producers directly on the day. Prior to the fair, a seminar was conducted for stakeholders and relevant ministries to present the program's achievements and to ensure Alola initiatives in this area are understood by the government.

Of particular note in the seminar was the presentation of the results of Alola's endeavours throughout the year in cultural preservation. Some of the highlights of the year's work in the Economic Development department were in this area.

The Economic Development program has ongoing responsibility within Alola for working to promote the textile cultural heritage of Timor-Leste, and the preservation of this culture. Alola has taken the strategic position that it is in the revitalisation and representation of this tradition that viable livelihoods for traditional weavers is possible. Several important partnership activities have been started in 2009, in particular with very important networks such as the Museum Art Gallery Northern Territory (MAGNT), the Threads of Life Fair Trade outlet in Bali, Indonesia with its associated NGO Yayasan Pecinta Budaya Bebal, and with the local NGO Timor Aid. These partnerships led the key activities of the department in 2009 in this area.

Early in the year, MAGNT conducted a workshop on formal conservation techniques for textiles, as a result of which the National, Timor Aid and Alola collections are now properly documented and stored. These collections form an important custodial responsibility for both Alola and Timor Aid, and the organizations collaborated further with MAGNT in presenting choice pieces from the collections in an exhibition entitled

*From Light to Dark: The Art of Futus* in Casa Europa from July to September. This exhibition provided an opportunity

for many weavers and women's groups to see a display of their national craft in an environment that displayed its full artistic dimension, and reinforced the importance of the art form, and its relationship to on going cultural production. Alola is grateful to the particular support of Ms. Joanna Barrkman, Curator of the South East Asian Collection in both these initiatives, and also for the opportunity to share her research trips to Oecusse, Morobe and Los Palos, all of which yielded valuable information for Alola, as well as significantly increasing our understanding of the textiles themselves and of research and documentation techniques.

Christmas fair is an excellent opportunity for us as a producer group. We meet many customers, visitors and other producer groups from other districts. We sell our products, bring back some money home and attend workshops... We want Alola to continue this event annually!  
(December 2009, Christmas Fair, Fundasaun Alola)

The Economic Development Department had several important opportunities to present and profile the work of the women of Timor-Leste and of the department and the organization through participation at the [ASEAN 2009 Seminar on South East Asian Traditional Textiles](#) held in Manila in January 2009, where Alola presented an overview of Timorese textile history, and also participation at a seminar in Darwin in April connected to the exhibition of the National Collection of Timor Leste at MAGNT where Alola spoke more specifically about Alola's support for producer groups, Alola's development of a business, and the development of Alola's research capacity into traditional production.

This important development of research capacity, probably the most important new direction for the department in 2009, is an ongoing partnership with the NGO Yayasan Pecinta Budaya Bebali, involving also Timor Aid. Support is being obtained from the Toyota Foundation for a period of two years, and the program involves shared field trips, research initiatives mentored by YPBB, and a series of internships for Alola staff.

The expertise of YPBB in traditional weaving practice of the region, their networks throughout Eastern Indonesia, and their engagement in high level research about the sustainable use of natural dye plants represents an exciting opportunity for Alola, and one which will engage the organization into the future.

The Economic Development department goes into 2010 with clear achievements, and a great sense of purpose going forward.



PHOTO: LEARNING TO WRAP AND STORE TAIS WITH JOANNA BARRKMAN



PHOTO: CECILIA FONSECA ATTENDING NATURAL DYE WORKSHOP IN BALI



PHOTO: TAIS WEAVER PREPARING FOR THE ANNUAL ALOLA XMAS FAIR

## ALOLA ESPERANZA - RETAIL AND PRODUCTION

Throughout 2009, Alola Espransa has increased its output of high quality handcrafts products. The Production is centered at the Sewing and Weaving Centre in Taibessi. This Centre has a high profile and continues to produce high quality goods for sale in the shops, as well as filling special orders for soft furnishings and woven items, producing 300 - 600 maternity packs a month, and giving employment up to 30 women under the wonderful management leadership of Ofelia Neves Napoleão. The goods produced at the Centre from tais are featured in the two Alola Retail outlets, The Alola Shop at the Alola office compound in Mascarenhas, and the Alola Airport Shop. Throughout 2009 the Retail arm of the business was very capably managed by Helen Gomes. As well as the derived products made by Taibessi Sewing Centre, the shop also features a range of traditional textiles in the piece, and is able to provide an information service about their origin.

Alola Esperanca is still on its way towards independence and profit making. In 2009, the business was able to cover all its overheads and costs. There would have been a small profit to Fundasaun Alola programs but for the reduction of maternity pack distributions since September 2009. From September onwards, the business has adopted a policy of diversification into special orders, and has since then received many diverse and profitable commissions from Timor-Leste government, export orders and exhibitions.

To increase the profit in 2010, Alola Esperanca Production Centre will work to aggressively diversify its product range and actively seeking new customers. There will be continued focus on improving the efficiency of the operational and management of the business, both production and retail.

During the year the Alola Shop was visited by 5-7 customers a day in addition to group visitors from Australia, Japan and other countries.

We express our gratitude to Anne Finch and Christine Carberry who have contributed to the development process of Alola Esperansa.



PHOTO (TOP): TAIS PRODUCTION AT TAIBESSI SEWING AND WEAVING CENTER

PHOTO (CENTER): ALOLA ESPERANSA BAGS

PHOTO (BOTTOM): MATERNITY PACKS PRODUCTION

## RENOVATION OF THE ALOLA OFFICE IN BAUCAU

Fundasaun Alola offices in Baucau District were badly damaged during the period civil unrest in 2007. This premise houses a number of programs, including Maternal and Child Health, Advocacy and Education. Program workers in Baucau were working in sub-standard condition, as the building had uncertain water and power supply, was not fully equipped with all of the necessary supplies.

In 2009, through the Deed of Grant, Australian Capital Territory (ACT) provides funding support for repairs, and upgrade on the Alola Baucau Office. The support included roof and electrical repairs, water and sanitation (collection, pipes and tanks), furniture and fitting upgrade, motorcycle, IT upgrade (networking of the office, new printer, and upgrade of terminals) and repairs to Joinery and alteration to walls.

## SPECIAL EVENTS

### WOMEN FOR PEACE INTERNATIONAL CONFERENCE<sup>3</sup>

The first Women for Peace Conference was held in Jakarta, Indonesia in 2007 and supported by the Norwegian Ministry of Foreign Affairs. Timor-Leste was pleased to have been chosen to host the second International Women for Peace Conference. Like women in many other countries, during the long struggle for independence, women of Timor-Leste contributed to the independence process in many different roles. For twenty five years our Timorese sisters struggled to survive under oppression of the Indonesian military. Today Timorese women try to find their self confidence in new roles in a Timorese society that is dominated by a patriarchal system. The occupation is over but today, domestic violence and cultural violence still play a dominant part in Timorese women's lives.

The conference created an opportunity for women from around the world to join with Timorese women and through discussion and artistic performance find ways to build on their experiences of transforming conflict into peace. This conference was support by Norwegian Ministry of Foreign Affairs - Major Donor, Fundasaun Alola –Conference

Organiser, Ministry of Foreign Affairs from the Democratic Republic of Timor Leste, Ministry of Finance from the Democratic Republic of Timor Leste, SEPI - Secretary of State for the Promotion of Equality, UNMIT - United Nations Mission in Timor-Leste, AusAid – for the 14 week Road Show.

The conference expected to attract 200 participants but was very much over subscribed with more than 700 participants. Women from all over Timor-Leste flocked to the event and representatives from the Girl's Conferences also attended and contributed to the discussions.

The members of the steering committee of the conference represented the following groups: Fundasaun Alola, Norwegian Ministry of Foreign Affairs, SEPI, Fokupers, Asia Pacific Support Collective Timor Leste (APSCTL), Judicial System Monitoring Programme (JSMP), Memoria Viva, National University of Timor Leste (UNTL), United Nations Integrated Mission in Timor-Leste (UNMIT) and United Nations Development Fund for Women (UNIFEM).

### STAFF DEVELOPMENT

In September 2009, with scholarships support from Walter Mangold Trust Fund, 3 of Alola staff (Monica Guterres, Joanico Oliveira and Angelina Fernandes) attended English Intensive Course in Melbourne and Sydney. This support will be continued in 2010.



## EDUCATION TEAM

The Fundasaun Alola's Education Program focuses on the implementation of effective teaching and learning processes for educators and students. It involves the education community (schools, principals, teachers, students and parents) to recognize the importance of education and how it can directly benefit individuals.

The Education Program aims to: create different activities to promote active and integrated learning experiences; to implement capacity building training for teachers to assist them in developing the most effective teaching and learning methodologies; to create a variety of school resources in Tetun and Portuguese, particularly for preschools and primary schools; and to provide assistance through scholarships for students from low socioeconomic backgrounds.

The full overview of the programs carried out in 2009 follows .

### SCHOLARSHIP PROGRAM

The Scholarship Program was initiated through Fundasaun Alola collaboration with donors, as a way of meeting the needs of students who are socio-economically disadvantaged.

Several male and female students were selected to receive a scholarship payments in 2009. The scholarships covered tuition fees, food and educational materials.

During July, at least 60 primary school students and 359 secondary school students across the 13 districts were supported.

In August, 35 students from Dili Institute of Technology (DIT) were awarded scholarships. These students were added to an original six students who had previously been awarded scholarships.

In total, 41 students from DIT, 14 students from Univercidade Nacional de Timor-Leste, two students from Univercidade da Paz and 11 students from Baucau Teacher College (BTC) were supported.

The Scholarship Program for secondary schools was reviewed by Melanie Eagle in August 2009. As a result, it is proposed that the school scholarship program be reoriented to phase out the current primary and secondary scholarships, replacing them with a new program that assists the retention of girls in secondary school who are from remote and disadvantaged backgrounds. This would allow targeting of scholarships to girls, in particular those facing the added challenge of remoteness, as well as reducing the administrative burden of the program without compromising outcomes. The proposed change is consistent with Fundasaun Alola's objectives of promoting the retention of girls in education. There would be

clearly identified scholarship holders available to raise awareness in relation to the value of women's education, including through outlining their achievements to audiences. Such activity is proposed to occur in Dili on a bi-annual basis, and scholarship holders could be contacted subsequently to participate in similar awareness raising activities in the future. Under the proposed approach the desire of donors to assist Timor-Leste students through scholarships can still be put into effect, while reducing the individualised, person-to-person focus of the current program. Additionally under the proposed approach, donors can be confident that awardees have been selected on the basis of uniform criteria. Donors will also have available to them regular information about beneficiaries as a group, and their progress.

Overall, this recommended program reorientation or modification to the scholarship program will more effectively achieve Fundasaun Alola's objective of promoting the participation of girls in education.

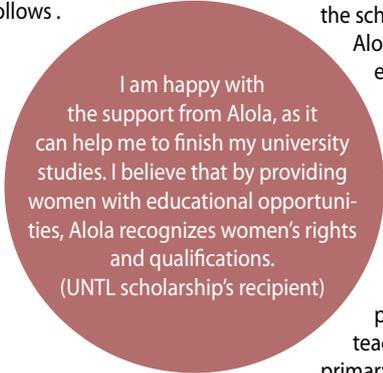
The modified program will be titled the "Alola Women's Participation in Education Award", and scholarships will be awarded to three girls in each district of Timor-Leste in 2010.

### PRE-PRIMARY AND PRIMARY TEACHER TRAINING

In cooperation with the Ministry of Education, pre-primary teacher training was provided to 38 pre-school teachers from the 13 districts of Timor Leste. In addition, primary teacher training was provided to 130 teachers from Maubessi and 102 teachers from Dili (Balibar, Tasi Tolu and Dili Centre). This training was conducted in collaboration with Ms Heather Rigde with a literacy team from the Loddon Mallee region of Victoria (Australia).

The aim of the program is to provide teachers with insightful information regarding classroom management and the creation of activities for their students. The program involves 'role play' and interactive activities. Throughout the training day, role play and case studies are used so that teachers can experience what students often experience in the classroom. The training also helps teachers to create lesson plans based on a format prepared by the Education team, and provides information on good classroom management decisions, such as classroom rules, teacher and student responsibilities, and rewards and consequences.

In order to keep developing Fundasaun Alola's Literacy and Numeracy program, a major project undertaken by the Education team was the creation of eight children's readers in Tetun, as well as the translation of books by Mem Fox into Tetun. These resources targeted children in Kindergarten and the lower grades of primary school. They have won the



I am happy with the support from Alola, as it can help me to finish my university studies. I believe that by providing women with educational opportunities, Alola recognizes women's rights and qualifications.  
(UNTL scholarship's recipient)

biddings that was run by the Ministry of Education and will be used by schools across Timor-Leste.

#### FRIENDSHIP SCHOOL PROJECT

The friendship school program is designed to build relationships between students in Timor-Leste and Australia. The main activities are correspondence between students to exchange culture, storytelling, language learning and the provision of school supplies for students in Timor-Leste.

As part of the Friendship School program, the Education team facilitated visits to 85 schools in Timor-Leste, and made links with schools in Australia to demonstrate best practice in teaching and learning methodology in areas such as: reading aloud, writing, games, singing and sport. This program has been evaluated by Ms Christine Perkins, who assessed that good results were achieved in the life of this program. The school visits provided the demonstration and implementation of best practice in the process of teaching and learning.

The implementation of best practice teaching and learning methodology was adapted from the FSP. In addition to the above-outlined achievements in schools and for students, the teaching and learning capacities of the Fundasaun Alola Education team have also been enhanced.

#### SCHOOL PROGRAM AND EVENTS

##### Girls' Conference

In 2009, the Girls' Conference was held on selected dates throughout February. The conference was a collaboration project between Fundasaun Alola's Education team and Haburas Labarik from CARE International. The conference was conducted in 4 districts: Ainaro, Baucau, Dili, Liquica, Same - Fatuberlihu and Viqueque - Ossu. 294 students and eight teachers attended the Conference. This aim of the Conference was to provide insight, understanding and strategies in the area of "Child Rights", particularly for teachers, community members, students and parents. For example, awareness was raised with regard to a child's right to play, read, participate in their community development.

Selection of participants was undertaken by the Education team directly approaching selected schools, where teachers then had the responsibility to chose 50 students to participate in the Conference. Based on participation,

leadership and performance during the activities delivered at the Girls' Conference, the Education team selected three girls from each group at each Conference as delegates to participate in the 'Women for Peace Conference' in Timor Leste. This Conference was organised by a steering committee which comprised local women's organizations, UN agencies, government institutions and embassies, and which was led by the Fundasaun Alola.



##### School Holiday Program

The School Holiday Program was conducted over a three and a half month period of the term break in mid-2009. 44 sessions were held over this period in 4 districts: Viqueque-Ossu, Ermera, Liquica and Dili. This particular term break was chosen because research conducted by the Education team showed that, by incorporating activities into this period, it helps children to retain knowledge and skills before the commencement of the new academic year.

The program used community youth as facilitators, allowing communities to actively engage and play a role in the education of children. This method also results in high community awareness and familiarity with the program's educational activities and games, for immediate and long term application. Activities chosen were simple, replicable and stimulating, and ones those children would be able to continue with on their own and in different groups and environments.



PHOTO (TOP): EDUCATION TEAM CONDUCTING INTERACTIVE ACTIVITIES DURING THE SCHOOL HOLIDAY PROGRAM

PHOTO (BELOW): TEACHER TRAINING

## ADVOCACY PROGRAM

In 2009 Fundasaun Alola, in collaboration with other organizations, continued to support and promote women's rights in participation in all areas of politics and decision making, sexual and reproductive health, education and the economy, to ensure that women's human rights issues receive adequate and appropriate attention in the context of the national agenda of Timor-Leste.

For example, Fundasaun Alola actively participated in national advocacy and consultation in relation to the Timor-Leste Penal Code and Domestic Violence Law, with other Rede Feto Timor-Leste members.

The Advocacy Program was also engaged with the following programs or activities such as the RMIT University Globalism Research Centre's Timor-Leste Research Program on evaluation research collaboration on the 'Impacts of National NGO Gender Programming in Local Communities in Timor-Leste', in partnership with local NGOs such as Feto Kiik Servisu Hamutuk 9FKSH), (Judicial System Monitoring Program (JSMP) and Grupu Feto Foin-sae Timor-Leste (GFFTL). The objective of this research is to measure the impact of East Timorese NGOs' gender programming in Timor-Leste communities since independence, as well as to develop the research, analysis and evaluation skills of civil society partner organizations.

A further community development activity was conducted in July 2009, when Fundasaun Alola hired international consultant, Sarina Kilham, to conduct an evaluation of the District Support Worker Project (DSWP). The evaluation took place in three districts: Baucau, Same (Manufahi) and Suai (Kovalima). The purpose of the evaluation was to review the effectiveness, impact and sustainability of interventions to date and to provide recommendations for Fundasaun Alola on whether DSWP as currently constructed and funded should be continued in 2010 and beyond. The evaluation was carried out over fourteen days. During this period interviews were conducted with target women's groups (totaling 9 in three districts), DSWs (13), donors, members of Rede Feto, Police Vulnerable Person Unit (VPU), local leaders and government officials.

In November 2009, based on the DSW Evaluation and the discussion in the strategy planning session, Community Development Project become District Support Program in 2010, which focuses to increase public awareness of the needs of women and advocating for rights of women's in the local community and with decision makers to strengthen quality & quantity of women leaders. Alola consider the status of the DSW as either staff member start in 2010.

## COMMUNITY DEVELOPMENT

Throughout 2009 the Advocacy Program and its District Support Worker (DSW ) members implemented a community development project based on issues identified to support group households. For instance, the DSW responded to a request for a chicken farm activity in one district to be expanded to other districts. To accomplish this, the DSW received training on chicken rearing by a Ministry of Agriculture and Fisheries (MAF) trainer, and then delivered this to group members. Women reported positive feedback in being able to access training, information, support and oversight of their groups. In addition, the activities facilitated by DSWs have increased the capacity of women to contribute to their household incomes, which is a highly positive outcome.



A pilot project has also been implemented with financial support from the Ministry of Social Solidarity, with the aim of strengthening vulnerable women's economic security by facilitating savings and loan training and providing access to small grants. The pilot project is being implemented in four districts (Aileu, Baucau, Same and Atauro) and is intended to be extended to other districts.

A further project, funded by UNIFEM implemented in 6 months period, from September 2009-Feb 2010 which involved the organisation and facilitation of a regular focused discussion with women members of the National Parliament (MPs) and representatives of the women's network, women's organisations, women's groups and community leaders, government partners and other relevant stakeholders on a monthly basis and with the aim of enhancing their understanding of the transformation agenda that Timorese women is currently faced with. The discussions are held in Baucau, Same and Dili with the objective of increasing women's participation in election processes as well as women's involvement in community development processes in the districts and at national level.

Another project, implemented in partnership with Marie Stopes International (MSI), aims to increase access of women, men and youth in the reproductive age range to information on Sexual Reproductive Health (SRH). The project is titled Reaching Out - Extending the reach of comprehensive sexual and reproductive health care to vulnerable communities in rural Timor-Leste. This project has been implemented in four districts: Baucau, Maliana, Ermera and Atauro. Total numbers reached through the project from June to December 2009 was approximately 845.

PHOTO: COMPUTER LITERACY TRAINING FOR YOUNG WOMEN

## WOMEN'S RESOURCE CENTER (WRC)

The Women's Resource Center (WRC) is Fundasaun Alola's 'friendly space' for youth, especially girls and women. The WRC has continued to disseminate information on gender based violence, provide basic computer literacy courses and curriculum vitae writing training and work with DSWs to distribute Information and Education Campaign materials in the districts.

The Center has continued to increase the number of visitors on a yearly basis. During the period of January – December 2009, the Center registered 110 users per week, and approximately 4887 users accessed the public computer and the library. 70% of the users were female university and school students, local women, women who had been internally displaced due to the conflict in 2006 and women from other districts.

As part of the WRC's service, training was offered on human trafficking, gender based violence, and training of trainers (ToT) for life skills training (LST). Approximately 30 trainers including Catholic Relief Services (CRS), Ministry of Health and Fundasaun Alola staff have participated in ToT for LST, which was initiated to respond to limitation lack of LST trainers in Fundasaun Alola and Timor-Leste generally. The WRC also delivered six sessions of LST training, attended by approximately 185 young people and supported by UNICEF.

The WRC has also been active in commemorating the '16 days of Activism Against Violence Campaign' on 25 November – 10 December 2010. The WRC engaged with Fokupers, Counter Trafficking Project, Oxfam Australia, Asosiasaun Mane Kontra Violensia (AMLV), and PRADETL delivered a training session package containing information on gender-based violence,

forms of domestic violence, human trafficking, sexual violence and sexual abuse. This program targeted youth, female and male. Sessions were conducted at Youth Education Program Centres in Camea, Manleuana, and Bairo Pite, and were attended by 75 participants.

## COUNTER HUMAN TRAFFICKING

Fundasaun Alola is committed to continuing its work in the area of countering human trafficking. In 2009, awareness raising was undertaken as part of the 16 days of Activism Against Gender Violence campaign. Related activity led by the Secretary of State for the Promotion Equality (SEPI) involved Fundasaun Alola in information sharing in Oecusse district and in DSWs distributing posters and leaflets across the country.

In partnership with IOM, Fundasaun Alola focused also on the implementation of anti-human trafficking awareness raising and capacity building activities as part of Phase III activities of the projects titled "Supporting Gender Equality and Women's Rights in Timor-Leste" and "Halt Exploitation, Learn to Prosecute" (HELP).

Other activities have included quarterly counter-trafficking stakeholder meetings, assisting in the development of The National Referral Mechanism on human trafficking. Fundasaun Alola also actively participated in the drafting process of the National Plan of Action on human trafficking as one of the sub-committee members, including government institutions and NGO representatives that led by the Ministry of Foreign Affairs and Cooperation with technical support from IOM.



PHOTO: LIFE SKILLS TRAINING IN VIQUEQUE



PHOTO: UNIFEM FORUM DISCUSSION

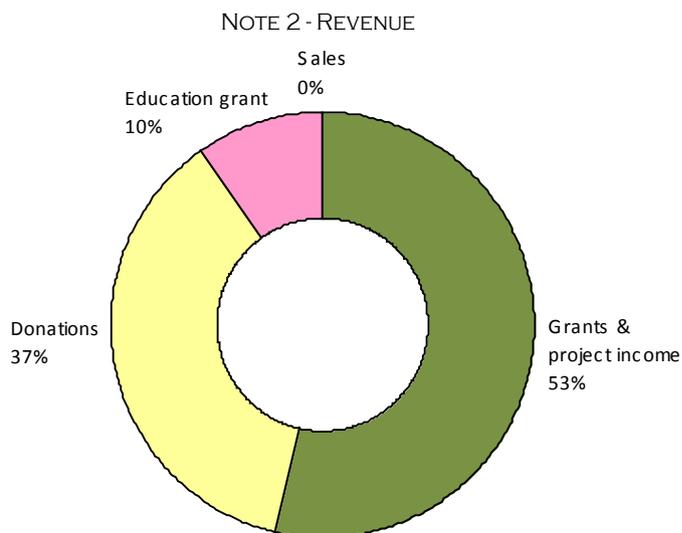
We meet twice a week, once to weave and the second time to collect money, and we talk, sometimes about our kids, sometimes about our gardens, sometimes to complain about our husbands!

But it is good to come and get all that stress off our minds...  
(DSW Evaluation, July 2009)

# FINANCIAL STATEMENTS

## INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2009

	Note	2009	2008
		\$	\$
Revenue	2	1,419,680	1,037,732
Other revenue	2	941	26,055
Administration expenses		-341,922	-405,071
Project costs		-972,684	-1,004,352
Surplus/(deficit) after income tax		106,015	-345,636
Note 2 - Revenue		2009	2008
		\$	\$
Revenue from Government and other grants			
Grants and project income		763,156	628,849
Donations		520,548	286,474
Education grant		135,976	122,409
Sales		941	26,055
Total revenue		1,420,621	1,063,787

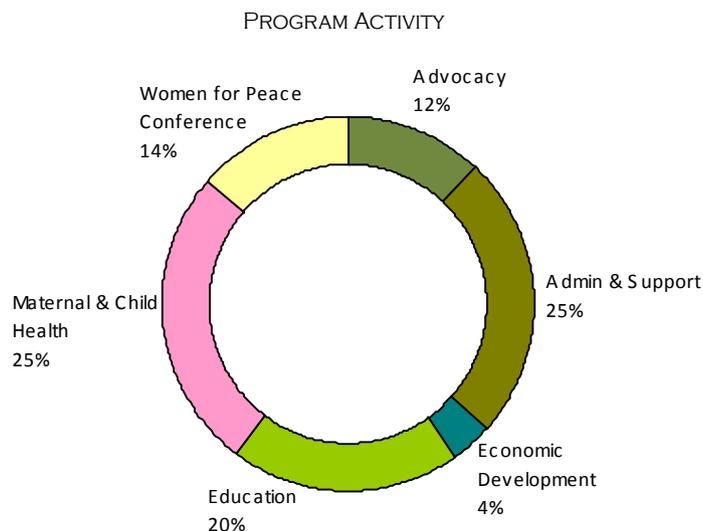


BALANCE SHEET AS AT 31 DECEMBER 2009

	2009	2008
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	200,785	212,367
Trade and other receivables	115,629	160,885
<b>TOTAL CURRENT ASSETS</b>	<b>316,414</b>	<b>373,252</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	54,464	29,900
<b>TOTAL NON-CURRENT ASSETS</b>	<b>54,464</b>	<b>29,900</b>
<b>TOTAL ASSETS</b>	<b>370,878</b>	<b>403,152</b>
<b>CURRENT LIABILITIES</b>		
Trade and other payables	230,271	370,526
Short term provisions	15,684	13,718
<b>TOTAL CURRENT LIABILITIES</b>	<b>245,955</b>	<b>384,244</b>
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>-</b>	<b>-</b>
<b>TOTAL LIABILITIES</b>	<b>245,955</b>	<b>384,244</b>
<b>NET ASSETS</b>	<b>124,923</b>	<b>18,908</b>
<b>EQUITY</b>		
Accumulated surplus	124,923	18,908
<b>TOTAL EQUITY</b>	<b>124,923</b>	<b>18,908</b>

CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2009

	2009	2008
	\$	\$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>		
Receipts from customers	1,465,877	902,902
Payments to suppliers and employees	-1,430,004	-1,013,378
Pre-incorporation funds from Alola Ltd		364,543
<b>Net cash generated from operating activities</b>	<b>35,873</b>	<b>254,067</b>
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>		
Payment for property, plant and equipment	-47,455	-41,700
<b>Net cash used in investing activities</b>	<b>-47,455</b>	<b>-41,700</b>
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>		
Net cash generated from (used in) financing activities	-	-
Net increase in cash held	-11,582	212,367
Cash at the beginning of the financial year	212,367	-
<b>Cash at the end of the financial year</b>	<b>200,785</b>	<b>212,367</b>



## SUMMARIZED INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF FUNDASAUN ALOLA

We have audited the accompanying financial report of Fundasaun Alola, which comprises the balance sheet as at 31 December 2009 and the income statement, statement of recognised income and expenditure and cash flow statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the directors' declaration

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

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

In conducting our audit, we have complied with the independence requirements. We confirm that the independence declaration provided to the directors of Fundasaun Alola, would be in the same terms if provided to the directors as at the date of this auditor's report.

In our opinion, the financial report of Fundasaun Alola, including:

- a. giving a true and fair view of the company's financial position as at 31 December 2009 and of their performance for the year ended on that date; and
- b. comply with East Timorese regulations.

Name of firm: HOUSTON AND CO. PTY LIMITED



Owen Houston

Name of partner: OWEN HOUSTON, REGISTERED COMPANY AUDITOR NO 4548

Dated this 18th day of May 2010

## ALOLA FOUNDATION BOARD OF DIRECTORS AND OFFICE HOLDERS

### BOARD OF DIRECTORS

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Former First Lady of Timor-Leste; Founder and Chair of Alola Foundation, Founder and President of Dili Institute of Technology, Founder of Xanana Reading Room, President of the Advisory Committee of the National Director of Linguistics, Member of the Board of Directors of Moris Rasik, Andrew McNaughton Trust, Patron of the Blair Forster Memorial Trust, and Goodwill Ambassador for Education, Timor- Leste.

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Caritas Australia

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Director, Luzero NGO

MS LURDES BESSA

Political Assistant at the US Embassy

SRA MARIA SARMENTO

Member of CNE (National Commission of Election)

SRA CARMEN CRUZ

National Director of Social Services, MSS

MR DANILO AFONSO HENDRIQUES

Executive Project Manager, DIGICEL - Timor-Leste



## ALOLA STAFF IN 2009

Thank you to our staff for their hard work and enthusiasm:

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### ADVOCACY

Jacinta da Cruz  
Alzira Reis  
Apolonia M. da Costa  
Beatriz Sarmiento  
Elisita Roserio  
Elda Barros  
Eldina I.Tilman  
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Maria Fatima Pereira  
Paulina Assis Belo  
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Joanina Salcina Gomes  
Angelo Perreira  
Adalberto Bento Ferreira

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Dulce Pereira Lopes  
Ema de Sousa  
Ester Correia  
Hermenegildo Amaral  
Inacia Tamele  
Jose Noronha  
Linda Iva Isa B. Belo  
Luis Moniz Cardoso  
Maria Goreti Ut  
Maria Imaculada Conceicao  
Nuni Maria Nobre  
Marta Moniz

### MATERNAL CHILD HEALTH

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Angelina M Fernandes  
Aquelina Imaculada  
Albertina de rosa  
Amelia Amaral  
Beatriz Ximenes sequeira  
Brigida Filomena de Araujo  
Celestina Fernandes de Oliveira  
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Moizes da Silva  
Pascuela J.Handayani  
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Zulmira Fonseca  
Lazaro Lelan  
Luisa Amaral  
Meredith Budge

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Angelina Taus  
Afonso Henbrique  
Ana Bella Alves  
Bendita Conceicao  
Cristiana de Carvalho  
Dominggas Soares  
Domingos Babo  
Filomena Sufa  
Helena Pereira Maia  
Helen Esmeralda

Helena Soares Viera  
Ilda Maria  
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Jonata de Jesus  
Ligia F. Florindo  
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Maricelina do Rego  
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Maria Lurdes  
Maria Luisa  
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Ofelia Neves Napoleao  
Rita dos Santos  
Salzina Ximenes  
Sebastiana Baptista  
Teresa Soares

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Adalziza Dias Ximenes  
Canisio Bareto  
Domingas Alves  
Domingos Soares  
Domingos Marques  
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Paul do Rosario P. Gama

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Rosalina dos Santos  
Rosita Dos Santos  
Rui Manuel Belo  
Santina de Araujo  
Terezinha Siqueira Da Costa  
Thomas Fatima  
Graciet Pereira  
Daniela Boavida  
Eugenio Marcal  
Meerim Kylychbekova

### ECONOMIC DEVELOPMENT

Cecilia Fonseca  
Jacquelina Maria F. Ximenes  
Luis da Costa  
Casiano de Jesus

## THANK YOU

On behalf of the women of Timor-Leste we would like to thank all our partners and donors for their kind support and generosity.

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### ADVOCACY PROGRAM

FOKUS through NET  
ACT Government, Australia  
Rotary Club in Dili  
UNIFEM  
UNFPA  
World Vision  
BELUN  
European Commission through MSI Timor-Leste  
MDG Achievement Fund through IOM  
Ministry of Social Solidarity Timor-Leste  
Trocaire and Irish Aid through RMIT  
World Vision  
F.A.F. UK  
Australian Foundation for People of Asia and the Pacific (AFAP)

### MATERNAL AND CHILD HEALTH

Gulbenkian Colouste Foundation  
ENI  
ConocoPhillips  
Merri Community Health Centre  
UNICEF  
OXFAM Australia  
Australian Foundation for People of Asia and the Pacific (AFAP)  
WHO  
University of New South Wales (UNSW)

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Plan International  
National Directorate of Tourism Ministry of Trade and Commerce  
Ministry of Economic Development Timor-Leste  
Esset  
ConocoPhillips  
ENSUL  
Beryl J. Spechler  
USAID

### EDUCATION AND LITERACY

ConocoPhillips  
Andrew McNaughton  
Soroptimist Collins  
Soroptimist International, Joondalup  
Care International  
Kingsbury  
Ministry of Education Timor-Leste  
Nelson Bay Rotary  
Geelong – Friends of Viqueque  
UNICEF through Ministry of Education  
Anne Miller  
AETFSP  
Milk Foundation  
Plan International  
UNICEF  
Mem Fox  
Australian Literacy Educators Association  
Monash University

### OFFICE SUPPORT

ACT Government, Australia  
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GTZ  
Norwegian Embassy Jakarta  
ENSUL  
DIGICEL



THE UNIVERSITY OF  
NEW SOUTH WALES





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