



AGAPE IN
ACTION
Life. Opportunity. Hope.

MARCH 2017

ACCOUNTABILITY

WHO WE ARE?

Agape in Action is a Christadelphian organisation dedicated to working with the poorest brothers and sisters in the world. We are a community of volunteers who are committed to supporting the spiritual and physical needs of children and families living in extreme poverty. We work closely with our CBM counterparts, local ecclesias and other Christadelphian organisations in the field. When our family in Christ is suffering, we feel compelled to put our love into action and respond in a practical and compassionate way.

WHY WE SERVE?

The Scriptures form the basis of all our activities. Our motivation comes from the love shown to us by the Father and the compassionate example of His Son. We endeavour to show God's love through our acts of service. We share the gospel message through our words and actions. We feel strongly that practically serving our brothers and sisters in need is an essential characteristic of those who are 'of the truth' (1John 3v19). The terrible suffering of our brothers and sisters demands a response.

WHERE WE SERVE?

Agape in Action is currently working in Kenya, Uganda, Tanzania, Mozambique, India, Sri Lanka, Vietnam and Vanuatu. These countries are battling enormous challenges brought about by corruption, war, drought, insecurity, infectious diseases and widespread poverty. Yet in the midst of these troubles the gospel is being preached and the truth is growing rapidly. We serve in areas where our brothers and sisters are living in extreme poverty and where there are faithful brothers and sisters to administer our programs.

OUR MISSION

Support **Life** - save lives by supporting acute needs, health promotion and spiritual education and development

Provide **Opportunity** - so individuals can support themselves and others in the long term

Instil **Hope** - through the provision of spiritual support

WE ACHIEVE OUR OBJECTIVES AND MISSION BY

Supporting both acute and long term needs of individuals, families and communities

Focusing our work on education, spiritual development, nutrition, health promotion, health care, clean water, agricultural development and microloans

WE SUPPORT OUR PROJECT THROUGH

Individual donations

Ecclesial donations

ACCOUNTABILITY MEASURES

- Agape in Action is a registered charity in Canada and the United States with additional offices in Australia and New Zealand.
- Two boards of directors in Canada and the United States are established under Canadian and US law and are required to comply with accountability requirements and submit annual report
- All board members are baptized Christadelphians in good standing with >50% of members being at arms length (not related to each other)
- Agape in Action is governed by a constitution and by-laws; the constitution outlines the election of board members and defined objectives and activities of Agape in Action
- The Canadian board reviews and approves budgets, discusses strategic direction and oversees administrative and legal issues
- In accordance with Canadian charity law, Agape in Action must exercise control over all projects and have formal 'agency' and 'contractor' agreements in place with all project coordinators and workers; these signed agreements outline roles, responsibilities, activities and accountability requirements
- All expenditures in the field are pre-approved and accounted for with receipts; physical copies of receipts or scanned copies are provided to certified accountants in Australia and Canada who manage Agape in Action's books and prepare financial reports for government filing on an annual basis
- An independent, non Christadelphian, chartered accounting firm provides an annual review of Agape in Action's books to ensure compliance with professional standards and Canadian charity law
- An independent, non Christadelphian, chartered accounting firm provides an annual audit of Agape in Action's books to ensure compliance with professional standards and US charity law
- Money is only provided to Agape in Action representatives who have been recommended by the relevant CBMs and with whom Agape in Action has full trust and confidence; goods and services (not cash) are in turn provided to the families and children we support

ACCOUNTABILITY MEASURES CONTINUED

- All bank accounts in Canada, US, Australia and the countries we work have multiple signatories
- Transfer of funds to the field to support projects are made on a monthly basis to limit the amount of each individual transfer; transfers are only made if all accountability measures, including provision of receipts, are in order
- Agape in Action has in place a formal anti-fraud and anti-financial crimes policy in compliance with Canada law; this covers all our activities in all countries we operate. All Agape in Action representatives are signatories to these policies.
- All funds raised outside of Canada and the United States are either directly deposited by donors into the Canadian bank account, or, in the case of Australia and New Zealand, collected in an Australian or New Zealand Agape in Action Bank account and transferred to the Canadian Agape in Action bank account. The Australian Bank Account is managed by Liz Evans. The New Zealand Bank Account is managed by Mary Simpson.
- Agape in Action is in contact communication with the CBM and other Christadelphian organisation to ensure coordination of projects and to find efficiencies whenever possible

THE FOLLOWING GUIDING PRINCIPALS GOVERN OUR ACTIVITIES:

1. Our activities are firmly grounded in scripture

The Directors of Agape in Action feel that supporting the needs of our family in Christ not an optional feel good 'humanitarian' action, but an essential part of a being a true follower of the Lord Jesus Christ.

Seeing our brother or sister in need requires a practical response from those who have this worlds goods. A practical response to our brother and sisters in need is a litmus test of whether we are *of the truth* (1 John 3:17-19) and a basis for the coming judgement; *inasmuch as ye did it to one of the least of these, ye did it to me*. Kind thoughts, comforting words and honourable intentions are not enough; love must be backed by practical action - the physical provision of food, water, shelter, clothes, comfort (Matt 25:34-36; James 2:16).

Those with this world's goods we have an awesome responsibility to respond to the growing needs of our family in Christ and provide for those things which are needful to the body.

It is not an option. Brother and sister with this world's goods have a privilege and obligation to rise up and respond with open hands.

2. Our activities are focused on physical *and* spiritual support

We are concerned with the spiritual and physical health of those we support. If we don't provide spiritual support our efforts are incomplete and ultimately wasted. The most important thing of all is the precious promises contained in God's word; these give true and lasting hope. All our activities are designed to directly or indirectly provide spiritual support.

The scriptures call us to respond to *both* the spiritual and physical needs of those in need. We do not have the liberty to decide which one we will support; both are essential.

We also share the gospel through our projects and preach in word and deed. By sharing God's love and teaching the gospel we strive to touch the hearts and minds of those we serve.

Agape in Action does not focus on brother and sister living in poverty; we focus on those living in *extreme* poverty. There is a big difference. Extreme poverty is at the far end of the spectrum and results in a deep and persistent suffering that impact every part of an individuals life. It suffocated hope and leaves a brother or sister utterly vulnerable. We work over the long term to break the vicious cycle of poverty. We work at teaching a man to fish, rather than giving him a fish.

3. We work with the CBM and local ecclesias

The CBM/ACBM and local ecclesias are not just important partners, they are essential one.

The CBM/ACBM link brethren guide where we work. We seek their advice on projects and people we work with. We only work in areas where there are very reliable brothers or sisters who can facilitate in the administration of our projects. We keep in touch and seek the advice of the CBM/ACBM on a regular basis.

As we are facilitating partners, our local brothers and sisters are critical in all our projects. We seek their council and empower them to develop, run and evaluate our projects.

The founders of Agape in Action have been actively involved with the CBM, CBMA, CBMC and ACBM for over two decades and have spent a number of years volunteering in mission fields (Vanuatu, India, Kenya, Cameroon, Guyana, Trinidad & Tobago, Jamaica & other Caribbean countries, Philippines). They have also been involved in local preaching efforts, running multiple Learn to Read the Bible Effectively seminars and the establishment of the 'Exploring the Bible' preaching campaign in Canada, which ran for several years before they passed it on. Preaching lies a the heart of Agape in Action.

4. We do all we can to avoid harm

It is easy to cause harm while trying to do good. Agape in Action is very aware of this potential and has the following measures in place to eliminate or mitigate these risks:

- working with the relevant CBM and only working with recommended individuals
- starting projects small and growing slowly based on demonstrated competence and faithful stewardship
- working alongside local brothers and sisters are actively listening to their counsel and direction
- empowering local brothers and sisters to run projects and trusting their judgement; we recognise that poverty is not just the lack of physical resources but a lack of choice (creating a dependency on outsiders to solve problems perpetuates feelings of helplessness and inferiority and results in harm)
- working with ecclesias and committees rather single individuals whenever possible
- having in place clearly articulated and enforced accountability measures
- focusing support on Christadelphian families without creating an incentive for individuals to become Christadelphian (for example, the child sponsorship program targets children who have been faithfully attending a Sunday School for more than 12 months; and while most guardians are baptised Christadelphians, this is not a requirement).
- ensuring that we pray for God's guidance and blessings on all our work

5. We are committed to impact and efficiency

Agape in Action is a VERY efficient organisation! We have consistently spent less than 2% of our income on total running costs; that includes all bank fees, postage, stationary, computers, website, accounting costs, etc, etc. We are volunteer run, so no funds are spent on salaries to run the organisation, which is absolutely remarkable. Those who travel on team trips pay their own way.

To put it into context, many charitable organisations spend over 60% of their income on administration....and that doesn't include all the salary costs for program managers or travel expenses for field visits!

Agape in Action also has in place the CORE fund that underwrite all our running costs allowing general donors and sponsors to commit 100% of their money to the field.

Because we manage all our own project, we don't lose any of our funds to the administrative costs of other organizations.

Agape in Action is also very concerned about impact. We are always evaluating and adjusting our projects Given our lean administrative structure, we are able to quickly pivot and adjust to ensure ongoing improvements.

True impact comes from long term investments that address the root cause of extreme poverty. Agape in Action doesn't hand off our funds to other organisations; we among all our own programs in partnership with local brothers and sisters. We're committed for the long term; we'll be there to celebrate the successes and trouble shoot through the challenges.

Agape in Action also invests in income generating projects; these business projects employ local brothers and sisters, contribute in a positive way and generate money to run local projects.

THE CORE

Every donor wants to see their money have as much impact as possible. Individual donors like their money going to the field with as little as possible being used along the way. Corporate donors understand that for organisations to be truly effective and viable over the long term, a strong administrative core is vital. The 100% initiative brings these two giving preferences together in an arrangement that benefits all; corporate (Christadelphian businesses) donors underwrite all the operating expenses of Agape in Action allowing 100% of individual donor funds to be committed directly to the field.

The benefits of the 100% initiative are as follows:

- More individual donor money is directed to the field
- New money is attracted through business donors
- Additional supporters are recruited through marketing campaigns focusing on the increased efficiency in their giving (the 100% initiative)



CONFIDENTIALITY AGREEMENT

All of our volunteers doing administration work compete and sign off to a Confidentiality Agreement. This agreement is to ensure the confidentiality of the information that is dealt with by AinA volunteers. Many of our donors give unconditionally and request that their support is not publicized. We highly respect their wishes and do all we can to honour their requests.

This confidentiality agreement confirms to keep all AinA information private and confidential and use it only on an as needed basis when working for AinA.

The confidentiality agreements ensures that all AinA information be kept in a secure place with password protection. Access to AinA databases is limited to those who need it for operational purposes.

This confidentiality agreement protects:

- sponsor information (personal details, history with AinA, payment information etc...)
- payment information (donations to the field by AinA, and donations to AinA from various sources)
- child information (personal details and information about that child and their guardian)

THE AGAPE IN ACTION BOARD

Our Board of Directors (Canada and US) is responsible for Agape in Action's overall performance and compliance, providing strategic direction, effective governance and leadership.

The structure and size of our Boards are designed to provide a variety of skills to ensure that the Board can effectively govern Agape in Action.

The Boards generally meets several times annually. The Boards regularly review project budgets, aid impact and overseas business decisions.

BOARD MEMBERS

'Agape in Action - Canada' Board Members

James Flint (President), Guelph Ontario

Deb Flint (VP, Secretary), Guelph Ontario

Michael Carr (Director)

Beau Rivard (Director)

Kathryn Hodge (Director)

'Agape in Action - United States ' Board Members

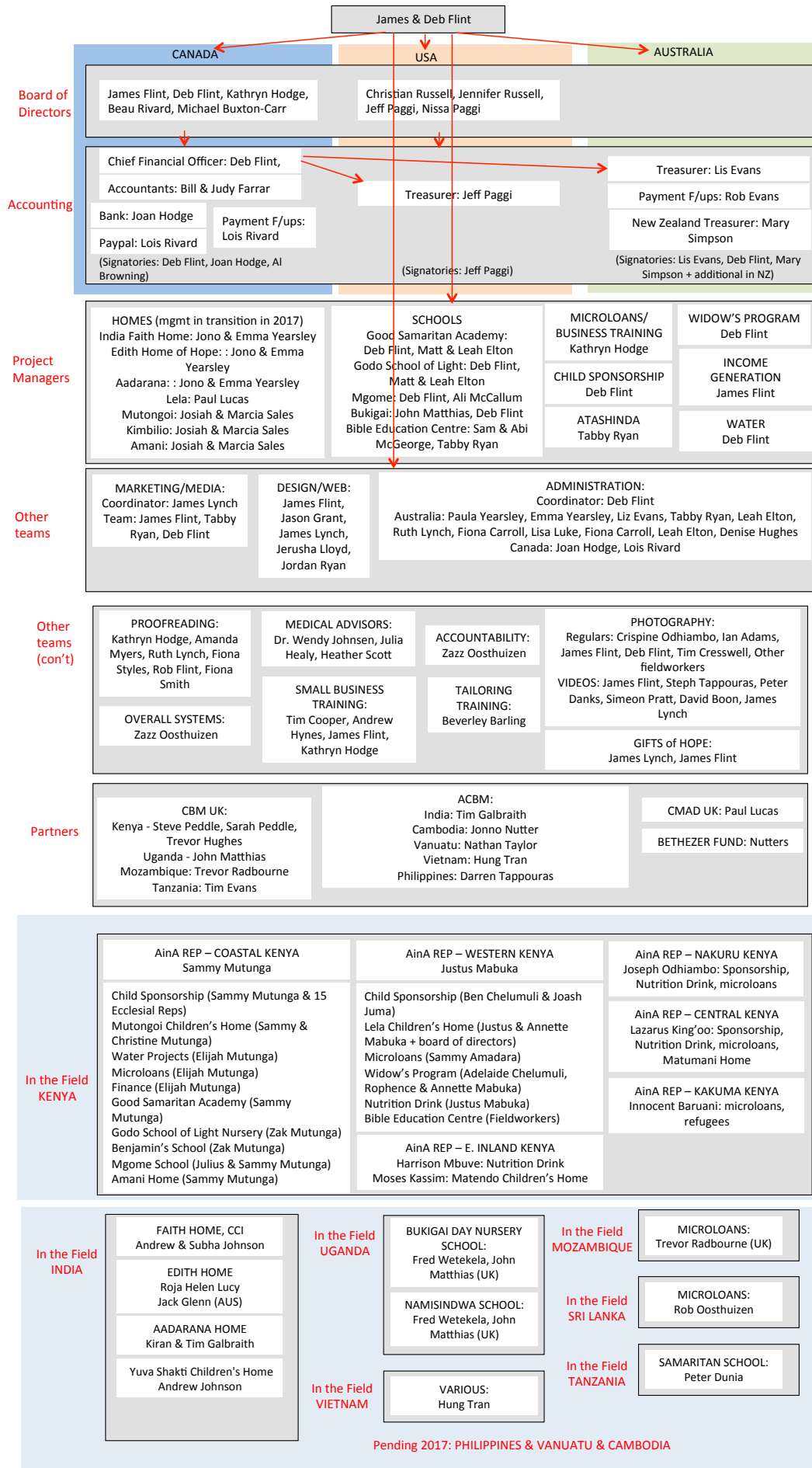
Jeff Paggi (Secretary), Los Angeles, California

Nissa Paggi (Director), Los Angeles, California

Christian Russell (Director), Los Angeles, California

Jennifer Russell (Director), Los Angeles, California

ORGANISATION CHART



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