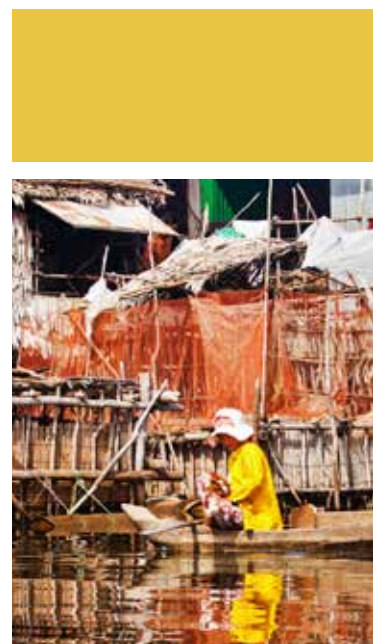


100 WOMEN

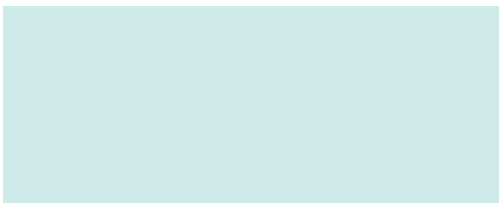
Annual Report 2014 - 2015



Empowering everyday philanthropists to empower women globally

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Top and Bottom Right: Restore Rose, Cambodia | Middle: Zonta House Refuge | Bottom Left: Eryn Leonard, Michelle Slate and Sophie Frodsham, 100 Woman Advisory Committee members

First **inspired** by the book,
Half the Sky by Nicholas Kristof and
Sheryl WuDunn, 100 Women is **igniting**
women's **philanthropy** across
Australia to develop a
sustainable funding source for
women's causes.



"Sometimes you can feel a bit helpless with all the problems of the world. How can I make a difference? I wanted to bring together women who wanted to start building a positive legacy in the world. I'm lucky, I have access to education, health services and employment. I am free from violence. Unfortunately, not all girls and women have these opportunities. How do we connect those who have with those who haven't and bridge the gap? That's when 100 Women was born."

Alicia Curtis

Co-founder and Chair

"I joined 100 Women as it is an opportunity to provide funding to support many women's journey to success. The project is run by a number of inspirational local women who are committed to unlock the potential of women through the provision of grants to assist women and girls to flourish. As women we need to support and trust in each other as a real difference can be made through our connections and support."

Tamara Smith

Director Principal, 360 Environmental



Thank you to the 2014 Members

Our heartfelt thanks and appreciation to
all our inaugural members and mini circles.

For every one member that donated

to **100 Women**,

60 women both locally and
globally benefited from the donation.

That's **5,100 women** in total supported by
100 Women members in **2014**.

Vision

To ignite women's philanthropy through the power of collective giving to advance the empowerment of all women.

Mission

100 Women enables everyday people to be involved in creating a world where all women and girls can live safely with access to health, education and economic freedom. We do this by combining donations and knowledge to provide impactful grants.

Values

Opportunity

We believe every woman should have the opportunity to live safely with access to health, education and economic opportunities.

Connection

We believe support is more meaningful and more powerful when donors have the opportunity to meet, talk with and support recipients.

Inclusiveness

We believe in engaging everyday people to be part of the 100 Women movement. Therefore everyone is welcome to join and by coming together collectively we can exponentially increase the value of individual donations.

Change

We believe in bringing about real and significant change.





Professor Lyn Beazley, 100 Women member

100 Degrees of Inspiration

The launch and success of 100 Women in 2014 was momentous. It was clear that the collective giving model resonated and that women want to make their mark by supporting women and girls' causes.

Here are some of our achievements in 2014

Membership

With 85 members joining within eight months (from March to November 2014), 100 Women raised and donated just over \$100,000 to women's causes. We plan to solidify and grow the membership further over the coming year.

Raised Awareness of Women's Issues

Through our grants program, 100 Women events and media, we shone a spotlight on the issues that are still facing women in Australia and around the world.

Empowering Women Philanthropists

Through our Grants Sub-committee, grants information evening and corporate philanthropy workshops we educated participants on being effective grant makers and philanthropists. We plan to further develop our educational channels for members and our broader community in 2015.



Alicia Curtis, Chair

Megan Anderson, Vice Chair

This has all been achieved through the generous support of our members and the hard work and passion of our dedicated Advisory Committee. We cannot emphasise enough how the Advisory Committee have brought the vision of 100 Women into reality with their commitment and expertise. And we're not stopping any time soon. The Advisory Committee is already taking action on the strategic priorities for our second year including:

Enhancing the reach of 100 Women: We've had much success in spreading the message about 100 Women but there is still much that we can do. We want to lead the way in highlighting women's philanthropy and ensure every woman in Australia has heard of 100 Women.

Enhancing the membership experience: We are planning more education opportunities on philanthropy and women's issues, better communication between members through a member's only portal and internal membership directory and for the first time - engagement with your grantees.

Ensure the financial future of 100 Women: We are focused on ensuring the long-term future of 100 Women as an organisation as well as considering innovative fund-raising opportunities for future grants, scholarships and events.

We sincerely hope you are excited as we are about what lays ahead for 100 Women and invite you to play your part. Thank you again for your involvement in the inception of 100 Women and here's to a bigger and better 2015.



On behalf of the Advisory Committee,
I would like to take this opportunity
to give our **heartfelt thanks** to
our **Ambassadors** who have invested
significant time into the **promotion
and growth** of 100 Women and
without them our first year would not
have been such a success.
We very much **look forward** to working
with them in the years to come.

Megan Anderson
Vice Chair, 100 Women



Messages from our Ambassadors

100 Women has taken off and achieved amazing results in 2014. Your individual contribution to this has been second to none. Alicia's vision and dynamism and the dedication and hard work of the Advisory Committee have made it a reality. Now that we have a "track record", we can measure our future endeavours and strive to assist other worthy organisations who work with and who work to improve the plight of women and girls generally.

2014 has witnessed ongoing horrific abuse of women and girls, including the kidnapping of hundreds of young girls in Nigeria by terrorist groups and their subsequent enslavement. But it has also shown resilience by some sectors and even recognition and encouragement of those who have taken positive actions to improve the plight of women and girls, from Malala Yousafzai winning a Noble prize to the worlds' spiritual leaders signing a pact with the Global Freedom Network aimed at abolishing slavery, particularly sexual slavery.

Maria Saraceni, Erica Smyth, Rabia Siddique

Above: Rabia Siddique, 100 Women Ambassador

The Budding Acorn

2014 Performance Summary

What Did We Achieve?

Established 100 Women as a Public Ancillary Fund with Deductible Gift Recipient status.

Established a strong, professional and passionate Advisory

Established effective Sub-committees comprised of both experts, members and non-member volunteers to oversee areas such as Grants, Events, Membership Liaison, Marketing and Communications and Operations and Finance.

Brought together 85 members (individual memberships and mini circles) who collectively donated \$104,400 in the eight months from our March launch to our Grants Awards Ceremony in November.

Created a balanced, best practice grants application process allowing 100 Women to gain a clear understanding of the applicant organisations and projects while not being burdensome to the organisations applying.

Awarded grants to Opportunity International, Zonta House Refuge Association and Global Development Group who serve the needs of women both locally and overseas.

In our first year, our goals comprised of establishing our governance structure, seeking members, creating a meaningful membership experience and donating 100% of funds received through impactful grants carefully considered and selected by our membership.

Awarded four donations of \$1000 to the non-successful grant application finalists in recognition of their fantastic work.

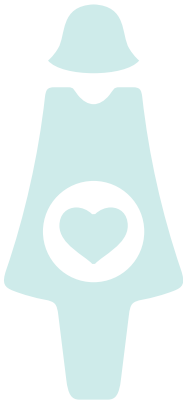


Discovered new and innovative ways for our membership to support our grant applicants through volunteering opportunities.

Hosted a series of highly successful events including:

A screening of the 'Half the Sky' documentary and panel discussion on violence against women; Connect events allowing members to learn more about 100 Women, philanthropy and each other; Grants Information Evening for members to give them a full insight into the grants process and announce our seven finalists; and a number of corporate presentations tailored to the respective organisation but largely focused on philanthropy and how to

Generated media coverage encompassing radio, print and



Top: Event Guest

Let's Give

Grants Overview

Our inaugural grants cycle ran from August to November 2014. Eligible organisations were invited to submit a short Expression of Interest (EOI) outlining their project, budget and how their initiative addressed the objectives of 100 Women.

The EOIs were assessed by the Grants Sub-committee comprised of both 100 Women members and representatives of the Advisory Committee bringing together a wealth of experience, enthusiasm and different points of view to ensure a best practice assessment process was established.



From over 50 EOIs, 14 organisations were invited to progress to stage 2, and submit full grant applications. This two-part process was designed to keep the workload for grant applicants to a minimum.

After further assessment by the Grants Sub-committee, the top seven grant applicants were presented to the 100 Women membership as finalists at our Grants Information Evening. This event was designed to educate our members and contributors on the process and framework that assisted us in reaching this point. Our aim is always to be transparent and inclusive throughout the granting process.



Inaugural Advisory Committee: Megan Anderson, Amethyst Duggan, Trinity Brown, Alicia Curtis, Sophie Frodsham, Kristy Rodwell, Michelle Slater, Eryn Leonard

Each 100 Women member was then entitled to vote for their preferred grant recipients which decided our first ever grants.



www.globaldevelopmentgroup.org.au www.opportunity.org.au

www.zontahouse.org.au

The 100 Women Advisory Committee believe this process was effective in producing naturally occurring diverse projects to suit the broad interests of the membership.

We would like to take this opportunity to **thank** the members of our Grants Sub-committee for the many hours they contributed.



Kristy Rodwell , Advisory Committee member

What would you say to someone thinking about joining 100 Women?

I would **encourage** them to **get involved** – it's been a great experience for me and it's good to know that my money will be going to assist with some **fantastic causes**.

Emily Sargent

Tax Consultant, EY and
100 Women member

It is a great way to **give to charity** knowing where your money is going, and it's also a really great way to meet other **like-minded women**.

Rachel Boros

Freelance Writer & Virtual Assistant at
SB Creations and 100 Women member

Join now and become a **positive force** in the community in a direct way, in concert with **other women**.

Susanne Senior

Retired Accountant and 100
Women member



Mukti Bosco, Opportunity International

Join us today and impact the lives of women and girls.



2014 Grant Recipients



Top: Rabia Siddique , 100 Women Ambassador | Inaugural grant recipients Kim Gibson, Opportunity International | Mary Gurgone, Zonta House Refuge | Kelley Chisholm, Global Development Group and Kristy Rodwell, 100 Women Advisory Committee member, Bottom: Grant recipients

ZONTA HOUSE REFUGE ASSOCIATION

Perth, Australia

Zonta House Refuge Association which offers holistic, nurturing education and care to women after enduring a crisis, received \$40,000 towards Positive Pathways to Safety for Women and the Community, a preventative program assisting women to lead more independent, safe and fulfilling lives.



Top and Right: Zonta House Refuge Association Positive Pathways project

Positive Pathways is a new initiative in WA, launched in January 2014. It is free, available to the public and welcomes clients from eight other refuges and other supporting community organisations.



The grant from 100 Women will be directed to the following three areas:

20 Positive Pathways training workshops over a one year period to provide information and general life skills in a safe, supportive environment on topics including Self Esteem and Self Confidence /Assertive Communication / Finance Skills / Job Readiness / Women's Wellness Understanding Trauma.

The Mentoring Program provides ongoing opportunities to develop, refine and expand skills, assisting women to recover and support them to reenter the community, access training, education opportunities and the workforce.

Funding for Starting Over Support (SOS), a service for women and their families moving into private, public or community housing. When having to leave a violent relationship or unsafe accommodation becoming homeless with no possessions is a common issue for women in our community. After securing permanent housing many women are left with no financial means to purchase items for their home. SOS will provide a household package to help women with the basic necessities needed to live independently to lessen financial pressure and stresses moving forward.

OPPORTUNITY INTERNATIONAL

Uttar Pradesh, Bihar, Assam, Orissa and Chhattisgarh, India

Opportunity International has a well-developed and robust poverty alleviation program in India, where it is reaching over 1.7 million families, served by 13 microfinance partners across 190 districts in 19 states.



Top and Right: Recipients of the health leader training

Opportunity International received a grant of **\$40,000** towards **Build Healthy Communities**, a program in rural Indian communities that trains female health leaders in **basic health education** and empowers them to be 'change agents' in their **communities**.



Through the grant provided by 100 Women, Opportunity International aims to train and create employment opportunities for 84 health leaders, who in turn educate 200 women and their families on health and hygiene practices to fight common, preventable illnesses prevalent in communities affected by poverty.

The six-month training program teaches basic health education and following the successful completion of training, each health leader undertakes a six-month internship where they educate 200 families.

The health leaders are helping their communities to learn about the link between health and hygiene, necessary behavioural changes and health services already available within their community.

Health leaders will also use their training and knowledge to create employment opportunities – they will participate in health-related initiatives, providing low-cost services and products such as sanitary napkins, eye checks and helping families to access microloans to build toilets.

GLOBAL DEVELOPMENT GROUP

Kampong Thom Province, Cambodia

The third grant of \$14,400 was awarded to the Global Development Group towards the Restore Rose program in disadvantaged, rural Cambodian villages. The program's main aim is to address the health and hygiene needs of women.



Top and Right: Restore Rose education sessions



Menstrual health resources are almost non-existent in many areas as these women can't afford to use pads or tampons during their menstrual period and usually resort to using rags which are ineffective and spread disease. If conventional products are used, they pose landfill issues as there is no waste collection. There is also an increased risk of fatal toxic shock syndrome for those wearing tampons or pads in such an unhygienic environment.

Through the 100 Woman grant, 4,800 women will be provided with a 'Restore Rose' silicon menstrual cup which provides a safe, reusable, hygienic, cost effective and environmental friendly alternative, which they can use effectively for up to ten years.



An accompanying health educational component will include principals such as hygienic use of the Roses, safe food preparation, nutrition, drinking clean water and soap usage. Two classes per month will be held over two years, with 100 women per class. Local women who already use the Rose effectively will be in attendance at each class to answer questions and will then be a point of contact for other women in the village to seek additional information or answer questions.

"I joined 100 Women because I want to see less fortunate women and girls have a better chance in life but also because I want the opportunity to be more actively involved in this cause. By having a say in the grant giving process and the opportunity to meet like minded women, learn and get involved at other levels, I hope will give me the motivation and opportunity to take the donation giving process a step further. I am looking forward to being part of what has the potential to become much bigger than 100 Women."

Carol Yiannopoulos

Vice President, Financial Adviser,
Morgan Stanley Smith Barney

"The showing of a portion of the Half the Sky documentary at the State Library moved me deeply and I have been thinking about it every day since, with a feeling of urgency. I have been frustrated by the work of charities that treat symptoms of the issues and not the source problem. I feel 100 Women will focus more on core ways to improve the climate and environment of women to have an impact on generations to come. Thank you for providing a tool to help me help others."

Emilie Pierson

Manager, Mitsui Iron Ore Corporation

"It's an easy way to make a difference in the lives of women for those of us fortunate enough to be working but have little time for volunteering."

Anita Sykes-Kelleher

Principal, Designer Futures

Spreading the 100 Women Message

Our Events in 2014

100 Women Launch - March 2014

Held at Bankwest with over 100 attendees, 100 Women was launched with great success. 100 Women Ambassador, Maria Saraceni spoke as well as Alicia Curtis, co-founder and inaugural Chair.

Connect Events - throughout 2014

A number of informal meet up events were organised throughout 2014 for friends of 100 Women and members to meet each other and the Advisory Committee. These events included viewing the Black Swan Prize at Linton and Kay Art Galley, meeting at various cafes and bars around Perth and yoga in Hyde Park.

Hackathon - June 2014

Our first Hackathon event, engaged our membership in brainstorming ideas and turning it into action before the end of the night. The evening produced much action in sharing the 100 Women message including a media release that was published in The Sunday Times.

Half the Sky Documentary Screening - August 2014

With over 200 people in attendance, 100 Women presented part of the Half the Sky documentary and a soul stirring panel discussion with 100 Women Ambassador, Rabia Siddique, Rachelle Towart, CEO, Australian Indigenous Leadership Centre, Professor Alison Barlett, Chair of Gender Studies at the University of Western Australia and Conrad Liveris, Writer, Research and Advocate.

Members Only Grants Information Night - October 2014

Megan Anderson and Kristy Rodwell led an informative session on our grant making process. It was an opportunity for members to ask questions as well as hear about the seven finalist organisations that the 100 Women membership would vote on to ultimately decide the 2014 grants.

100 Women Grants Celebration – November 2014

An inspiring evening bringing together our members and supporters to celebrate the achievements in our first year. Representatives from our Grants Sub-committee awarded our inaugural three grants to Zonta House Refuge Association, Opportunity International and Global Development Group.

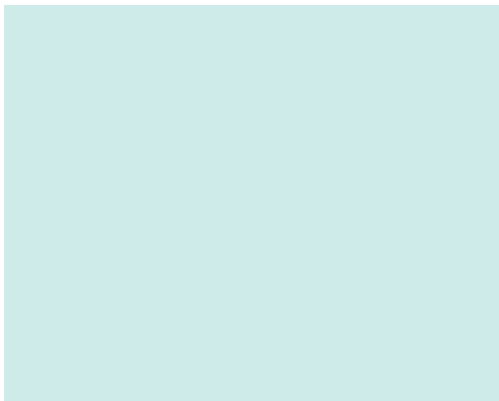
Governance

The Alchemist Foundation Inc. is the trustee of the 100 Women Public Ancillary Fund.

Incorporated under the Associations Incorporation Act 1987, The Alchemist Foundation was set up as an Association to remedy and alleviate the impact on disadvantage and suffering by:

- connecting communities and community groups for mutual benefit;
- implementing measurable grass roots projects and programs;
- facilitating community development and community capacity building; and
- supporting other organisations and projects that mirror the objects of the Association.

For more information visit <http://alchemistfoundation.org/index.html>.



Top: Opportunity International, Left: 100 Women International Health Event
Bottom: Restore Rose

Financial Summary

Statement of Financial activities for 100 Women ending 31st December 2014

Income	
Donations	
Corporate	3,684.20
Individuals	150.00
	3,834.20
Income from Events	
Half the Sky Screening	4,539.45
Grants Celebration Ceremony	5,569.86
	10,109.31
Interest Received	505.57
	14,449.08
Expenses	
Advertising	631.00
Bank Fees - Grants	1,127.53
Catering	6,017.49
Gifts	529.40
Incidentals	16.00
Postage	36.00
Stationery and Printing	138.60
Strategy Day - prepayment	200.00
Venue Hire	825.00
Website Design	103.82
	9,624.84
SURPLUS as at 31 December 2014	4,824.24

Grant Allocation to 11 November 2014

Funds Received	
85 Members	102,000.00
Funds Allocation	
Grant Recipients	
Zonta House Refuge Association	40,000
Opportunity International	40,000
Global Development Group	14,400
	94,400
Donations	
World Vision Australia	1,000
Brainlink	1,000
McAuley Community Services for Women	1,000
SIMAI	1,000
	4000
	98,400.00
Remaining Funds carried over to 2015 grant pool	3,600.00



Advisory Committee 2014 Profiles

■ Alicia Curtis – Chair

After reading *Half the Sky*, I was compelled to start an initiative that created real change for women and girls which also brought together women who wanted to make a difference in the world. I didn't want to start another project based women's organisation as there are many great organisations out there already. I wanted to start a project that was going to be an income source for women's projects. That's how the 100 Women initiative came about!

■ Megan Anderson – Vice Chair

Having been afforded so many opportunities myself and seeing what is open to my two daughters it astounds me that while I worry about whether I am reading my girls the 'right' books, or using the 'right' tone of voice, in other parts of the world women are subjected to forced marriage or prostitution and limited financial and educational opportunities. The 100 Women project is a must.

■ Grace Mugabe – Treasurer

I am passionate about empowering women to be financially independent, bringing diverse cultures together and the plight of less fortunate women and children. Through 100 Women, financially capable women from all walks of life put their money together to be able to make a life changing difference to other women and girls around the world. Collective giving truly highlights that 'every dollar counts'. I can't think of a more fulfilling way of spending my money than for the betterment of other women and girls who otherwise would not have been afforded certain opportunities due to the unfortunate circumstances that they are in.

■ Michelle Slater

After reading *Half the Sky*, I wanted to be somehow part of unlocking the unrealised potential of women and girls worldwide to overcome the great challenges of our time. 100 Women offers diversity and flexibility (supporting multiple projects and strategies), impact (return on investment through targeted giving), personal connection and a community of investors who feel the same way.

■ Kristy Rodwell

I am a passionate social investor. Investing in women and girls has been proven as the smart thing to do to contribute effectively to sustained economic growth and development. What I'm excited about with 100 Women is the passion and thoughtfulness that will be shared in a collective grant making process, with powerful impacts that could not be achieved as individuals. 100 Women will provide education, friendship and inspiring experiences all in the pursuit of making the world a better place.

■ Eryn Leonard

A friend put me on to the volunteer call for 100 Women. Until I attended the first meeting I didn't realise the reward I could feel from using my time and expertise to help support such a worthy cause. The women I have met along the way are inspiring, and my world has opened up to so much possibility beyond what I would normally search out for myself.

■ Trinity Brown

100 Women has been a great spark to reignite my desire to positively impact the world around me. I am passionate about equality and opportunity. The focus of this giving circle on empowering women has really resonated with me. I am excited for the future and proud to be a Foundation Member. I can't wait to see the great things we can achieve by bringing talented and motivated women together.

■ Helen Fairnie

As a female veterinarian in what was perceived to be an all-male profession, but no longer, I experienced very little discrimination. In recent times, I have seen how women in general are perceived and the handicaps they experience. 100 Women is a way for me to help disadvantaged women and girls achieve despite the inequalities. I feel it is time I gave back to helping as many women as possible achieve their potential.

■ Amethyst Duggan

I'm privileged to have been given the opportunities to succeed and the freedom to be whoever I wanted, despite this I've never taken anything for granted. Knowing that the path to a rewarding life is not always easy for many women and girls, I've always wanted to help in some way; joining 100 Women is helping me to achieve this.

■ Gabrielle Walker

I was blessed to grow up in the era of the 'Girls can do anything campaign' which, in New Zealand was linked to women such as Prime Minister Helen Clark and Dame Silvia Cartwright as Governor General. It took me a while to realise that my 'I can do anything approach' was at odds with many people's view of the world. Being a part of 100 Women has reaffirmed my desire to develop new ways of being a woman in the world and giving others the opportunity to have that privilege.

Left: Inaugural Advisory Committee Alicia Curtis, Michelle Slater, Trinity Brown, Sophie Frodsham, Amethyst Duggan, Megan Anderson, Eryn Leonard and Kristy Rodwell



Event Guest

At the end of 2014, we are pleased to welcome new Advisory Committee members Cheryl Chan, Ali Local and Ei Wai. We are also formalising membership of our Sub-committees for 2015; Operations and Finance, Marketing and Communications, Grants and Membership and Events.

2014 Past Advisory Committee Members

Sophie Frodsham
Samantha Bushell
Debbie Billingham
Angela Bowman
Susan Broughton
Leela Gnanasegararn

2014 Grants Sub-committee Members

Camille Barton
Tareisha Dutton
Meredith Elliott
Shelley Hymas
Carol Yiannopoulos
Helen Fairnie
Eryn Leonard
Michelle Slater
Megan Anderson
Kristy Rodwell

2014 Events Sub-committee Members

Trinity Brown – Chair
Amethyst Duggan
Pip Brennan
Maya Dominice
Chris Anca
Neryl Atkins
Pamela Doyle
Kim Borg
Alexandra Bagios

2014 Media Sub-committee Members

Eryn Leonard
Fiona Clark
Alice Newport

Supporters and Sponsors

Thank you for the support, sponsorship and in kind donations from the following organisations:

- Bankwest
- Chris by Raw
- City of Perth
- Comestibles
- Dan Grant
- Elena Marcon
- Ellie Del Cashin Music
- Evereve Music
- EY
- Imagesource
- InShot Productions
- Jade Foo Retouching and Illustration
- Lavan Legan
- Lili Riecken Photography
- Rockingham Shopping Centre
- Sarah Pellicano Music
- Shop Ethical
- Southcare
- Suzy Lou Photography
- Trendi Solutions

Looking Forward

In 2015 we will be working towards
creating a **greater profile**
for 100 Women
so we are better positioned
to **support**
those organisations **changing the**
world for women and girls.

By igniting everyday women
philanthropists, passionate about
making change, we can create a
sustainable funding source focused
on empowering women and girls
locally and globally.



“Being part of a group that is bringing positive change to women that need the help, to also learn and better understand the different problems that are being faced by women and how these can be overcome.”

[Rebecca Rance](#)

Director, Rance Real Estate

“100 Women is in a unique space, both to pass on some of the gifts we have been given in our lives and careers. But it also allows us some agency to engage collectively with other women and men who are willing to walk beside us, humans who share the same philanthropic values, passions, and drives, both within society and in our immediate environment. 100 Women is a cause I am proud to support and I am glad to be an inaugural member.”

[Gabrielle Walker](#)

Strategic Planning Researcher, Futurist

100 WOMEN

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