



oaktree

ANNUAL REPORT

2022

Oaktree recognises and respects the traditional owners of all the lands on which we operate. We pay our respect to them, their culture, and their Elders past, present and future. Sovereignty was never ceded.



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WHO ARE OAKTREE?

We are a youth-run development agency based in Australia.

We exist to support youth empowerment, education, and leadership projects across the Asia-Pacific region.

Before we were Australia's largest youth development organisation, Oaktree had humble beginnings in 2003 with no office, no budget and only a small team.

We met in living rooms, cafes, and classrooms with one goal in mind: end extreme poverty. Since then, we have grown to realise that poverty is a mere symptom of greater injustices, notably a lack of opportunities and decision-making power for young people.

Today, Oaktree focuses on empowering young people, supporting them with the resources and skills to lead, demand and create change in their communities.

VISION:

A just and sustainable world, where every young person has an equitable chance to reach their potential.

A just and sustainable world is one where everyone has a voice, where your circumstances don't predetermine your future, and instead of barriers, you're faced with endless opportunities. It's a world in which young people, in all our diversity, have access to the tools and opportunities we need to grow and thrive.



PURPOSE:

Oaktree empowers young people to become agents of change.

Across the Asia-Pacific, young people have very different experiences and challenges. So here's the deal: we don't set the agenda alone because we recognise that young people are the experts in their own local communities. We share our skills and build the capabilities of young people across our region to lead, demand and create solutions to address these challenges themselves. We also acknowledge the power of existing as a youth-led organisation, providing opportunities for young leaders in Australia to grow their skills and learn from other youth-led initiatives in the region.

OUR PRIORITY AREAS:

Youth Empowerment & Leadership

All young people deserve the opportunity to develop their skills, increase their confidence and build their capacity to lead.

At Oaktree we do this both through our Youth Solidarity Fund, and through our youth-led organisational model here in Australia, and we will continue to support initiatives that have youth leadership at their core.

Civic Participation

Barriers to young people participating in formal decision making, civic and political participation and representation are still very apparent across the Asia-Pacific. We prioritise backing initiatives that increase young people's involvement in civic society at local, national and regional levels through formal and informal means.

Education

Oaktree has had a focus on education and its role in breaking the poverty cycle, empowering young people and creating change since our very beginnings in 2003. While our programmatic work may have shifted away from traditional models, our commitment to supporting young people to access informal and formal education has not wavered.

Equity & Justice

Oaktree will continue to support and partner with organisations that have a focus on alleviating issues of injustice and inequity, with a focus on issues of racial, economic and gender-based discrimination.

WHERE OAKTREE WORKS

CAMBODIA

INDONESIA

TIMOR-LESTE

AUSTRALIA

TONGA

Deputy Board Chair Address

Dear Oaktree community,

It is a privilege to be able to celebrate another year of Oaktree, and to mark the work undertaken by volunteers, staff, board members and partners to realise Oaktree's strategic vision.

Spurred by the successful trial of the Youth Solidarity Fund, Oaktree has expanded this program to new countries and partners, empowering more young people to lead initiatives to address injustice. As the fund grows, a regional network of youth-run organisations and associations in the Asia Pacific will take shape. By partnering through the fund, Oaktree is continuing to leverage our resources and expertise to support our peers across the region and amplify our collective impact. Through this work, Oaktree is revolutionising traditional development practice, tackling its colonial legacy head-on and exploring new ways to place power back in the hands of young people.

Oaktree is always evolving to stay true to its youth-led model and build its impact. This year it made significant changes to its organisational structure, moving towards a volunteer-run model to ensure young people continue to have opportunities to build their skills and contribute to positive social change.

This transition was led by a dedicated executive team who worked hard to develop and prepare the new model. With Thenu at the helm, the team provided the guidance and stability needed to make this change a success. Oaktree's commitment to adaptability and progress is what makes it such an effective force for change.

This is however, only a snapshot of the great work undertaken over the course of this year. Among other achievements, Oaktree has enhanced its research and policy capabilities, strengthened its domestic advocacy and influence, grown its community of dedicated supporters, and tapped into new donor networks.

All of this is the result of the hard work of the volunteers that make up Oaktree. I would like to thank our dedicated board and committee members, staff, volunteers, and partners for their commitment to our organisation, so that young people can continue to come to Oaktree to learn, create, test, and lead.

Thank you,
Finbar Piper - Acting Chair of the Board

“

...Oaktree is revolutionising traditional development practice, tackling its colonial legacy head-on and exploring new ways to place power back in the hands of young people.



“

...the power of youth-led movements and organisations cannot be underestimated.



CEO Address (Outgoing)

In July, I visited one of our partners in Indonesia, Manggala Jingga. They are a group of young students in Jakarta who support the Kampung Air community with social enterprise, urban farming and environmental advocacy skills. During my visit, I witnessed firsthand the impact of their work, and the dedication and passion they have for creating sustainable change.

This experience taught me a valuable lesson: that the power of youth-led movements and organisations cannot be underestimated. The work being done by youth organisations like Manggala Jingga is inspiring and highlights the importance of supporting and empowering young changemakers in our communities.

At Oaktree, we are committed to doing just that. This year, we launched our first full year of the Youth Solidarity Fund, which provided funding to five grassroots youth organisations across Cambodia, Timor Leste, Indonesia and Tonga who are working on building more just, sustainable and equitable communities. We believe that by investing in young people, we can create a ripple effect of change across the globe. Thank you to our financial and non-financial partners who have made this project possible.

In addition to this major milestone, we collated data for a report, funded by the Arnold Foundation, across the Asia Pacific region on the effects of COVID-19 on young people in the region. This report will provide valuable insights into the challenges

faced by young people in the region and inform our future work. We also re-imagined our Live Below the Line campaign to recognise the complex causes of poverty and the need for sustainable solutions. We believe that poverty is a complex issue that requires a multifaceted approach, and we are committed to continuing our work to address this critical issue. This complemented the launch of a report on the glaring gap in international law concerning the rights of young people in the Asia-Pacific region, specifically in relation to civic participation.

While we faced some challenges, including the effects of a decrease in grassroots fundraising over the last five years, we successfully implemented a review and change of our operating model to meet these challenges. We were selected as a finalist for the Channel 7 Young Achievers Awards, which is a testament to the ongoing impact of our work.

The efforts of our incredible volunteers were celebrated at our first volunteers awards night. This event recognised the hard work, dedication, and passion of our volunteers who give their time and energy to support our mission. We could not have achieved anything without the tireless hard work and dedication of this kick-ass team. Thank you for your continued commitment to our purpose. As I finish my term as Oaktree's CEO, I look forward to supporting you all as you take the baton forward and continue the fight for global justice in the years to come.

Thenu Herath - Outgoing CEO



Partnership Model & Development Philosophy

Oaktree believes in the power of young people to create social change.

We invest in organisations which share our vision and who work to empower young people to innovate and drive the changes they wish to see at a local, national and global level.

Our development philosophy is guided by these three principles:

Solidarity

Collaboration

Decolonisation

In response to changing external circumstances such as the sector-wide push toward locally-led development and decolonisation, Oaktree travelled to Timor Leste in 2019 and met with local youth-led organisations/movements to better understand how Oaktree could best support their work. The team found that most local youth-led organisations/movements are not formally registered NGOs and the process of registration is time-intensive, overly bureaucratic and expensive.

To address this, the Oaktree Youth Solidarity Fund (OYSF) provides youth-led organisations, groups and grassroots movements across the Asia-Pacific with access to flexible funding to implement youth-led projects in their local communities.

Oaktree Youth Solidarity Fund

2022 was the second year of the Fund's operation and we are so proud to see the impact this year's partners made in their communities. Here are their stories.

Asosiasaun Timoriana:

Timoriana Association is a non-profit organisation founded by youth and students in Timor Leste that focuses on investigating historical, cultural, humanity themes such as education and democracy. In 2022, they conducted local consultations and discovered that water scarcity was a significant problem for rural farmers in Mantelolao Village. They launched an environmental action response program, and planted 500 trees near the village springs to aid in the revival of water canalisation and help provide sufficient water in the future. In addition to this, they also led environmental awareness workshops with young people in the community, and established a group of local young people who continue to monitor environmental conditions.



Manggala Jingga:

Manggala Jingga is an Indonesian community development program with a targeted community beneficiary named Kampung Air, which is located in South Jakarta. The organisation focuses on economical issues, educational issues, and environmental issues and is run by the student council board of the Faculty of Social and Political Sciences in University of Indonesia. In 2022, they consulted young people in the community to determine that waste mismanagement was one of the most prominent issues they faced. They then helped establish an urban farming social enterprise, as well as a waste



bank management program in response. Manggala Jingga also run workshops for local women on entrepreneurship skills, and are currently in the process of developing a homemade tempeh social enterprise. Manggala Jingga also train volunteers to teach primary school in rural areas, where accessing traditional school is difficult for most families.



Oaktree Youth Solidarity Fund



Alumni for Soft Skills Development:

ASD is a locally led collective to build critical thinking and life-skills for Cambodians to lead self-sustaining and meaningful lives. They develop and deliver soft-skills training and impact circle workshops to high school, university students, and young professionals. In 2022, they visited rural communities and facilitated Impact Circles to better understand local concerns. They used a Human Centred Design approach to respond to the issues that emerged. ASD campaigned for environmental policies to



tackle the erosion of riverbanks, waste, and unsafe roads. They also promoted local composting practices and established a waste bank management system.



Tonga Women in ICT:

Tonga Women in ICT (TWICT) aims to empower women and girls to engage with information and communication technologies (ICTs) in a range of exciting ways and fully participate in the ICT industry. They will foster and encourage the participation of women and girls within the Kingdom of Tonga's ICT industry and provide a voice within the male dominated industry. In 2022, they educated 400 students on cybersecurity and pioneered an initiative for young people to combat cyber crime in Tonga. They also held a STEM Career Day, which gave 150 students access to industry professionals, and opportunities for women in STEM. This Career Day was so successful that it was attended by the Acting Prime Minister of Tonga, and members from Tonga Police, the Ministry of Education & Training, and the Attorney General's Office.



Oaktree Youth Solidarity Fund



Youth Leadership Development Program:

Youth Leadership Development Program (YLDP) is a youth-led organisation that was established in Timor-Leste in 2017. The purpose of the organisation is to motivate and encourage the Timorese young people by providing a positive learning space and offering leadership training, capacity-building, personal development, research, and debate.

In 2022, they developed their youth research and advocacy program which supported 94 students to publish research articles in Tetun and English.

This program aimed to enhance youth digital literacy capacity. It did so both by upskilling students to research, write and edit these articles, and by building a platform which the broader youth community could access and therefore develop their literacy skills. YLDP published 8 articles in 2022, three of which have been translated into English, along with two video talk shows.



A Report From The Co-operative:

Young People & Covid-19 in the Asia-Pacific

In 2022, our advocacy team made significant contributions to sector initiatives and the representation of young people throughout our region.

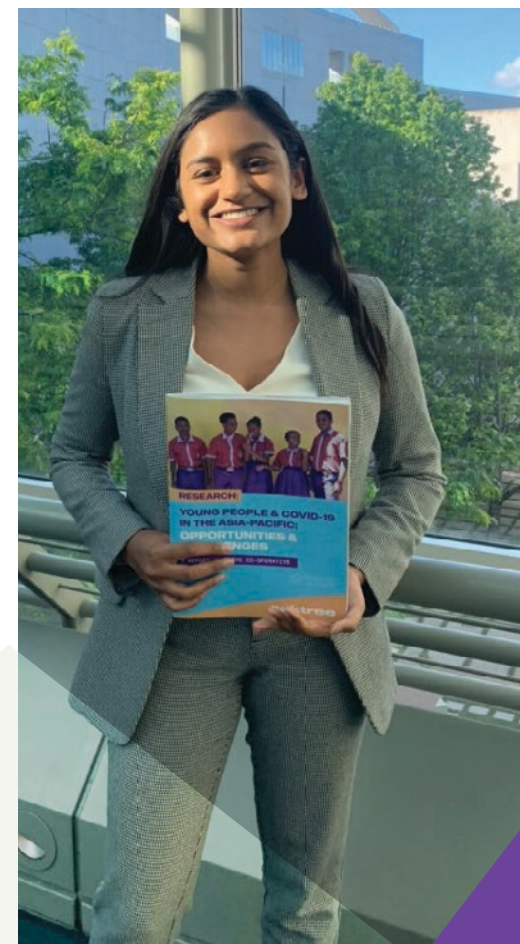
At the start of 2022, Oaktree kicked off what would be a year long research project, *Young People and COVID-19 in the Asia-Pacific: Opportunities and Challenges* - a report written by young people, for young people. After an extensive literature review, the team identified there was a huge gap in youth-focused research from the pandemic, a lack of Asia-Pacific voices and little study on any opportunities from COVID-19. Relying on Oaktree's strength of partnerships, we worked with close to 25 youth-led and youth focused organisations in the region to interview young people and understand their experience of COVID-19.

From these interviews we heard stories of ingenuity, resilience, kindness, struggle and of course, hope. The youth organisations came from across the region, and whilst there were differences it was clear to see that the pandemic really was a shared experience that transcended borders. But we didn't want our research to just sit on a shelf, we wanted it to be used to support young people in the region.

To make it actionable, the research culminated in five key recommendations:

- Invest in youth entrepreneurialism.
- Increase youth representation and voices.
- Increase preparedness for future disasters.
- Improve digital access for disadvantaged people.
- Increase mental health support for young people.

Armed with our findings and recommendations from the report, we have had meetings with DFAT, MP Josh Burns, MP Kylea Tink, the Minister for International Development Pat Conroy's Office and Senator the Honourable Penny Wong's Office. These have been incredible experiences for the team who worked on the report, being able to sit at the table and speak to people in parliament about our work and raise the voice of young people across the region.



Submission to DFAT

We also used this report to make our first submission to DFAT's new development policy. Further advocating that youth are included as a cross-cutting priority of the policy, the submission recommended that Australia foster genuine youth participation in decision-making processes and invest in youth-led organisations throughout our region.

Oaktree then wrote a second submission to DFAT in collaboration with Plan International Australia, Childfund, and Save the Children. This joint submission recommended that Australia's new international development policy incorporates children and young people as a cross-cutting priority. Our submission encouraged DFAT to develop its strategy to address youth inequality in accordance with the *UN Convention on the Rights of the Child* and encouraged the department to expand its capabilities to include a child and youth focal point or unit.

We then submitted our findings to the Joint Standing Committee on Foreign Affairs, Defence and Trade Inquiry into Supporting Democracy in our Region. Oaktree recommended to the committee that Australia's proactive approach to fostering resilient democracies in our region must begin with its investment in young people and youth-led organisations. Oaktree will address the Joint Standing Committee's public hearing in early 2023, and hope to continue to champion the voice of youth through the report to drive systemic change and create more opportunities for young people across the region.

Oaktree recommended to the committee that Australia's proactive approach to fostering resilient democracies in our region must begin with its investment in young people and youth-led organisations.



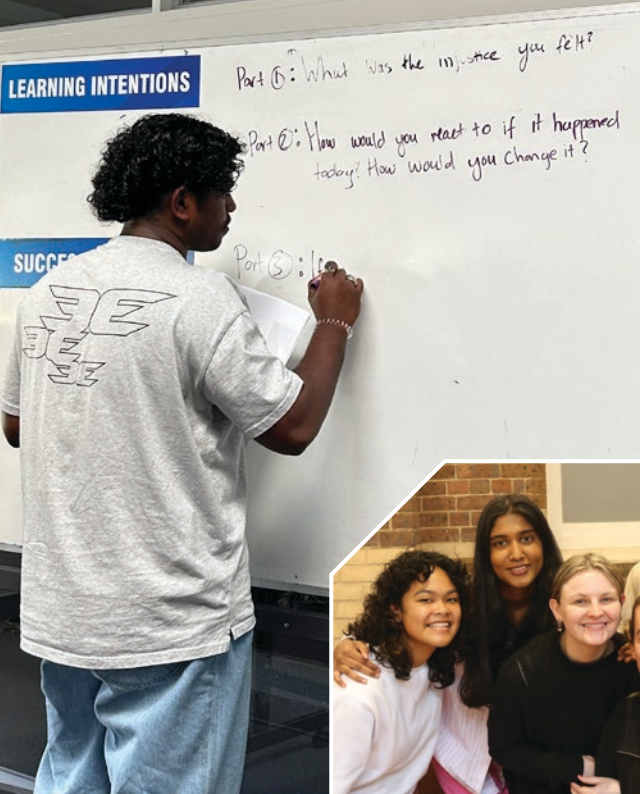
A Case for Strengthened Youth Rights



Oaktree intends to form a coalition of young people and youth-led organisations to draft a charter through which young people in our region can claim the right to have their voices heard.

Oaktree's report *A Case for Strengthened Youth Rights* established the organisation's plan to champion our Youth Rights Campaign. No overarching instrument currently protects the rights of youth in the Asia-Pacific. Oaktree intends to form a coalition of young people and youth-led organisations to draft a charter through which young people in our region can claim the right to have their voices heard.

To support this, Oaktree's Campaigns & Advocacy Team hosted a workshop in September to develop a set of key principles for our Global Youth Rights Campaign. This campaign aims to enshrine youth rights in international law to provide a legal basis for young people to have their rights realised. Working alongside other leaders in the youth space allowed the team to collaborate with a range of stakeholders - something that aligns well with our decentralised approach to development.



Live Below The Line Campaign 2022

Live Below the Line is Oaktree's flagship peer-to-peer fundraising and awareness campaign, operating in its 12th consecutive year in 2022.



The Live Below the Line Challenge Week took place from July 25 - 29, raising a fantastic \$33,687 to support the Oaktree Youth Solidarity Fund. There were 307 signups and 19 teams with an average donation of \$45. The average age of participants was 21, with the youngest being 9 and the oldest being 80. In 2022, schools stepped up and played an unprecedented role in campaigning for People and Planet. Our long-time supporters, Glen Waverley Secondary College and Glenunga

International High School, raised an incredible \$15,000 and \$5,000 respectively.

2022 was also the first year of the new Live Below the Line concept, which reimaged the campaign to

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2022 Participant Quotes

We believe in being the change we want to see in the world. We hope that through this challenge we can inspire others to continue fighting injustice everywhere.

- University of Technology Sydney, Society of Communications (\$1,767 raised)

I believe every single person has the ability to positively impact future generations.

- Sam (\$735 raised)

more deeply investigate the multidimensional nature of poverty. Live Below the Line now asks participants to design their own campaign, in order to take action against five lines of injustice:



food, energy, shelter, waste and technology. These factors often underlie extreme poverty, and also contribute to the ongoing climate crisis. Participants therefore challenge themselves to engage with the injustices they might be contributing to in their own lives, and educate themselves on how one or more of the five lines contribute to global poverty.

In this way, the Live Below the Line continues to build empathy in a modern context, spreading awareness about the structural factors that cause poverty, and how each of us, no matter where we live, have a role to play in overcoming injustice for all.

We are incredibly grateful to our Live Below the Line supporters who continue to challenge themselves each year to work towards a more just and sustainable world. A special and resounding thank you to Glen Waverley High School and Glenunga International High School for their ongoing support of the campaign and the impact it allows Oaktree to have across the Asia-Pacific. In 2023, we will aim to transform our strategic approach to Live Below the Line, and place greater emphasis on engaging with key segments, including schools, businesses and university groups.

Events

Fundraising in 2022 provided Oaktree the opportunity to learn and reimagine the way in which we approach giving. From grants, regular giving, events and partnerships – the team tackled the challenge of fundraising in a post-covid world head on!

After 2 years of lockdown and online campaigns, 2022 marked the return of in-person events. In collaboration with the Australian Democratic Network, Oaktree hosted an exclusive screening of ABC's 'The Big Deal: Is our democracy for sale' in May. The feature documentary asked hard hitting questions about the impact of political lobbying on Australian democracy and brought to light insightful conversations on the role of young people in fostering a healthy democracy.

The screening was followed by an engaging panel discussion with none other than Adam Bandt (Leader of the Australian Greens), Craig Reucassel (Film Director, War on Waste), Sheryl He (Australian Democratic Network) and Edward Krutsch (Run For It Australia). The event was a resounding success and was an eye-opening conversation for all attendees amid the 2022 Australian Federal Election.



Events

Another exciting initiative was the installation of Oaktree Youth Solidarity Fund jars at Grill'd restaurants across Melbourne as part of the 'Local Matters' Program. This partnership enabled Oaktree to highlight the incredible impact work of each OYSF partner, raise funds to support their implementation all whilst enjoying a delicious burger and fries in the company of our Folktree community.

We also joined forces with Melbourne-based impact organisation Co-Ground to bartend at The Point Music Festival. A team of dedicated volunteers headed down to sunny Portsea to serve cool refreshments to festival goers. The profits and salaries from the event were then invested into Oaktree's international and domestic programs. This partnership additionally evolved to also include monthly bartending roles at the Victorian Pride Centre's Sausage Sizzles. This was a fantastic opportunity to strengthen our community engagement and collaborate with like-minded youth led organisations across the state. A big thank you to Co-Ground and their teams for facilitating these events!

Overall, 2022 was a year of learning, experimentation, and reflection for the Fundraising Team. The lessons learnt, the successes and the journey was a very rewarding experience for the team and the organisation as a whole. We feel extremely grateful to have been able to work alongside and learn from so many passionate, creative and inspiring change-makers!





Thank You
Thank You
Thank You
Thank You
Thank You

It is not enough, but it is a start

Oaktree Family: Volunteers

Now for the most important part of the report, our very long list of thank yous!

To kick us off, we must acknowledge the undeniable backbone to our family, the work of our volunteers. Every single person who has walked through the doors of Oaktree will always belong to something special and we thank you for choosing to dedicate your time to us and creating a more just world.

Alice Langton

Alyssa Leong

Andrew Wang

Arielle Blocker

Begona Lee

Bella Thomas

Bethany Cherry

Chhivhong Chang

Danielle Smallacombe

Darren Chen

Dave Rubite

Eleanor Hewitt

Grace Laird

Grace Schneider

Harry Long

Isaac Hockey

Izzy Burns

Jack Smith

James Catterson

Jeremy Luk

Jessie Tang

Joanna Guelas

Juan Nieto

Lachlan Prien

Lara Gilbert

Luiza Dorfman Knijnik

Matisse Cousins

Max Tanaka

Meaghan Ferguson

Michael Gibson

Miora Trainor

Molly McDonald

Mutsumi Shinke

Narendra Kesavalu

Nicholas Toumbourou

Nithigna Kanchanakuntla

Olivia Engelhard

Orlando Buttie

Rachel Cook

Ru Hui Foong

Samuel Bissett

Sian Kavanagh

Silvana Tomaselli

Thy Douglas

Tishya Desai

Weijia Shen

Yihan Li

Oaktree Family: Executives, The Board, Committees & Subcommittees

The Executive Team:

Thenu Herath - Chief Executive Officer (Outgoing)
Kergen Angel - Head of Community Engagement (Outgoing)
Nathan Linton - Head of Impact (Outgoing)
William Kabira - Head of Finance & Technology (Outgoing)
Aarushi Dhir - Head of Operations (Outgoing)
Lucie Tolhoek (Deputy CEO)
Ava Rego (Business Development Manager)
Lawrence Phillips (Chief Finance Officer)
Oshadha Iddawela (Chief Operating Officer)
Michaela Jansens (Chief Marketing Officer)
Ashlea Henley (Chief Community Organiser)
Ashleigh McNeill (Chief Advocacy Officer)
Rainy Zafira (Chief International Partnerships Officer)
Sabrina Dong (Live Below The Line Campaign Lead)

The Board:

Alan Wu (Board Chair)
Finbar Piper (Acting Board Chair)
Jack He (Company Secretary)
Elyse McNerney
Gemma Cooper
Manasi Kogekar
Marta Zajac
Steven Mills
Cameron McGowan

Finance Subcommittee:

Steve Mills
Jack He
James Poulton
Joshua Ng
Natalie Murphy

Fundraising Advisory Committee:

Roxy Kavanagh
James Atkinson
Maggy Liu
Victoria Burns
Paul Bailey

Risk & Compliance Subcommittee:

Cameron McGowan
Finbar Piper
Raja Nouredine
Alison Low
Lova Jansson

Impact Committee:

Elyse McNerney
Aidan Craney
Holly Fingland
Felix Maia
Kate Phillips
Kate Horwood
Roxy Kavanagh

Oaktree Family: Major Supporters

A huge thank you to our donors who go above and beyond by providing regular and ongoing support to Oaktree. Our major donors and regular givers provide us with the ability to continue doing our work and championing a more just and sustainable world. Thank you!

The Arnold Foundation

Andrew McNaughtan Foundation

Grace Foundation

Baudin Consulting

Kinrara Foundation

LGT Crestone

Swill Consulting

Boston Consulting Group

University of Melbourne

Glenn Scott

Andrew and Laura Hahn

John Nolan



And a huge thank you to all of our wonderful mentors that support our volunteers to kick goals!

Incoming Co-CEOs Address

We are incredibly honoured and excited to take forward Oaktree's mission, acknowledging it is imperative that youth voices are continually provided with a seat at the table and in decision-making forums.

Just like the organisation's name, young leaders are seeds, who perpetually grow branches, just like our stories, intersecting our connections of kindness and love. As the newest Co-CEOs of Oaktree Australia, we are excited to transform what 'youth leadership' looks like, reminding our community that change is contingent upon the participation and nourishment of every young person to be afforded the platform to amplify their voices.

Oaktree has served as a safe space for leaders to find their community, and this year, our vision is to expand our community, to recognise the power of intersectionality and belonging within our mission. We are excited to broaden Oaktree's scope to find power in emphasising our voices through creativity and collaboration.



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There is always room to grow, and just like our name, we are excited to grow our branches, to be a home for youth power in the communities we reach across the country.

There is always room to grow, and just like our name, we are excited to grow our branches, to be a home for youth power in the communities we reach across the country.

This is why our Youth Solidarity Fund model is so important, because it symbolises the importance of young people in our movement to create a more just world. Looking forward, our new strategy will assist us to secure the organisation's financial sustainability and target ways in which we can improvise diversity in our funding sources and efficiency of our expenditure.

When we first started as Co-CEOs, Thenu reminded us both of how excited she was for the both of us to outdo her legacy, but we have quickly realised that the Oaktree team and the youth we work with, are all recollections of communal strength and solidarity. In the simple South African proverb, “I am because we are” - Ubuntu.

- Zahra Al Hilaly and Lucie Tolhoek

Accountability & Transparency

Oaktree is fully committed to remain accountable to our partners, supporters, and all the incredible youth we work with. Our work is guided by the Australian Charities and Non-for-Profit Commission Governance Standards and External Conduct Standards.

Accreditation:

We are also an active member of the Australian Council For International Development (ACFID) and committed to the ACFID Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. As an active member of ACFID and a signatory to the Code, we are committed to fully adhering to the Code and conducting our work with accountability, transparency, and integrity. We are committed to ensuring our work follows best practice, and applies an evidence-based approach to help improve outcomes for youth. In 2019, Oaktree completed a Self Assessment to successfully verify our compliance with the ACFID Code.



We Value Your Feedback:

To lodge a complaint against our organisation, please email complaints@theoaktree.org

Our complaints handling policy can be found on our website. If you are not satisfied with the response and believe our organisation has breached the ACFID Code of Conduct, you can lodge a complaint with the ACFID Code of Conduct Committee at code@acfid.asn.au. Information about how to make a complaint can be found at www.acfid.asn.au.

Financial Reports

The following financial reports and ratios are prepared in line with the ACFID Code of Conduct and Good Practice Toolkit. More information can be found at www.acfid.asn.au.

