



# oaktree

# ANNUAL REPORT

# 2024

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 we?

Oaktree is an Australian-based youth-led organisation dedicated to empowering young people across the Asia-Pacific region to transform their local communities.

We believe in building an equitable, just, and sustainable world by resourcing youth-led initiatives, amplifying diverse youth voices, and shifting perceptions within the international development sector.



# Mission

To see a world where all young people have the opportunity to transform their local communities to build an equitable, just and sustainable world.

# Purpose

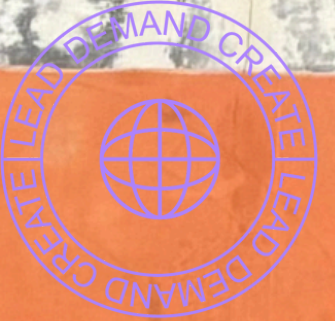
At Oaktree, we believe all young people should have the opportunity to transform their local communities to build an equitable, just and sustainable world. We exist to empower young people to take their ideas for social impact and make it a reality. We ask our young people what the biggest issue in their community is to solve, we ask them what they think the solution is and we back them by supporting them to lead sustainable development projects in their communities.

We do this in three ways:

Resourcing → we resource youth-led initiatives to address the problems that young people are facing in their local communities through the Oaktree Youth Solidarity Fund (OYSF).

Visibility and Influence → we increase the visibility and influence of a diverse range of youth voices within the Asia-Pacific region by providing opportunities for young people aged 18-26 in Australia to develop core skills necessary to lead, demand and create social change.

Perception → we shift perception within the Australian international development sector to see young people as valuable contributors to policy and practice discussions.







# Where we work

As an organisation we focus on the Asia-Pacific region. We place particular focus on the region also because of its high population of young people. Many countries in the Asia-Pacific have a large youth population while their civic systems mature. This leads to many long-term problems such as a lack of education, the need to recover from intergenerational trauma of violence and loss, and accompanying cyclical.

In 2024, our partners were based in:



In 2025, our geographical reach will expand to even more countries across the Asia-Pacific.



# CO-CHAIR ADDRESS



**Aimie Meier**  
Co-Chair



**James Poulton**  
Co-Chair



Dear Oaktree Community,

It's been a transformative year for Oaktree with the refresh of our Theory of Change and the development of our 2025-2027 Strategic Plan. We welcomed Charli English as our new CEO, Charli has been instrumental in leading our strategic review and theory of change refresh support by the work of Clear Horizons. A big thank you goes out to the Clear Horizons team for their support and guidance through this process. Speaking on behalf of the whole Board, I can confidently say that Charli's work has positioned Oaktree to continue making a positive impact in the lives of young people both in Australia and across the Asia-Pacific region.

At the end of 2024 we said a very sad goodbye to Lucie Tolhoek. Lucie devoted the last three years to both volunteering and working at Oaktree and was most recently our General Manager - Risk and Compliance previously also serving as Deputy CEO in 2023 and Co-CEO until March 2024. Lucie's impact on Oaktree has been immeasurable, working tirelessly behind the scenes to manage our risk and compliance, finance and HR functions. Lucie has left Oaktree a better organisation and we couldn't be more grateful for her dedication.

And sadly as we entered 2025 we also said goodbye to three of our Directors, Manasi Kogekar (Co-Chair), Gemma Cooper (Company Secretary) and Nikki Bartlett (Chair of the Impact and Fundraising Committee), as their terms came to an end. Each of these Directors have played key roles in the organisation over the duration of their terms, it was their contributions and perspectives however that inspired everyone during 2024 as we worked through our strategic review. With their departures the Board has recently concluded an extensive search to replace each of these departures including the internal appointment of Jasmine Joyce as Company Secretary and the selection and appointment of Aimie Meier as Co-Chair alongside myself. Aimie, alongside two other new Directors bring a wealth of experience that position the Oaktree Board to support our staff and volunteers in delivering on our mission and purpose.

Alongside all of the work to refresh our theory of change and strategy, we were able to continue delivering aid to youth-led grassroots organisations across the Asia-Pacific through our sector leading approach. The Oaktree Youth Solidarity Fund (OYSF) is a truly unique approach, enabling us to decolonise the way in which international development is delivered. In its fourth year, the OYSF provided further support to four partner organisations that were supported during 2023 with the aim of enabling them to continue growing their impact and establishing their reach within their local communities. Our partner organisations individually work to address environmental issues in Timor Leste, mental health in Laos, environmental, economic and educational issues in Indonesia, and the conservation of Indigenous language in Cambodia. 2025 will see Oaktree partner with six new organisations whilst broadening our geographical reach across the region.

Our successes during 2024, would not have been possible without the hard work and dedication of each and every single volunteer, all of whom worked tirelessly to realise Oaktree's new vision of building a world where all young people have the opportunity to transform their local communities to build an equitable, just and sustainable world.

We would like to extend a huge thank you to Oaktree's staff, volunteers, advisors, partners, Board Directors and our loyal donors for their support throughout the year and look forward to another exciting year in 2025. I would also like to say a very special thank you to Thenu Hearth who wrapped-up her time with Oaktree early during 2024. Thenu served as CEO for two years to early 2023, then continuing as a Director. The Oaktree Youth Solidarity Fund would not exist were it not for Thenu, it is the OYSF that today distinguishes Oaktree.

Thank you,

James Poulton



# CEO ADDRESS

As I reflect on 2024, I am filled with gratitude and hope for the future. It has been a transformative year for Oaktree as we returned with renewed purpose and vision after a period of reflection and restructuring. Throughout this journey, our commitment to youth-led social change has remained unwavering, even as we've reimagined how we work toward creating an equitable, just, and sustainable world.

This year marked a pivotal moment in Oaktree's history as we launched our reinvigorated organisational strategy for 2025-2027. After six months of thoughtful restructuring, research, collaboration, and planning, we refined our mission to ensure all young people have the opportunity to transform their local communities. This mission is grounded in our enhanced vision that incorporates decolonisation, solidarity, sustainability, and a commitment to learning and unlearning in everything we do.

At the heart of this transformation is our recognition that traditional approaches to development need to be consciously transformed. We've moved away from antiquated concepts of "giving" knowledge and resources to those who "receive" them, instead embracing a model that prioritises local expertise and grassroots initiatives led by young people in their own communities.

I am particularly proud of the growth and evolution of the Oaktree Youth Solidarity Fund this year. We expanded our partnerships and made a significant shift in how we provide support. By opening our program to include core support, we've taken meaningful steps toward more equitable power relations with our partners. This approach represents our commitment to decolonised funding, shifting decision-making power and resources directly to youth-led organisations in the Asia-Pacific region through untied grants.

It's been inspiring to witness these organisations implement innovative projects that address the unique challenges facing their communities.

As we move into 2025, we will focus on:

- Turning the OYSF into a foundational product of Oaktree, with continued improvement based on partner feedback,
- Refocusing and engaging our volunteer base through intergenerational learning and continuous skills development,
- Ensuring Oaktree's financial and operational stability while advocating for untied and decolonised funding,
- Clearly articulating who Oaktree is and what we stand for in this new chapter.

Despite the challenges we've faced in recent years, our revitalised strategy reaffirms our belief in the immense potential of young people to lead innovative social change. I am energised by the opportunities that lie ahead and confident in our ability to contribute meaningfully to a more equitable, just, and sustainable future.

None of our achievements would be possible without the dedication of our remarkable staff and volunteers who bring our vision to life every day. Their resilience, creativity, and commitment to social justice are the foundation of our success. I am equally grateful to our partners for their collaboration, our supporters for their trust, and all those who share our belief in the power of young people to create positive change.



**Charli English**  
**CEO**





# Our Priority Areas

In 2024, our work, both domestically and across the Asia-Pacific, was guided by four central pillars outlined in Oaktree's 2025–2027 Strategy. Each pillar reflects our ongoing commitment to a youth-led, decolonial, and community-empowered model of development.







# Oaktree Youth Solidarity Fund (OYSF)

At the heart of Oaktree's mission lies our core belief that young people are not just future leaders, they're making change right now. In 2024, we scaled our impact by supporting youth-led initiatives through the Oaktree Youth Solidarity Fund (OYSF), which we are now proud to position as our foundational product.

OYSF funded bold, locally-rooted initiatives led by young people addressing the most pressing challenges in their communities. By resourcing these projects, we not only invested in youth-led transformational impact but also demonstrated the potential of young people to drive development on their terms.

This year, we expanded the fund's reach, refined our peer-to-peer learning model, and began translating partner feedback into real improvements. In doing so, we reiterated our message: that when equipped with the right tools and trust, young people will transform their communities to build a better world. In 2025, we will welcome even more partners from countries Oaktree has never worked in before!







# Intergenerational Learning

Oaktree's impact is powered by the energy, creativity and courage of our volunteers. In 2024, we sharpened our focus on nurturing this base through a robust strategy centred on intergenerational and peer-to-peer learning.

From mentorship programs and knowledge exchanges to leadership training and structured feedback loops, we invested in building capacity across every level of our organisation. By connecting young volunteers with experienced changemakers, we hope to create meaningful opportunities for mutual growth.

This approach ensures our volunteers are empowered to lead and grounded in a deeper understanding of social justice and sustainability. As a result, our organisation continues to thrive as a vibrant ecosystem of emerging and established leaders, learning and growing together.





# Evidence Generation & Translation

In a shifting development landscape, clarity and credibility are critical. In 2024, we prioritised capturing the insights emerging from our programs, particularly those rooted in youth-led change and decolonised approaches to development.

We worked to clearly articulate Oaktree's evolving identity and the value of investing in diverse young leaders. Through research and partner check ins, we produced accessible, actionable insights that illustrate the effectiveness of our decolonial model.

Using these learnings, we made key changes to our international program and created a new organisational strategy.

Our focus remains on making youth-led knowledge visible, valued, and influential.





# Doing Development Differently: Oaktree's Decolonial Model

2024 marked a deepening of our commitment to decolonisation. Oaktree is proud to do development differently with the understanding that true empowerment comes from within the communities we work with, Oaktree strives to support local knowledge and facilitate local decision-making.

We've continued to reject the top-down aid regime, which undermines the community's ways of knowing and being, and presumes the donor knows how to best improve the lives of people they are entirely removed from.

This year, we embedded decolonial practice into every facet of our international programming. This includes initiatives from the beginning of our programming, such as expanding our funding to include core support rather than only project-specific funding, right to the very end, where we incorporated an anonymous partner consultation on decolonisation, backed by research.

By demonstrating the power and promise of this model, we aim to influence how development is imagined and enacted across the region.

Our approach centres on valuing local knowledge, leadership, and decision-making, fostering genuine partnerships based on mutual respect and shared goals. We are dedicated to transforming our organisational practices to be more culturally responsive and accessible.





# Oaktree Youth Solidarity Fund (OYSF)

The OYSF is founded on the principle of youth-youth solidarity, creating a movement of youth-led organisations and young people across the Asia-Pacific region to build a better world. We recognise the unique circumstances and structural barriers many youth-led organisations experience and that is why we work hard to ensure the fund is as flexible and accessible as possible.

The OYSF aims to:

1. Resource youth-led initiatives to address the problems that young people are facing in their local communities.
2. Enable greater access to short-term flexible funding and support for youth-led organisations, groups and grassroots movements to grow their impact.
3. Increase the visibility and influence of a diverse range of youth voices within the Asia-Pacific region.

In 2024, the OYSF supported 4 partnerships from across the Asia-Pacific, each with unique approaches to tackling inequality within their communities.





# Conserve Indigenous Peoples' Languages Organisation (CIPL)

CIPL is an indigenous youth-led organisation in Cambodia dedicated to advancing opportunities for indigenous youth through educational initiatives, digital literacy development, and sustainable livelihood creation.

CIPL has implemented targeted educational support programmes providing essential study materials to 50 indigenous students experiencing economic hardship in Cambodia's Ratanakiri Province, with 76% of recipients being women. The organisation conducts comprehensive community assessments to identify specific barriers to education, analyse factors contributing to student attrition, and develop culturally-appropriate interventions.

CIPL also executed a specialised four-day training curriculum focused on Social Media and Digital Security fundamentals. The programme engaged 18 participants (44% women) with an 80% active participation rate. The comprehensive curriculum covered critical digital competencies including risk assessment, secure authentication practices, data management, online communication protocols, device security, and digital identity protection.





# Conserve Indigenous Peoples' Languages Organisation (CIPL)

CIPL also facilitates vocational skills development through targeted training programmes that establish long-term economic independence within indigenous communities. Recent initiatives include comprehensive hairdressing certification (4-month programme) and café management training, both resulting in participants acquiring sufficient expertise to establish independent enterprises.

These locally-owned businesses create sustainable economic infrastructure within indigenous communities, generating ongoing employment opportunities, building community wealth, reducing dependency on external aid, and preserving cultural practices through indigenous-led commerce, ultimately strengthening community self-determination and resilience.





# Gamlangchai

Gamlangchai, our Laotian partner organisation, is implementing a comprehensive approach to mental health awareness through youth-focused peer support systems. Their third annual Wellness Festival, funded through OYSF, served as a key public engagement platform attracting over 400 registered participants plus walk-ins on 8 December 2024. Using dialogue, artistic expression, and musical performances, the event aimed to reshape cultural attitudes toward mental health.

The festival engaged diverse community segments including youth, people with lived experience, carers, and stakeholders across Laos' mental health sector. The programme featured workplace counselling workshops, expert presentations on gender-based violence by UNDP Lao PDR, support for new parents, and mental health resource distribution.

With unprecedented stakeholder engagement (25 vendors and 14 cross-sectoral partners including UNDP, Lao Women's Union, and Kasemrath Hospital), the festival established enduring frameworks for ongoing advocacy. Participant feedback showed significant attitudinal shifts, with mental health professionals gaining new perspectives and attendees reporting benefits in relationship building and emotional intelligence.







# Gamlangchai

Most importantly, the festival catalysed over 10,000 mental health conversations, which is a breakthrough in a society where such discussions were previously taboo. The event also trained 30 young volunteers in mental health fundamentals and psychological first-aid, creating a sustainable pipeline of community practitioners. By integrating with the international 16 Days of Activism campaign, Gamlangchai positioned mental health within broader social justice narratives, ensuring lasting systemic impact beyond traditional programme boundaries.

Participant feedback metrics demonstrate significant attitudinal shifts among attendees. Mental health professionals reported acquiring valuable new perspectives, while general participants noted comprehensive wellness benefits including relationship building, experiential learning, emotional intelligence development, and collaborative skill enhancement.

Gamlangchai's programming deliberately addresses interconnected social challenges, particularly through their integration of gender-based violence prevention within mental health frameworks. This intersectional approach ensures that mental health awareness becomes permanently integrated into Laos' broader social development agenda, creating lasting systemic impact that transcends traditional programmatic boundaries.



# Asosiasaun Timoriana

Timoriana, our youth-led environmental research and advocacy partner in Timor-Leste, continues to strengthen their community-based environmental initiatives, which systematically address long-term socio-ecological challenges through an integrated approach to education, economic empowerment, and policy advocacy.

Timoriana's comprehensive environmental education programme recently featured a high-impact workshop on "Together we care for our people and planet, strengthening partnerships to achieve common prosperity". Quantitative assessment through pre- and post-programme evaluations demonstrates significant knowledge acquisition regarding critical environmental issues. More importantly, the structured dialogue model establishes sustainable community frameworks for ongoing climate adaptation planning that will continue to function independently of organisational support.

Their "Recycle Craft" training programme transcends traditional environmental education by transforming waste management into viable economic opportunities. This innovative approach to circular economy principles creates enduring pathways for sustainable income generation, addressing both environmental degradation and economic vulnerability simultaneously. The programme's transformative impact lies in its capacity to permanently alter community relationships with waste materials while establishing self-perpetuating micro-enterprises.







# Asosiasaun Timoriana

With women comprising over 80% of programme participants, Timoriana's initiatives systematically address gender-based inequities in environmental decision-making and economic opportunity. This demographic engagement strategy deliberately builds female leadership capacity in environmental governance, creating durable shifts in community power structures and ensuring women's perspectives are permanently integrated into local environmental management approaches.

Timoriana's forthcoming international conference on Climate Change and Human Rights (21-23 July, Dili) is a sophisticated approach to systemic change. By convening diverse stakeholders—including the President of Timor-Leste, the Green Party of Indonesia, and 75 scholars, activists and practitioners from Kiribati, Solomon Islands, Sierra Leone and Congo, alongside international organisations such as Oxfam—Timoriana is strategically creating permanent governance linkages between community-level environmental justice movements and institutional policy frameworks.

This multi-level approach is particularly transformative within Timor-Leste's challenging political context, where corporate interests frequently influence governmental environmental policy, resulting in unsanctioned development projects that contribute to environmental degradation. By establishing robust cross-sector alliances, Timoriana is cultivating lasting institutional accountability mechanisms that will continue to function beyond individual programme cycles.



# Manggla Jingga

Manggla Jingga is an organisation of students from the Faculty of Social and Political Sciences in the University of Indonesia. They have been working with the Kampung Berkah community since 2020, focusing on sustainable development in the economic, environmental and educational sectors. Manggla Jingga's goal is to empower Kampung Berkah, helping them become a self-sufficient and empowered community.

Manggla Jingga's economic development programme has catalysed sustainable microenterprise growth in Kampung Berkah through an integrated approach combining entrepreneurial development, skills training, mentorship, and market access facilitation. This methodology has established resilient MSMEs generating sustainable community income.

Initial efforts focused on tempeh chip production, reaching five new markets with 28 production cycles in 2024. When challenges arose, Manggla Jingga demonstrated adaptability by facilitating a structured transition to banana chip production, including participatory selection processes and financial support. They expanded market access by establishing supply relationships with school canteens throughout Jati Padang subdistrict.

Future priorities include identifying new accessible markets, expanding workforce participation, and implementing structured financial management systems.







# Manggala Jingga

Manggala Jingga's environmental programme institutes transformative waste management practices addressing both ecological sustainability and economic opportunity. Their waste bank programme creates permanent infrastructure for responsible disposal while establishing supplementary income streams. Through partnerships with independent waste collection services, they've facilitated the disposal of 834.12kg of waste, generating community revenue of IDR 1,299,655 (~\$120 AUD) as of 1 March 2025. Physical infrastructure improvements have increased system accessibility, while targeted engagement strategies strengthen community involvement.

Sekolah Jingga has achieved meaningful educational outcomes in 2025, with average Activity Book scores reaching 75% and parental engagement of 70%. The Jingga Reading Corner initiative has institutionalised consistent reading practices, with borrowing rates of one book per child per class session.

Their comprehensive non-formal education approach transforms educational quality through a character-based curriculum delivered via storytelling, values-based activities, and kindness-focused materials. The multigenerational design integrates parents as active collaborators, establishing long-term community capacity for educational support. Supplementary initiatives, including book donations and literacy campaigns, have expanded resources and fostered continuous learning. Ultimately, Sekolah Jingga develops intellectually capable, socially conscious young people equipped to drive positive community impact.





# Live Below the Line 2024

You can become involved in the social justice sector in a variety of ways:

1. School Clubs  
• Join or start a club at school dedicated to social justice issues where you can engage in discussions, organise events, and run awareness campaigns.

2. Advocacy  
• Engage in local and national campaigns like those run by

3. Supportive Organisations  
• Youth Affairs Council Victoria (YACVic) and the Young Australia Council (YAC)

Live Below the Line is Oaktree's peer-to-peer fundraising and awareness campaign, operating in its 14th and final year in 2024.

Live Below the Line inspires global changemakers to champion transformative action across five essential spheres: energy, food, shelter, technology, and waste. This flexible framework empowers participants to select their focus area within the poverty spectrum, deepening their understanding while creating targeted impact.

In 2024, Glen Waverley Secondary College raised \$6,568.77 for Live Below the Line to support Oaktree's impact work. As our only participating school in 2024, Glen Waverley Secondary College once again went above and beyond to support the reduction of inequity facing young people across the Asia Pacific.

After a remarkable journey of impact and awareness-raising, we announce that this year marks the final chapter of the Live Below the Line campaign. Following careful evaluation of our long-term strategy, Oaktree has made the decision to transition toward more financially viable fundraising initiatives. While the campaign has been instrumental in highlighting poverty challenges across energy, food, shelter, technology, and waste, we are now directing our resources toward developing innovative approaches that will better support our core mission in the changing fundraising landscape.

We remain deeply grateful to all participants and supporters who have contributed to the campaign's success over the years, and we look forward to engaging our community in new, impactful ways as we evolve our approach to creating meaningful change for young people across the Asia-Pacific region.





# External Campaigns

Oaktree added our support as a signatory on a submission to the Department of Climate Change for the establishment of a Youth Advisory Climate Council, led by Australian Youth for International Climate Engagement, Future Minds Network, and Plan International Australia.

Oaktree joined the Safer World for All campaign, coordinated by the Public Engagement and Campaigns Committee of the Australian Council for International Development and Micah Australia. This movement of Australian individuals, community groups and organisations, called on our leaders to act now to build a safer world for all. We joined a number of organisations urging all parties to commit to achieving 1% of the Federal Budget in ODA after the election, a modest but critical step in strengthening Australia's security, economy, and regional leadership.



# Thank you Donors!

**J Phillips**

**Jessica Kitchen**

**Duncan Lockard**

**Hugh Evans**

**William Kabira**

**Eleanor Mitchell**

**Ronald Zhang**

**Paul Bailey**

**Nickolas Allardice**

**Michael Edwards**

**Annie Douglas**

**Kaisha Crupi**

**Shani Cain**

**Ava Rego**

**Maximilian Hanlon**

**Sharon Grosser**

**Sam Odgers**

**Dr Peter Binks**

**Meherunnessa Rahman**

**Miss Stefanakis**

**Frederick Stark**

**J Piper**

**Kevin Hawkins**

**Sarah Boys**

**Nathan Vадnjal**

**Rowena Clark-Hansen**

**Lawrence Phillips**

**Stephanie Buckland**

**Nathan Linton**





# Our Major Donors!



**The Grace Foundation**

**Arnold Foundation**

**Tech for Good**

# Thank you!







# Thank you Volunteers!



**Zahra Al-Hilaly**  
**Lucie Tolhoek**  
**Lawrence Phillips**  
**Oshadha Iddawela**  
**Rainy Zafira**  
**Alyssa Harding**  
**Tasha Goonting**  
**Nicholas Toumbourou**  
**Begona Lee**  
**Darren Chen**  
**Narendra Kesavalu**  
**Kenny Chau**  
**Andrew Wang**  
**Michael Gibson**  
**Ani Prakash**

**Max Tanaka**  
**Oliver Holberton**  
**Reynanda Vertiadhyaksa**  
**Madeleine Ossovani**  
**Jojo Zheng**  
**Indi Danansooriya**  
**Sandy Wang**  
**Taya Bergman**  
**Ariella Susanto**  
**Kelsey McGowan**  
**Cara Eyers**  
**Karleen Han**  
**Li-Nelle Teo**  
**Jess McNeill**



# The Oaktree Family!



## Board Of Directors:

Gemma Cooper  
Manasi Kogekar  
James Poulton  
Thenu Herath  
Christos Gatsios  
Vanh Mixap  
Nikki Bartlett  
Danielle Tan  
Jasmine Joyce  
Charli English

## Ex-Officio

## Board Members:

Lucie Tolhoek  
Zahra Al-Hilaly

## Audit & Risk Management Sub Committee:

Lucie Tolhoek  
Danielle Tan  
James Poulton  
Jasmine Joyce  
Lawrence Phillips  
Sam Rizvi  
Jamies Hodgson

## Impact & Fundrasing\_ Sub Committee:

Nikki Bartlett  
Alex Balsillie  
James Atkinson  
Liz Bloom  
Victoria Burns





# Looking Forward, 2025 and Beyond

As we move into the next strategic period, Oaktree is resolute in our commitment to building a just, equitable, and sustainable world led by young people. In a global context marked by rising inequality, deepening climate crises, and ongoing geopolitical uncertainty, we recognise that our mission has never been more urgent.

Our 2025–2027 Strategy charts a bold and intentional path forward. Our core belief remains that young people must be resourced, recognised, and empowered to shape the futures of their own communities. This reaffirms our focus on youth leadership, intergenerational learning, and evidence generation as levers for sustainable, locally grounded development.

Through the OYSF, we will continue to channel funding directly to youth-led initiatives across the Asia-Pacific, ensuring that resources reach those who understand the challenges most intimately. In this next phase, we will deepen our investment in learning-focused partnerships and peer-to-peer models, embedding partner insights to improve both practice and impact. While the OYSF will remain a foundational product of our organisation, we aspire the OYSF to become a beacon for what ethical, decolonised development can look like. We also welcome a new edition to our international impact team, Nidula Geeganage, a previous Oaktree volunteer stepping up into the role of Program Coordinator.

Domestically, we will rework our volunteer experience to reflect the richness of intergenerational and peer learning. Our volunteers are not just contributors, they are central to our vision for youth-driven change. By investing in their leadership, we will nurture the next wave of informed, socially conscious advocates who carry our mission forward. As we continue to generate evidence on what effective youth-led development looks like, we are equally focused on translating that knowledge into action. We will refine how we communicate our work, share insights more broadly, and engage with key decision-makers to shift policy and funding landscapes in favour of untied, decolonised investments in young people. In doing so, we aim to position Oaktree and youth-led organisations across the region as indispensable to the future of international development.

Additionally, we are committed to expanding our reach to communities that remain underrepresented or underserved. We recognise that the challenges facing young people today are growing more complex and interconnected. Our work must evolve in response, not by scaling for scale's sake, but by going deeper, working in solidarity, and always centring the voices and visions of young people themselves. We will also be welcoming a new General Manager of Risk and Finance, Smriti Soni, to ensure our organisation remains viable and stable well into the future.

At Oaktree, we are not just responding to the times. We are helping to shape what comes next.



**Nidula Geeganage**



**Smriti Soni**



# Accountability & Transparency



Oaktree is fully committed to remaining accountable to our partners, supporters, and all the incredible youth we work with.

## Australian Charities and Not-for-profits Commission (ACNC):

As a registered charity, our work is guided by the Australian Charities and Non-for-Profit Commission Governance Standards and External Conduct Standards, and complies with the Australian Charities and Not-for-Profits Commission (ACNC) Act 2012.

## ACFID:

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 2023, Oaktree successfully completed a Self Assessment against the ACFID Code.

## Complaints Handling:

To lodge a complaint against our organisation, please email [complaints@theoaktree.org](mailto: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](mailto:code@acfid.asn.au). Information about how to make a complaint can be found at [www.acfid.asn.au](http://www.acfid.asn.au).



# A (Financial) Year in Review



## Income

Overall, income was up 21% from FY23, predominantly due to Oaktree's participation in the Global Citizen event.

Sadly, donations have continued to decline year-on-year with a 52% decrease. The current cost of living challenges faced by many Australians meant that fundraising continued to be a challenge during FY24, this was particularly pronounced in the reduction in donations received through the Live Below the Line campaign.

Grant income was up 36% from FY23, a result of the implementation of our new grant strategy.

Similarly, driven by a shift in the structure of our Investment Portfolio during the year, interest revenue increased a 1772%. However, investment Income has reduced by \$29,860.

Our 2024 Financial Report has been prepared in line with the ACFID Code of Conduct and Good Practice Toolkit. More information can be found at [www.acfid.asn.au](http://www.acfid.asn.au)

## Expenses

Overall, expenses reduced by \$11,702. While wages and IT costs increased, they were offset by the decreases in Marketing, LBTL, OYSF, gifts, Flexitime, and Domestic Travel expenditures.

Our Full 2024 Financial Report can be accessed at the following link - <https://www.oaktree.org/transparency>