



redr
australia

**Annual
Report**
FY25

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WE ACKNOWLEDGE THAT THE REDR AUSTRALIA MELBOURNE OFFICE IS SITUATED ON THE LAND OF THE WURUNDJERI PEOPLE OF THE KULIN NATION AND WE PAY OUR RESPECTS TO THEIR ELDERS—PAST AND PRESENT.

WE ACKNOWLEDGE AND SEEK TO CHAMPION THE CONTINUED CONNECTION OF ABORIGINAL AND TORRES STRAIT ISLANDER PEOPLE TO LAND, WATERWAYS AND SKIES, AND WE PAY OUR RESPECTS TO ALL INDIGENOUS PEOPLE WHOSE COMMUNITIES WE WORK IN, ACROSS THE WORLD.



Above: Yirr-Ma by Wagiman artist, Tara-Rose Gonebale. Artist's statement: "Titled 'Yirr-Ma', which translates to 'come together', this piece depicts the relationship between RedR Australia and other humanitarian organisations around the globe, and how they support the response to disasters and communities in crisis."

Front cover: RedR Australia roster member Swapnil reviews damage to residential structures and surveys the proposed sites for renovation and re-construction in Enga Province, Papua New Guinea, 2025. Photograph: Darren Wynn

Chair & CEO message

It has been an exceptionally challenging year for our sector.

Civilian deaths in conflict surged 40 per cent globally. Many armed conflicts were marked by serious disregard for international law, hampering humanitarian and development efforts and creating deadly conditions for civilians, including aid workers. Meanwhile, climate-related disasters continued to devastate communities worldwide, with extreme weather events displacing millions and overwhelming already strained humanitarian systems.

With the average humanitarian crisis now spanning a decade, protracted crises are compounding with new emergencies, climate shocks and growing inequalities putting pressure on efforts to find and sustain peace. This all amplifies global need. Meanwhile, the sector faces unprecedented funding cuts.

However, our sector is resilient. This year, we've worked with unwavering determination to support communities affected by natural disasters, pervasive conflicts, public health emergencies, and deepening social inequities.

As we successfully closed seven years managing the Australia Assists program at the end of FY24, we're proud to have continued delivering more than 70 deployments throughout FY25 with our valued partners.

As a committed and forward-looking organisation, we continue to innovate and evolve our strategy of sustainability and partnerships to achieve our mission and vision, while focusing our efforts to build more resilient communities.

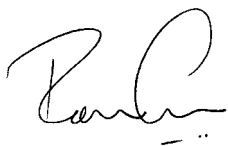
In the last year, we also delivered impactful new training courses and launched our new Talent Solutions offering, leveraging our expertise to help fill critical

talent gaps in the humanitarian and development sector.

We're committed to championing locally led action, with 25 per cent of FY25 deployments fulfilled by either local or regional roster members, as well as continued training courses for humanitarian and development specialists in the Middle East and the Pacific.

Looking forward, we will continue to embrace this transformation and evolve to better meet the needs of those affected by crises and conflicts.

We wish to warmly thank everyone who supported RedR Australia in the last year. We deeply appreciate you all. From our generous donors, to our incredible roster members, to our valued partners, staff past and present, and members of our Board. Together, you enable us to work toward a world where all communities and individuals are protected and resilient in the face of crises and conflicts.



Professor Robert Care AM
RedR Australia Chair



Dr Helen Durham AO
RedR Australia CEO

Our story

A leader in humanitarian
best practice for more than 30 years.

RedR Australia is a unique NGO that trains, identifies and deploys talented and experienced professionals during crises and conflicts.

Established as a humanitarian NGO in 1992 by engineers, RedR Australia's roster has evolved to encompass a complementary and wide range of disciplines and skills.

Our global network includes more than 1000 international specialists, with a current available roster of more than 500 trained and ready-to-deploy experts across more than 70 technical skill-sets. These culturally diverse professionals are dedicated to a people-centred and community-centred approach. Meanwhile, RedR Australia's highly regarded training courses strengthen knowledge and preparedness for field and other program work across a range of sectors and locations.

RedR Australia is a United Nations Standby Partner for 16 UN agencies. And, as part of an accredited network of RedR organisations in Australia, Indonesia, India, Malaysia, the UK, and the USA, we leverage our collective strengths to promote collaboration, and benefit from our respective geographical and thematic strengths.

In the last 30 years, RedR Australia has deployed 1,500 experts to more than 100 countries, in every region of the world. These roster members have worked for nearly 70 host organisations, making a difference on the ground for thousands of communities.

Today, our roster of experts demonstrates a wide range of unique skillsets and can work in more than 80 languages. Learn more about our story [here](#).

Our purpose

To facilitate a world where all communities and individuals are protected and resilient in the face of crises and conflicts.

Our mission

To share capacity and learning through skilled professionals to address the needs of all communities across the span of crises and conflict.

Our international vision

A world in which sufficient, competent, committed personnel are available and responding to humanitarian needs.

Participants take part in a simulation exercise at a RedR Australia training course.



Highlights from FY25

Train



594

training participants



22

training courses across 5 countries



344

registered volunteers



88

associate trainers



95%

average participant satisfaction rating

Deploy



73

humanitarian experts deployed



34

countries



24

host organisations

Connect



1000

humanitarian professionals in our roster network



55

nationalities represented



82

languages held

Lead



53%

of employees identify as female



46%

of associate trainers identify as female



44%

of roster members identify as female



13

employees worked in roles addressing climate change



21

employees worked in gender-empowerment roles



25%

of roles were national or regional deployments

Where we work

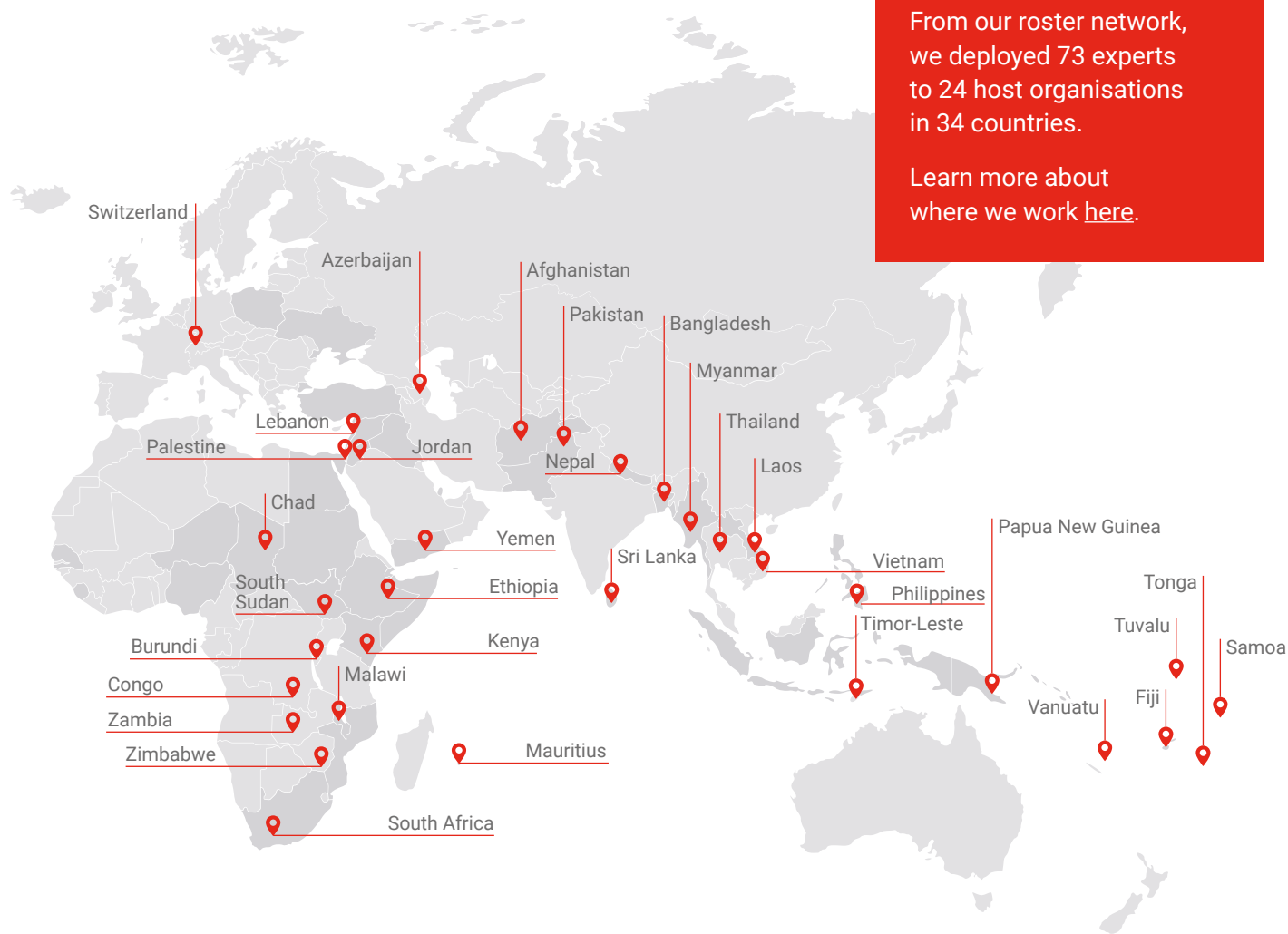
In FY25, we provided highly regarded humanitarian training for nearly 600 participants across Australia, Fiji, Jordan, Indonesia, Tunisia and online.

Our diverse pool of 88 associate trainers hails from 15 countries.

From our roster network, we deployed 73 experts to 24 host organisations in 34 countries.

Learn more about where we work [here](#).

Countries where we deployed experts



Where we offered training



Australia



Fiji



Jordan



Tunisia



Indonesia



and
online

Deployments

Responding to crises around the world

RedR Australia's roster members work in some of the world's most challenging environments to respond to crises and reduce harm.

FY25 was characterised by new and ongoing crises and conflicts.

We deployed 73 professionals to 34 countries around the world and partnered with 24 host organisations to support their life-changing work.

While responding to global crises, we continue to strengthen our focus on climate change, support gender equality and disability inclusion, and champion locally led solutions.

RedR Australia has strong partnerships with UN agencies, governments, NGOs and community organisations who manage programs on the ground. We're proud to support gender equality, with 53 per cent of deployees identifying as female.

Meanwhile, 29 per cent of deployees worked in roles specifically focused on gender-empowerment, which represents an increase on the previous two years.

Supporting a wide range of global responses

Our roster members responded to needs caused by conflict and political instability in countries such as Afghanistan, Ethiopia, Lebanon, Myanmar, Palestine, Papua New Guinea, Sudan and Ukraine.

We responded to climate-induced disasters and natural hazards, such as drought in Jordan and



I AM PASSIONATE ABOUT THIS WORK BECAUSE I KNOW THE MAPS AND DATA I PRODUCE ARE DIRECTLY USED TO SUPPORT PEOPLE IN NEED, ESPECIALLY DURING EMERGENCIES.

—Pianos, our geographic information systems (GIS) officer working in South Africa. Read more [here](#).

Zambia, an earthquake in Vanuatu and a typhoon in Vietnam.

Our work also included responses to disease outbreaks such as rabies in Timor-Leste, cholera in South Sudan, and Mpox in Burundi and the Democratic Republic of Congo.

We are committed to mitigating the effects of our changing climate. This year, a total of 14 RedR Australia roster members worked on climate and disaster risk reduction roles across the world. That's 20 per cent of all deployments and it reflects how significant our partners see climate change as a growing threat to global peace and stability.

From Tonga to Zambia and Azerbaijan, our experts are working hard to support communities affected by our changing climate. Learn more about our deployments [here](#).

Locally led expertise

We aim to uplift authentic local leadership and foster genuine inclusion, while cultivating robust partnerships. This includes embracing First Nations and indigenous knowledge to deliver impactful solutions.

Central to this work is providing more local and regional deployments in communities around the world.

In FY25, 25 per cent of deployees were from the country or region they deployed to. National roles (who were deployed within their own country) undertook 6 per cent of deployments, while regional roles (who were deployed within their region) represented a further 19 per cent of deployments. This continues our strong efforts to strengthen local communities.



IN FY25, 25 PER CENT OF DEPLOYEES WERE FROM THE COUNTRY OR REGION THEY DEPLOYED TO. THIS CONTINUES OUR EFFORTS TO STRENGTHEN LOCAL COMMUNITIES.

Below: RedR Australia roster member Swapnil (left) reviewing damage to residential structures and the proposed sites for renovation and re-construction in Enga Province, Papua New Guinea, 2025.



ENGANS ARE RESILIENT IN THE FACE OF DISASTER AND I WAS INSPIRED BY THEIR ABILITY TO BEAR THE TRAGIC CIRCUMSTANCES OF THE LANDSLIDE WITH DIGNITY.

—Swapnil, our early recovery advisor working in Papua New Guinea. Read more [here](#).





Regina (third from right) with colleagues from UNDP Malawi.

“

UNDP PROVIDED AN EXCELLENT OPPORTUNITY TO LEARN, ADAPT, AND USE MY SKILLS TO CONTRIBUTE TO THE DEVELOPMENT AGENDA.

—Regina, our climate change and disaster risk management specialist working in Malawi. Read more [here](#).

Pianos, our GIS Officer in southern Africa

When La Niña conditions threatened devastating floods across southern Africa in 2025, RedR Australia roster member and Zimbabwean national, Pianos, deployed to the World Food Programme (WFP) as a GIS Officer.

Funded by the United Kingdom's Foreign, Commonwealth and Development Office, his predictive flood mapping and cyclone impact analysis supported emergency preparedness across 12 countries, enabling teams to allocate resources efficiently and develop

early-warning systems before disasters struck.

Pianos' deployment exemplified localisation in action, bringing African expertise to support African communities. "I know that my deployment is temporary," said Pianos, "so my primary task has been to build the capacity in the wider GIS team."

He established fortnightly GIS lab clinics and transitioned systems to open-source tools, ensuring life-saving mapping capabilities remained embedded within the regional team long after his deployment ended.

“

ALL THE MAPS I'VE PRODUCED ARE USED TO IDENTIFY FLOOD-PRONE AREAS. THESE MAPS ARE USED BY THE EMERGENCY PREPAREDNESS TEAM TO ALLOCATE RESOURCES EFFICIENTLY IN HIGH-NEED AREAS BEFORE FLOODING OCCURS.

—Pianos, our geographic information systems (GIS) officer working in South Africa. Read more [here](#).

“

EMPOWERING LOCAL ORGANISATIONS IS CRUCIAL. WHEN COMMUNITIES TAKE THE LEAD IN IDENTIFYING RISKS AND FINDING SOLUTIONS, THE IMPACT IS MORE SUSTAINABLE.

—Caroline, our gender-based violence expert working in the Pacific. Read more [here](#).



Caroline (left) working with the protection cluster to support women and girls.

Training

Field-informed training for effective crisis response

RedR Australia offers a range of courses that are open to the public, as well as bespoke training courses that can be tailored for individual organisations. Being field-ready is a core goal of RedR Australia's training courses.

In FY25, RedR Australia delivered 22 training courses across Australia, Jordan, Fiji, Indonesia, Tunisia and online. More than 590 participants attended our courses worldwide. We offered seven Essentials of Humanitarian Practice (EHP) courses and eight Hostile Environment Awareness Training (HEAT) across Australia, the Pacific, Middle East and Africa, alongside tailored training for a variety of global partners.

RedR Australia is committed to supporting locally designed programs and strengthening local leadership within the humanitarian, development and emergency response sectors. Our training programs reinforce local capability across the disaster management cycle, with two EHP courses delivered in Fiji to increase accessibility for Pacific participants and four HEAT courses delivered in Jordan to support critical needs in the Middle East and Africa regions.

Currently, we maintain 88 associate trainers and a pool of more than 340 registered volunteers. Our trainers originate from 15 countries and nearly half identify as female.

Training through partnerships

RedR Australia continues to deliver bespoke training courses for government, NGO, multilateral and corporate partners,



In FY25, RedR Australia delivered 22 training courses. Nearly 600 participants attended our courses worldwide.

Training participants learn first aid principles at a HEAT course in Mt Macedon, Australia, 2025.

strengthening capacity across diverse sectors and regions.

In FY25, RedR Australia facilitated the Protection of Civilians course at the Australian Centre for Civil Military in Canberra, where our training team supported practical learning through simulation exercises for 70 participants from police, military, and civilian agencies. The two-day course featured distinguished speakers including Lieutenant General (Ret'd) John Frewen AO and RedR Australia CEO Dr Helen Durham AO, reinforcing international humanitarian law principles and fostering cross-sector understanding.

Through our new partnership with Synergy Group, we also delivered training for the Australian Government's Diplomatic Academy, including a face-to-face course exploring the nexus between the humanitarian and development sectors,

as well as online training on education in development.

Our partnership approach extended globally through targeted capacity-building initiatives. We facilitated disaster simulation training for the International Federation of the Red Cross in Fiji, delivered Sexual and Reproductive Health in Emergency training for International Planned Parenthood Foundation in Tunisia, and provided bespoke project management training for the ASEAN Coordinating Centre for Humanitarian Assistance (AHA Centre). These partnerships demonstrate our commitment to strengthening local and regional capacity while responding to specific organisational needs and contexts.



THIS COURSE IS A MUST FOR ANYONE WHO IS WORKING IN DISASTER RESPONSE OR INTERESTED IN BECOMING A HUMANITARIAN RESPONDER.

—EHP course participant, Fiji, 2024. Read more about our Fiji EHP [here](#).

Associate trainer Kathryn (centre) leads a session at a RedR Australia EHP training course in Mt Macedon, Australia, 2025.



In FY25, the average participant satisfaction rating on our training courses was 95 per cent—an exceptionally high result.



“

I'VE PROBABLY TRAINED 1500 PEOPLE IN MY ROLE AS A REDR AUSTRALIA ASSOCIATE TRAINER. AND VERY FEW OF THEM HAVE SAID THEY DIDN'T GET SOMETHING AMAZING OUT OF THEIR EXPERIENCE.

—Ulf, RedR Australia associate trainer. Listen to Ulf on the *Humanitarian Conversations* podcast [here](#).

Exceptional participant satisfaction

In our courses, participants enjoy individualised attention and a high quality of learning. In FY25, the average participant satisfaction rating was exceptionally high, at 95 per cent. This represents a small increase from FY24.

At a HEAT course held in Greater Melbourne, Australia, we received an overall satisfaction rating of 99 per cent from our participants. All RedR Australia training courses are a team effort, and this outstanding result is reflective of our highly skilled trainers, support staff and participants.

One participant commented it was, “incredibly useful and a ‘must’ before deployment

to high-risk contexts”, while another participant reported that the course is “a must do” and it’s the “best course you will ever experience.”

As a comparable benchmark, QILT found that for undergraduate students in Australian universities in 2024, the average satisfaction rating was 75.2 per cent.¹

Learn more about RedR Australia’s training courses [here](#).

Introducing Essential Frameworks

In FY25, RedR Australia launched a new series of short courses designed to upskill practitioners working in development and humanitarian action. The first course in our new Essential Frameworks series, Essential

Frameworks: International Humanitarian Law (IHL), provided a solid understanding of IHL fundamentals, giving participants the confidence to discuss and advise on IHL in humanitarian settings. The course was delivered in-person in Melbourne, Australia.

The course was open to anyone interested in developing their understanding of IHL, including those working in NGOs and government, and those interested in policy and advocacy. It will be followed by more short courses in the series.

Learn more about our Essential Frameworks courses [here](#).

¹QILT (2025). 2024 Student Experience Survey. Available at: [https://www.qilt.edu.au/surveys/graduate-outcomes-survey-\(gos\)](https://www.qilt.edu.au/surveys/graduate-outcomes-survey-(gos))

Roster

Building a strong and engaged roster

At RedR Australia, we take pride in our roster of highly skilled and diverse experts. We have a network of more than 1000 technical specialists, each bringing unique expertise across an extensive range of skill profiles and language capabilities.

Within this comprehensive network, we maintain a core group of more than 500 roster members who are ready to deploy at short notice. These professionals have completed our rigorous preparation processes, including specialised training, ensuring they can respond rapidly to emerging crises and development needs around the world.

Our roster members are located around the world and represent more than 55 different nationalities from all regions. We continue to work towards gender equity, with 44 per cent of roster members (who have disclosed their gender) identifying as female. Our roster members have the capacity to work in more than 80 languages across more than 70 skill profiles.

The depth of skills and experience held by our roster continues to support our ability to meet the needs of our global partners. Additionally, we continue to onboard new roster members—identifying new talent and broadening our offering to our partners.

Launching our new Talent Solutions service

In FY25, we launched our new tailored recruitment service, RedR Australia Talent Solutions. This service aims to support organisations working in the humanitarian, development, disaster resilience and peacebuilding sectors with short-term, long-term or permanent staff.

Our agile approach ensures we can rapidly scale our

recruitment efforts to meet time-sensitive needs, providing immediate support without compromising on the quality or expertise of our candidates.

Whether responding to large-scale emergencies, preparing for crises or providing ongoing support, RedR Australia Talent Solutions aims to help secure the right expertise at the right time.

Learn more about Talent Solutions [here](#).

Below: RedR Australia roster member Franck has completed multiple deployments throughout the Pacific region.



Our network of roster members represent more than 55 nationalities from all regions of the world.



I'M VERY GRATEFUL. I ALWAYS FELT MY LIFE WAS FIRST PRIORITY FOR REDR. I HAVE WORKED IN THE HUMANITARIAN SECTOR FOR 13 YEARS AND THIS WAS THE FIRST TIME I FELT SO VALUED. THANK YOU. I COULD ONLY DELIVER SO MUCH BECAUSE I HAD THAT SUPPORT.

—RedR Australia roster member, deployed with UN Women in 2025

Exceptional support

Post-deployment feedback consistently highlights our exceptional support for our roster members throughout their recruitment and deployment journey.

Our deployees take pride in their association with RedR Australia,

with candidate care emerging as a defining strength across all stages of engagement.

This responsive approach strengthens our partnerships while ensuring our skilled professionals feel fully supported in their vital humanitarian work.

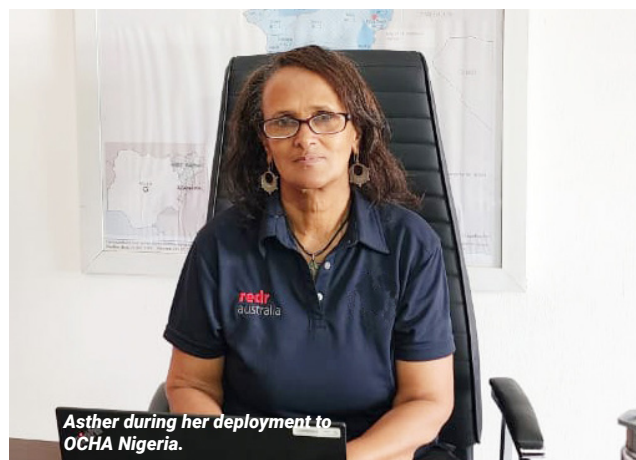
With our technical specialists working in complex and challenging environments, this support can make a significant difference for the outcomes of their deployments.

Learn more about the RedR Australia roster [here](#).



HUMANITARIAN ACTION NEVER STARTS FROM ZERO. THERE'S ALWAYS SOMETHING TO BUILD UPON.

—Asther, our accountability to affected people (AAP) coordinator working in Nigeria. Read more [here](#).



Asther during her deployment to OCHA Nigeria.



Above: RedR Australia roster member Deepak inspects a waste-management site that requires support.



SOLID WASTE MANAGEMENT IS CRUCIAL TO PROTECT THE ENVIRONMENT AND PROMOTE PUBLIC HEALTH. THE ULTIMATE GOAL IS TO ENSURE PUBLIC HEALTH THROUGH A HEALTHY AND LIVABLE PLANET.

—Deepak, our waste management and water, health and sanitation (WASH) expert working in Bangladesh. Read more [here](#).

Key partnerships

Standing with our partners

We aim to build collaborative partnerships based on shared values and a commitment to delivering impactful and locally led solutions.

New MOU with the Office of the Special Envoy of the Secretary General for Yemen

In FY25, RedR Australia signed a new memorandum of understanding (MoU) with the Office of the Special Envoy of the Secretary General for Yemen (OESGY) in Amman, Jordan.

This new MoU will allow RedR Australia to support the United Nations as they work towards peace and stability in Yemen.

As part of the MoU, RedR Australia can now mobilise our roster of humanitarian experts to provide specialist support for OESGY's work.

Learn more about how we work with our 16 United Nations Standby Partners [here](#).

Partnering with Tetra Tech to support the Australia Assists program

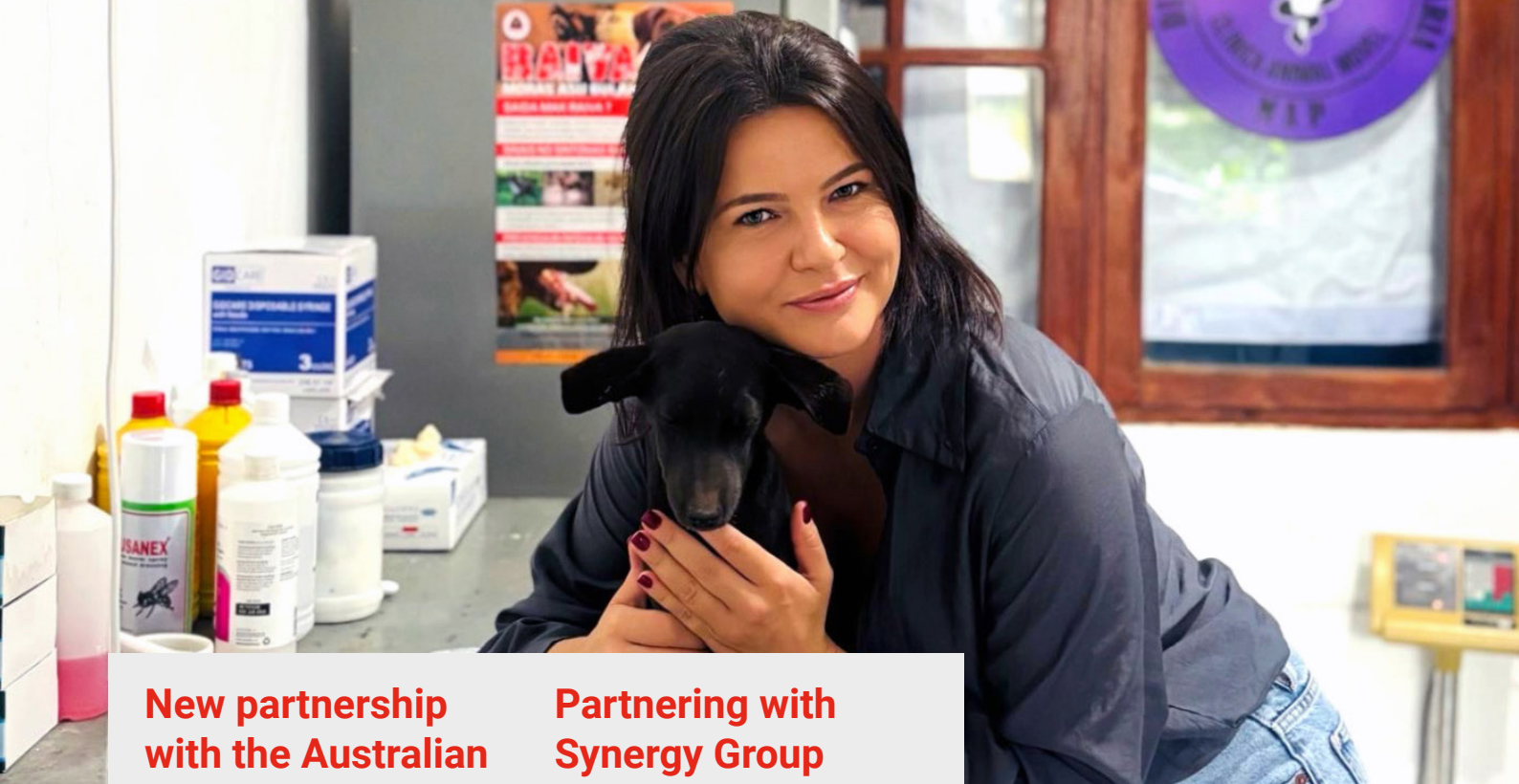
In 2024, RedR Australia established a new partnership with Tetra Tech International Development to deliver UN, government and NGO deployments and training as part of the Australian Government's Australia Assists program. This strategic collaboration delivered 317 deployment months in FY25, enabling us to respond to humanitarian crises and support vulnerable communities across the globe.

The partnership leverages RedR Australia's seven years of experience managing the Australia Assists program and longstanding partnerships with UN agencies. It also includes training placements for Tetra Tech-nominated participants in RedR Australia's courses, further strengthening Australia's humanitarian capability.



THIS NEW AGREEMENT WITH OESGY WILL ALLOW US TO SUPPORT THE UNITED NATIONS AS THEY WORK TOWARDS PEACE AND STABILITY IN YEMEN.

—Dr Helen Durham AO, RedR Australia CEO. [Learn more here.](#)



Above: RedR Australia roster member Rebeca at the National Veterinary Directorate Clinic in Timor-Leste.

New partnership with the Australian Department of Agriculture, Fisheries and Forestry

In FY25, RedR Australia established a new partnership with the Australian Government's Department of Agriculture, Fisheries and Forestry (DAFF) to support their work in the Asia-Pacific region.

Through this partnership, RedR Australia deployed roster member Rebeca to Timor-Leste as a risk communication and community engagement specialist, where she provided vital support during the country's first-ever rabies outbreak. Rebeca's five-month deployment helped develop comprehensive communication strategies, build community awareness, and strengthen local capacity to respond to this emerging zoonotic disease threat.

Learn more about Rebeca's work responding to the rabies outbreak [here](#).

Partnering with Synergy Group to support the Australian Government's Diplomatic Academy

In FY25, RedR Australia joined the Australian Government Diplomatic Academy's standing panel as a training provider, partnering with Synergy Group. This collaboration enables us to apply our humanitarian and development expertise to support Australia's diplomatic workforce.

The partnership represents a strategic expansion of our training capabilities, demonstrating how our established skills can create value in new sectors while broadening our organisational impact.

“
THE RECENT EMERGENCE OF RABIES IN TIMOR-LESTE MEANS OUR WORK WAS NOT JUST ABOUT RESPONDING TO AN OUTBREAK BUT ALSO ABOUT ESTABLISHING NEW PUBLIC HEALTH NORMS.

—Rebeca, our public health risk communication and community engagement (RCCE) specialist working in Timor-Leste. Read more [here](#).

Leadership

Leading positive change

A new strategic direction for RedR Australia

In December 2024, RedR Australia launched its new three-year strategy following comprehensive consultation with board members, trainers, deployees and operations staff. The strategy reflects our organisational evolution and establishes a renewed purpose: to facilitate a world where all communities and individuals are protected and resilient in the face of crises and conflicts.

The strategy positions partnerships at the centre of our operations, focusing on deploying our roster of experts into partner organisations while enhancing local expertise. This strategic framework also focuses on training our sector to be field ready—while harnessing the benefits of local knowledge—and reinforces our commitment to advocate for and advance disaster response, development, peacebuilding and humanitarian discussions.

Read the *RedR Australia Strategy 2024-27* [here](#).

Pushing for greater protections for humanitarian workers

During FY25, RedR Australia CEO Dr Helen Durham AO worked to improve the protection of humanitarian workers under International Humanitarian Law. Following the Australian Government's announcement of a new initiative at the UN General Assembly in September 2024, which aimed to improve humanitarian personnel safety and security, Dr Durham provided expert commentary

Dr Helen Durham speaking on the ABC's *Afternoon Briefing* in September 2024.



Dr Helen Durham
HUMANITARIAN LAWYER AND REDR CEO

UN SUMMIT

Australia pushes for aid worker protections at UN summit

ABC NEWS
16:48 ACT

Australia pushes to protect aid workers in war zones at UN Summit in New York

across multiple national media platforms, including ABC Radio National, ABC Afternoon Briefing, Sky News and SBS News.

Dr Durham's contributions emphasised the critical need to strengthen existing protections, noting that while International Humanitarian Law already provides robust frameworks for humanitarian worker protection, there is an urgent need to reinvigorate these obligations given the alarming increase in attacks on aid workers.

Dr Durham's expertise and advocacy work supports broader efforts to bring humanitarian worker protection to the forefront of global discussions and ensure accountability for those who breach International Humanitarian Law.

Learn more about our work to uphold International Humanitarian Law [here](#).

Supporting indigenous wisdom in humanitarian response

RedR Australia facilitated a significant session at the 2025 Humanitarian Networks and Partnerships Week in Geneva, exploring the integration of traditional knowledge in disaster preparedness.

The session, titled *From Listening to Practice: Traditional Knowledge and Disaster Preparedness*, featured RedR Australia associate trainers and humanitarian deployees

Aca 'Vuli' Gauna, Simone Bula and Georgina Galbraith, with discussion facilitated by RedR Australia CEO, Dr Helen Durham.

The panel demonstrated how indigenous knowledge systems enhance community resilience through natural early-warning systems and locally led recovery approaches, reinforcing RedR Australia's commitment to culturally appropriate humanitarian responses and the critical importance of integrating traditional knowledge with contemporary disaster risk reduction practices.

Watch the HNPW session [here](#).

RedR Australia's Reconciliation Action Plan

RedR Australia continued to make steady progress in implementing our *2024 Reflect Reconciliation Action Plan* throughout FY25. Our internal Reconciliation Working Group maintained oversight of implementation activities, ensuring consistent advancement towards our reconciliation commitments.

Building on the work established in FY24, we have progressed key initiatives across our workplace practices and organisational culture.

The RAP continues to guide our efforts to create an inclusive, diverse and culturally safe environment for all staff, while deepening our understanding of reconciliation and our role in supporting meaningful change.

Our commitment to reconciliation remains integral to RedR Australia's values and operations as we work towards our vision of recognition, deep listening, and respect between Aboriginal and Torres Strait Islander peoples and non-Indigenous Australians.

Read our *2024 Reflect Reconciliation Action Plan* [here](#).

Exploring humanitarian issues with our podcast, *Humanitarian Conversations*

In FY25, we continued our podcast, *Humanitarian Conversations*.

Humanitarian Conversations is a podcast exploring what it means to be a humanitarian through interviews with respected and very experienced humanitarian experts.

In FY25, the podcast published 4 episodes, garnering more than 2,500 downloads across 105 countries. According to Buzzsprout, *Humanitarian Conversations* is in the top 25 per cent of podcasts worldwide.

Listen to *Humanitarian Conversations* [here](#).

Learning

Continuous improvement for best practice

Monitoring, evaluation and learning in action

RedR Australia maintains a robust monitoring, evaluation and learning (MEL) framework to ensure deployments are effective and support continuous improvement.

During FY25, RedR Australia completed four Post-Deployment Reports, which serve as our primary learning products. These reports provided a critical analysis of deployment outcomes and offered learning opportunities for both host organisations and RedR Australia.

We consistently monitor the success, impact and performance of deployments through regular employee reporting and structured check-ins with both employees and host organisations. This

ongoing monitoring ensures real-time visibility of deployment progress and enables timely interventions where required.

RedR's comprehensive end-of-deployment process includes end-of-mission reporting, formal performance evaluations completed by both deployees and supervisors, and thorough debrief sessions. This multi-faceted approach ensures comprehensive capture of deployment outcomes and lessons learned.

Improving practice

Post-Deployment Reports systematically capture the operational context, deployment impact, and host organisation feedback, with particular attention to cross-cutting issues, including gender, disability, protection and sustainability. These reports

examine both enablers and barriers to ensure deployments are effective, providing actionable insights for future deployment planning and implementation.

Each deployment undergoes internal assessment against the original Terms of Reference, deployee outputs, and host agency feedback, ensuring alignment with intended outcomes and identification of areas for improvement. This systematic evaluation approach supports evidence-based decision-making and continuous enhancement of RedR Australia's deployment model. The insights generated through our MEL framework directly inform strategic planning, deployment design, and capacity building initiatives, ensuring that learning translates into improved practice and enhanced impact in future deployments.



RedR Australia roster member Melanie (left) supporting Ukrainian refugees in 2023.

Financial reporting

Financial summary

RedR Australia recorded an operating deficit of \$1,812,997 for the year ended 30 June 2025, compared to a surplus of \$392,337 in the previous year.

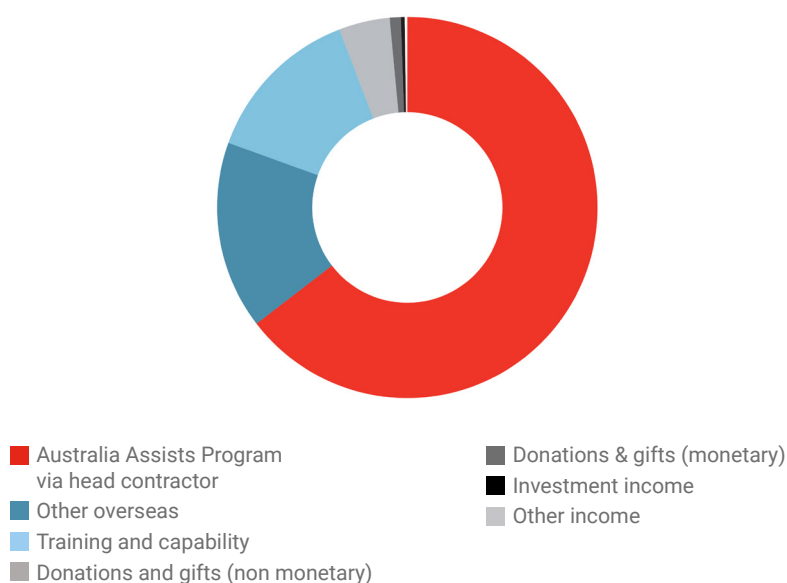
RedR Australia's primary contract with the Department of Foreign Affairs and Trade expired at the end of FY24. In FY25, we transitioned to a services agreement with the new head contractor to continue delivering deployments. In response to this change, we focused on diversifying our income streams and adapting to the evolving donor landscape, as outlined in our new three-year strategic plan. We are successfully developing partnerships across the non-profit, government, and private sectors to expand our business activities.

During the year, we completed an organisational restructure and implemented performance monitoring tools to track progress and ensure accountability against our strategic goals.

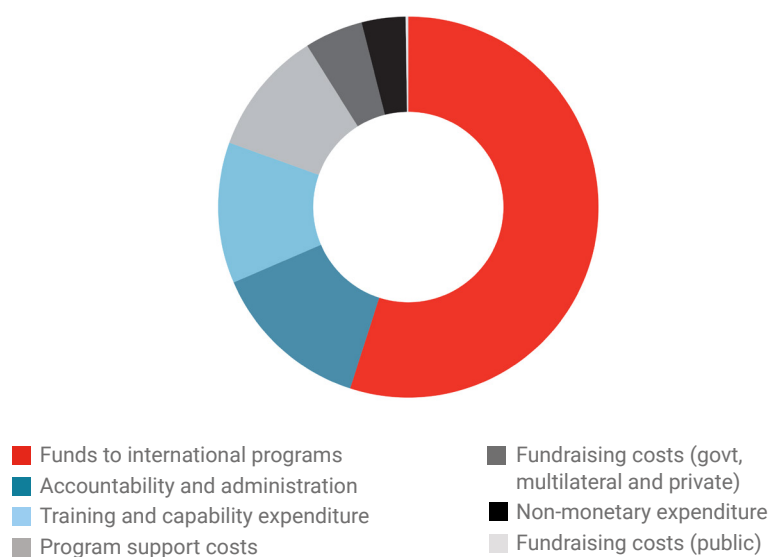
The following financial statements have been prepared in accordance with the requirements set out in the ACFID Code of Conduct. For further information on the Code, please refer to the ACFID website at acfid.asn.au

You can find our full statutory financial statements [here](#).

Total revenue



Total expenditure



Income statement for the year ended 30 June 2025

	2025	2024
REVENUE		
Donations and gifts		
Monetary	103,146	97,629
Non monetary ¹	477,522	509,917
Grants		
Australia Assists Program via the Department of Foreign Affairs and Trade	-	16,667,329
Other overseas ²	1,758,928	1,578,123
Australia Assists Program via head contractor ³	7,121,490	-
Training and capability	1,508,919	1,444,783
Investment income ⁴	35,537	22,158
Other income	24,693	7,596
TOTAL REVENUE	11,030,235	20,327,535

EXPENDITURE		
International programs		
Funds to international programs ⁵	7,057,252	10,672,347
Program support costs ⁶	1,361,102	3,072,916
Fundraising costs		
Public	30,154	23,752
Government, multilateral and private ⁷	637,486	766,809
Accountability and administration ⁸	1,743,236	3,054,230
Training and capability expenditure	1,536,480	1,835,227
Non-monetary expenditure	477,522	509,917
TOTAL EXPENDITURE	12,843,232	19,935,198
SURPLUS/SHORTFALL OF REVENUE OVER EXPENDITURE	(1,812,997)	392,337

Note:

- Estimated fair value of the volunteer services received.
- Includes funding received from the UK Government through its Foreign, Commonwealth & Development Office (FCDO), UN agencies, and other governmental and non-governmental organisations via cost contributions for deployments.
- Revenue received in the 2025 financial year pertains to the Master Service Agreement as a downstream partner under the Australia Assists Program.
- All deposits are held at the National Australia Bank and Strathmore Community Bank branch of Bendigo Bank.
- The cost of deploying international emergency response experts overseas, including regional office and personnel costs.
- Direct costs of international program management spent in Australia.
- Costs incurred in reporting against government and multilateral contracts.
- The management and administration cost of supporting humanitarian experts to deploy and return from the field.
- Bank account balances with National Australia Bank and Strathmore Community Bank branch of Bendigo Bank.
- Prepayments and other debtors.
- Fixed assets are depreciated in accordance with the reasonable useful life of the asset.
- Long-term lease of head office building.
- RedR Australia's intangibles comprise computer software.
- Includes trade creditors and accrued expenses.
- Primarily consists of training income received in advance and a small portion of membership fees in advance.
- Current lease liability of the head office building.
- Provision for employee leave entitlements.
- Non-current lease liability of the head office building.
- Non-current provision for employee leave entitlements.
- Restricted reserves include donations held as the Overseas Aid Fund.

Balance sheet as at 30 June 2025

	2025	2024
ASSETS		
Current Assets		
Cash and cash equivalents ⁹	3,657,801	5,472,298
Trade and other receivables	1,350,475	1,912,585
Other financial assets	-	-
Other current assets ¹⁰	658,972	537,183
Total Current Assets	5,667,248	7,922,066
Non-Current Assets		
Property, plant and equipment ¹¹	17,940	60,272
Right of use asset ¹²	38,504	207,752
Intangibles ¹³	136,695	231,517
Total Non-Current Assets	193,139	499,541
TOTAL ASSETS	5,860,387	8,421,607

LIABILITIES		
Current Liabilities		
Trade and other payables ¹⁴	576,202	1,107,874
Other ¹⁵	104,595	93,168
Lease liability ¹⁶	40,363	185,237
Provisions ¹⁷	294,257	327,283
Total Current Liabilities	1,015,417	1,713,562
Non-Current Liabilities		
Lease liabilities ¹⁸	-	48,039
Provisions ¹⁹	71,581	73,620
Total Non-Current Liabilities	71,581	121,659
TOTAL LIABILITIES	1,086,998	1,835,221
NET ASSETS	4,773,389	6,586,386
EQUITY		
Restricted reserves ²⁰	802,763	799,606
General reserves	937,381	937,381
Retained earnings	3,033,245	4,849,399
TOTAL EQUITY	4,773,389	6,586,386

Partners

UN partners



Government and civil society partners



University partners



Corporate partners



Founding bodies



RedR Australia is a member of RedR International, a federated network of offices sharing a common vision of a world in which sufficient competent and committed personnel are available and responding to humanitarian needs.

RedR Australia is a signatory to the ACFID Code of Conduct, which is a voluntary, self-regulatory sector code of good practice. As a signatory we are committed and fully adhere to the ACFID Code of Conduct, conducting our work with transparency, accountability and integrity.

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**EVERY STORY I HEAR,
EVERY PERSON I MEET,
REINFORCES WHY I DO
THIS WORK. IT'S NOT
JUST ABOUT POLICIES OR
PROGRAMS; IT'S ABOUT
PEOPLE REBUILDING
THEIR LIVES AGAINST ALL
ODDS. THEIR RESILIENCE
SHAPES MY PERSPECTIVE,
BOTH PROFESSIONALLY
AND PERSONALLY.**

—Jason, our program
officer working in Ethiopia.
[Read more here.](#)



*RedR Australia roster member Jason
during a field visit in Ethiopia in 2025.*

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