



Annual Report 2024-2025

ABV Australian
Business
Volunteers



Acknowledgement of Country

We acknowledge the Traditional Owners and Custodians of the lands across Australia and pay our respects to their Elders, past and present.

For over 60,000 years, First Nations peoples have cared for this land, and their connection to the country remains a key part of Australia’s identity.

We recognise that sovereignty was never ceded and acknowledge the lasting impacts of colonisation. We commit to uplifting Aboriginal and Torres Strait Islander voices, valuing their stories and educating ourselves on their cultures.

We extend our respect to all First Nations peoples across the Pacific Islands, honouring their heritage and resilience.

We are committed to reconciliation, walking alongside Australia’s First Nations peoples with respect and gratitude for their enduring contributions to this land.

Always was, always will be.

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About ABV

The strongest communities are supported to lead their own change.

Australian Business Volunteers is an international development organisation that strengthens communities through leveraging businesses.

Since 1981, ABV has worked in 35 countries across Australia, Asia and the Pacific Islands empowering thousands of local business owners and entrepreneurs to build sustainable futures for their business and their communities.

We put communities in the driver's seat, strengthening small businesses across the Pacific Islands, building economic and disaster resilience in rural and regional Australia, supporting First Nations economic empowerment and bringing corporations and communities together.

ABV connects communities with the expertise and skills they value most. We meet local businesses, organisations and stakeholders where they are, complementing local knowledge with skilled business volunteers to deliver real-world outcomes.

Our Purpose

We Strengthen Communities through Business

Our Values

Initiative

We take a strategic lead in working with communities, partners and all our stakeholders. We use our initiative to find opportunities for our programs, drive partnerships and engagement towards community outcomes, and drive the systems change needed for stronger communities.

Innovation

We are energetic and inquisitive. We are hungry to learn new things, engage with our community and do things differently. We explore innovative ideas, test our assumptions and create the opportunities communities need to be adaptable and sustainable.

Impact

We make a difference in everything we do. We look for ways to amplify our impact through systems change, leveraging our advocacy and evaluation work to help our partners and funders create adaptable, sustainable and inclusive communities.





CEO and Chair Report

ABV has had a year of ever-deepening connection with our partners, small businesses, communities and volunteers.

The 2024/25 financial year has been a period of remarkable growth and impact for ABV, as our programs across Australia and the Pacific Islands work to resonate deeply with communities — generating important conversations about what it means to build trust and be truly led by those we walk alongside.

With a clear strategic focus, we've grown our work across four key outcome areas: strengthening economic and disaster resilience in Australia; supporting First Nations entrepreneurship; building micro, small and medium enterprises in the Pacific Islands; and increasingly, delivering values-aligned ESG outcomes for our corporate partners.

At ABV, we know that lasting change only happens when our teams engage meaningfully and authentically with business and community on the ground — those with the local knowledge, networks and cultural values to know what is needed and how to make it happen.

Our partnerships have gone from strength to strength, and we're grateful for the trust and opportunity extended to us by those we collaborate and co-design our programs with, whether they be corporate or government bodies.

Drawing on a rich legacy of international development, our dedicated team work seamlessly alongside our cohort of skilled volunteers to deliver the pragmatic, responsive support that ABV is known for.

We acknowledge the breadth of skills and deep commitment of our growing team, and sincerely thank the dedication and vision of our volunteers, partners, communities and organisations who walk year after year on this journey with us.

Together, we are committed to building vibrant marketplaces and bustling main streets that will nurture, feed and house whole communities across regional Australia and the Pacific Islands for generations to come.

Helen Conway, ABV Board Chair & Liz Mackinlay, ABV CEO

ABV at a Glance



34 Employees



12 Programs



6 Countries

Papua New Guinea, Fiji, Nauru, Tonga, Samoa and Australia



4 Australian States

Queensland, New South Wales, Victoria and Western Australia



15 Corporate & Industry Partnerships



311 Skilled Business Volunteers

"As small business owners, this program is already helping us achieve goals we thought would take 10 years. It has shown us the power of community, networking and mentorship."

Kazieh Taganny,
Niugini Naturals
co-founder, PNG

Unique Value Proposition - Triple Benefit Model

ABV creates impact by bringing together three interconnected groups: communities; corporate and government partners; and skilled business volunteers. We facilitate mutual value by aligning the strengths and priorities of each group. With four decades of deep partnerships and practical experience, this is our unique strength.

Value for communities

For over 40 years, ABV has designed and implemented programs that deliver strategic value through developing localised business expertise. With the impacts of climate change and geopolitical uncertainty, ABV is needed more than ever to facilitate programs that create sustainable change for communities. We embed economic and community resilience through empowering entrepreneurs and strengthening community businesses and organisations.

Value for our corporate and government partners

ABV are the brokers of connection for partners committed to meaningful work with communities and investing in their future. The long-term relationships we hold with our corporate and government partners is testament to the trust we build through working deeply, authentically and innovatively together. Our partners continue to fund our programs because they see tangible in our community first, impact driven approach.

Value for our volunteers

Our skilled business volunteers build marketplaces, mentor entrepreneurs, strengthen institutions and transform communities. We provide programs where our volunteers have meaningful opportunities to share their skills and experience. We match our volunteers with community organisations and small businesses to help solve tricky problems together.



Our Commitment to the United Nations Sustainable Development Goals (SDGs)

ABV’s alignment with the SDGs reflects our deep commitment to building stronger, adaptable and more resilient communities. By combining local knowledge, skilled volunteering and cross-sector partnerships, we are not only addressing immediate challenges but also contributing to a more sustainable and equitable future across Australia and the Pacific Islands.

1

NO POVERTY



2

ZERO HUNGER



3

GOOD HEALTH AND WELL-BEING



4

QUALITY EDUCATION



5

GENDER EQUALITY



6

CLEAN WATER AND SANITATION



7

AFFORDABLE AND CLEAN ENERGY



8

DECENT WORK AND ECONOMIC GROWTH



9

INDUSTRY, INNOVATION AND INFRASTRUCTURE



REDUCING POVERTY THROUGH FINANCIAL LITERACY

Across the Pacific Islands, ABV delivers financial literacy and business training programs that give micro, small and medium enterprises (MSMEs) and families the knowledge and confidence to achieve financial stability. These initiatives support sustainable livelihoods and reduce vulnerability to economic shocks.

PROMOTING EQUALITY THROUGH ENTREPRENEURSHIP PROGRAMS

Our model harnesses the skills of corporate partners and volunteers to strengthen local entrepreneurs’ business capabilities. Through mentoring, workshops and tailored tools, participants gain access to life-changing knowledge and opportunities for growth.

WOMEN’S ECONOMIC EMPOWERMENT IN THE PACIFIC ISLANDS

Empowering women is at the heart of our Pacific Islands Programs, with our programs averaging 54% women participation. Our initiatives foster economic inclusion, enhance leadership opportunities for women and provide vital pathways for young entrepreneurs and rural enterprises.

SMALL BUSINESS AS A DRIVER OF GROWTH

By supporting small businesses and entrepreneurs, ABV helps to generate jobs, encourage innovation and stimulate sustainable economic growth. Our programs strengthen communities, ensuring long-term economic growth in both Australia and the Pacific Islands.

10

10

REDUCED INEQUALITIES



11

SUSTAINABLE CITIES AND COMMUNITIES



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



13

CLIMATE ACTION



14

LIFE BELOW WATER



15

LIFE ON LAND



16

PEACE, JUSTICE AND STRONG INSTITUTIONS



17

PARTNERSHIPS FOR THE GOALS



ECONOMIC INCLUSION FOR FIRST NATIONS PEOPLES

The Martu Business Development Program supports Martu entrepreneurs in the Pilbara and Kimberley regions to develop businesses in diverse sectors including civil works, labour hire, arts, fashion, cultural awareness and education. This program strengthens cultural identity while building economic independence.

BUILDING RESILIENT REGIONAL COMMUNITIES IN AUSTRALIA

ABV works alongside regional communities in NSW, VIC and QLD to deliver economic resilience and disaster recovery programs. Through preparedness workshops, volunteer mentoring and community-led planning, we help create inclusive, resilient and sustainable local economies.

STRENGTHENING RESILIENCE AND ECONOMIC ADAPTABILITY

From supporting energy transitions in regional Australia to developing sustainable livelihoods across the Pacific Islands, ABV programs prepare communities for the impacts of climate change. Our skilled volunteers provide the expertise needed to navigate shifting economic and environmental landscapes.

COLLABORATING FOR SUSTAINABLE OUTCOMES

Partnerships are central to ABV’s impact. Through initiatives such as NAB’s volunteering program, we connect corporate expertise with not-for-profits and social enterprises supporting economic resilience. These collaborations demonstrate how shared commitment drives meaningful progress.

11

Our Focus Areas

ABV's purpose, to strengthen communities through supporting businesses, is the common thread that weaves through our four strategic outcome areas, chosen from our experience and networks across the regions.

The diversity in our work reflects the adaptability of our business model and our willingness to provide help wherever it's needed.

1

MICRO, SMALL & MEDIUM ENTERPRISE (MSME) DEVELOPMENT IN THE PACIFIC ISLANDS

We collaborate with corporate and government partners to focus on MSMEs while also improving products, policies and practices that impact MSMEs. Our unique business hub model offers drop-in support, resources, guidance, advice, network building and focused support streams like training, mentoring and local economy building.



2

ECONOMIC & DISASTER COMMUNITY RESILIENCE IN AUSTRALIA

Addressing the challenges posed by increasing extreme weather events, we leverage local knowledge and implement place-based planning to influence systemic resilience changes across Australia. Our consultations with the community show how many grassroots projects are standing up to solve complex issues. Our volunteers walk alongside these projects to bring extra skills and expertise.

3

FIRST NATIONS ENTREPRENEURS' ECONOMIC PATHWAY

Our ABV team and volunteers walk alongside community participants throughout their business journey, from the initial stages through to the launch phase. We actively engage with participants on country, providing hands-on assistance, creating networks and building trusted relationships.



4

THE 'S' IN ESG

ABV is committed to enhancing Corporate Social Responsibility programs to foster long-term community resilience. Corporate skilled volunteering is instrumental in achieving sustainable outcomes for communities, and the 'S' in ESG framework ensures robust, measurable outcomes. By integrating these elements, we create lasting impacts and strengthen the social aspects of ESG initiatives.



By focusing on these strategic areas, ABV aims to create lasting and impactful change, ensuring communities remain at the heart of our efforts.

Strengthening Micro, Small and Medium Enterprises across the Pacific Islands

Small and medium businesses are the engine room of Pacific Island economies, contributing between 40-60% to individual countries' GDPs across the region. ABV maximises business owners' and entrepreneurs' opportunities for long-term success with hands-on, practical support.



Papua
New
Guinea



Nauru



Fiji

Samoa



Tonga

Our Pacific Island Approach

At ABV, we work with communities, governments and businesses across the region to strengthen the capability of local MSMEs. Through tailored training, simple to use tools, coaching and mentoring, we help to build more inclusive, investment-ready and climate-resilient enterprises—supporting stronger local economies and long-term sustainability.

1. Strengthening Local Business Capability

We build the skills, confidence and networks of MSMEs through tailored and practical training, mentoring, coaching and digital tools, with a focus on inclusion and long-term growth.

2. Enabling Business Hub Leadership

We support hubs to grow as local centres of excellence—strengthening staff, systems, partnerships and measurement to better serve small business communities.

3. Connecting for Inclusive Economic Resilience

We foster collaboration across business chambers, networks and sectors—amplifying local leadership and unlocking pathways for investment and impact.

Strategic Outcomes



MSME business acumen, climate adaptiveness and sustainability improved.



MSME finance investment readiness improved and business volunteering leveraged.



System conditions for MSMEs improved through government, institutional and private sector enhancements.



*"I am sitting here
[in my new store] because
of the support I have
received from ABV."*

Durgeshni, Sweet Sip founder
and Fiji THRIVE participant

*"This training program
has helped me a lot... and
enabled me to plan for my
future financial dreams."*

Noelyne Kapamsan, Management
Program participant, Lihir PNG

*"This workshop is really
amazing! It brought us new
ideas, strategies and ways of
running a business."*

Amelia Kioa, Friendly Island
Bookshop accountant and
YES Grow participant,
Tonga

Benefits for the Community

Spanning five countries and eight years, our co-designed programs are tailored to the unique needs of communities across the region; continually strengthening micro, small and medium-sized businesses.

Our programs and services have seen growing participant engagement over the past year, and consistently receive positive feedback for the practical skills, tools and networking opportunities that they provide participants.

Across the region, a high level of participation from women has not just improved women's financial literacy and business accumen, it has championed trailblazing women entrepreneurs to realise their business visions and leadership potential.

We champion indigenous-led enterprises. In Lihir, PNG, we've engaged with every clan to improve financial literacy and continue to help local businesses build their skills and realise new opportunities with flow on benefits to their community. In Fiji, working with iTaukei and Rotuman MSMEs supports Fiji's focus on supporting indigenous-led economic growth.

Outcomes for 2024-25

53
Workshops



5
Countries



54%
Women
Participants



665
Participants

3414
Volunteer Hours

15+
Business
Sectors

8
Programs



Benefits for Partners and the Wider Region



The impact we create together is greater than anything a traditional organisation could achieve alone.

Communities can thrive when supported by values-aligned corporate and government partners committed to growing skills, businesses and sustainable industries across the Pacific Islands. ABV serves as the trusted link between cross-sector partners and programs that deliver real-world, lasting impact for communities.

Partners benefit from expert facilitation that brings all parties together, ensuring programs are co-designed to align with shared strategies and policy priorities.

With measurable results, corporate partners see the tangible impact not only in the communities they serve but also on their own workforce, brand reputation and strategic goals.

ABV's partnerships are long-term and built on trust. We have collaborated with each of our partners over many years to co-design and continually learn and refine our programs to deliver impactful programs for communities across the region.

By applying an inclusive economic and community development model across all we do, we continue to see that when local enterprises and women-led businesses thrive, so do families, clans and communities for generations to come.



Skills Shared, Futures Strengthened: Jennie's Journey in PNG

Retired corporate services executive and long-term ABV volunteer, Jennie Connolly, has spent nearly a decade sharing her skills across the Asia-Pacific. With six assignments completed in Papua New Guinea, Jennie has become a familiar part of ABV's programs, helping micro, small and medium business owners strengthen their enterprises and build lasting futures.

After a distinguished career as Chief Financial Officer at Melbourne Arts Centre, Jennie turned her focus to volunteering. *"I like to make a difference, and I know that I can,"* she says. Since then, she's supported communities across Vanuatu, Tonga, Samoa, the Philippines, and beyond—always with a practical focus on mentoring, financial management and resilience.

In PNG, Jennie has guided local business owners through ABV's workshops and one-on-one mentoring. From building accounting systems to supporting new staff hires, she's seen confidence grow and opportunities expand.

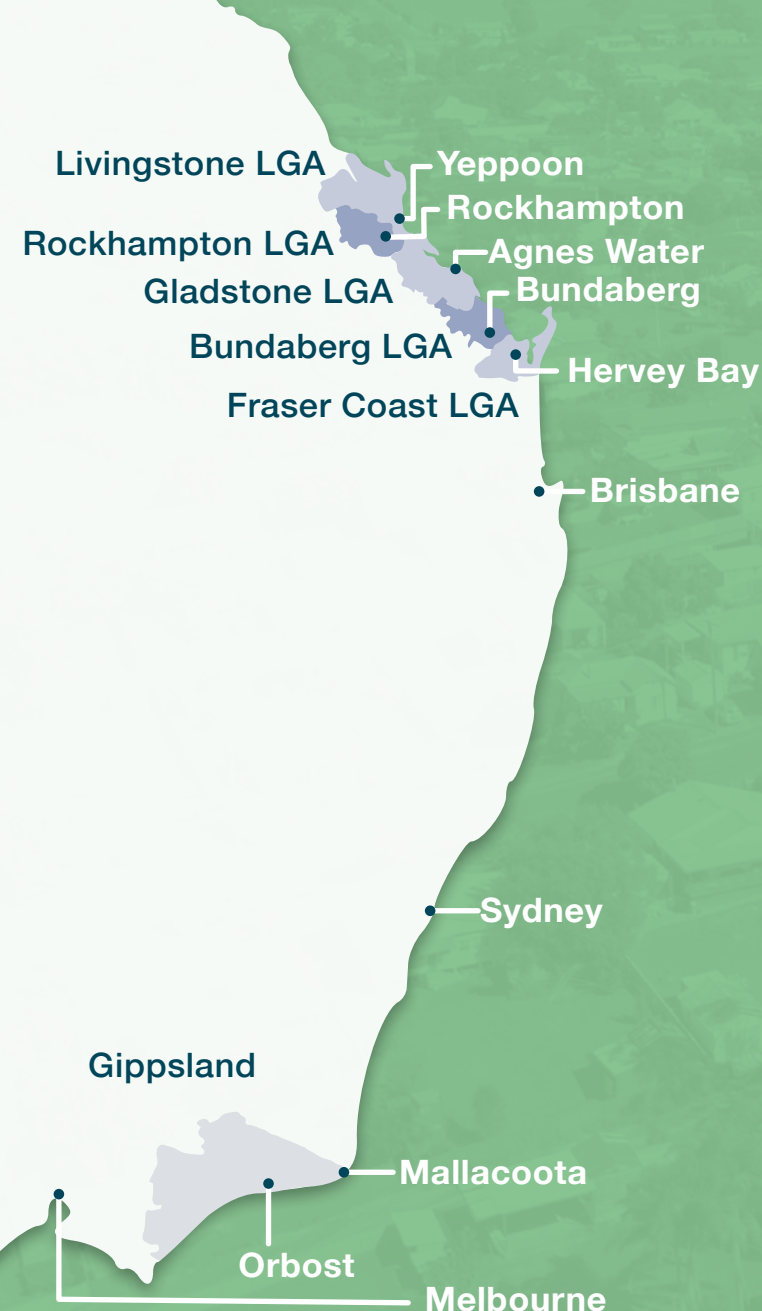
"It's very worthwhile when you can see that you've made a difference—even for two or three people in a program, the impact is invaluable."

Her reflections on collaboration also highlight a unique strength she's witnessed first-hand. *"We thought business owners would be competitors, but they were incredibly supportive of one another. There's a big learning here for Australia and how Australians do business."*

From her base in Melbourne to Port Moresby and the wider region, Jennie continues to walk alongside communities with humility and respect, applying her expertise to build pathways for economic empowerment.

Together with ABV, Jennie and her fellow volunteers are showing what's possible when professional experience and community ambition come together to create lasting opportunity.

Building Economic and Disaster Resilient Communities in Australia



Rural and regional parts of Australia are facing increasingly complex and intersecting challenges, including natural hazards being exacerbated by a rapidly changing climate, economic insecurity and socio-economic changes.

We work to bring communities together, strengthen social connections and navigate the complexity of these challenges. Our approach combines expert community development and skilled volunteering, offering solutions tailored to each community's needs in our ever-changing context.

Our Disaster & Economic Resilience Approach

At ABV, we work alongside local businesses, community organisations and government agencies to strengthen preparedness for economic transition, climate and disaster risks. By integrating economic resilience with disaster readiness, we help communities build the capacity to plan, respond and recover—supporting adaptation, long-term stability and locally-led solutions.

1. Meeting Communities Where They Are

We listen first—supporting existing resilience priorities and creating the conditions for communities to move confidently toward deeper collaboration and effective long-term strategies.

2. Facilitating Place-Based Resilience Networks

We bring people together to lead local resilience efforts through collective conversations, shared goal-setting and coordinated actions that reflect community strengths.

3. Supporting Community Preparedness

We help communities plan and prepare for disasters by aligning local knowledge with emergency services, government efforts and integrated resilience planning. This builds social capital, cohesion and stronger communities.

Strategic Outcomes



Rural and regional communities' economic and disaster resilience improved.



Corporate and business skilled volunteering leveraged.



National, state & local disaster management systems transformed to enable community leadership and participation.



"After completing these workshops, I feel confident about the next steps I need to take to move forward with my business. The knowledge I've gained here removed roadblocks I couldn't get through on my own."

Orbost Small Business Workshop participant

"The opportunity that Resilient CARE presents in Bundaberg is huge - it is not just delivering a program it is growing local capacity. This means skills, confidence and connections stay here, in our community, long after Resilient CARE ends."

Angela Twyford
Wide Bay Kids president and Resilient CARE workshop participant

"ABV supported us with everything from financial projections, social media strategy, grant writing and excitedly, an avenue to engage expert business volunteers for skills development."

Paris Brooke, the Wilderness Collective co-founder & CEO and community partner

Benefits for Community

Local communities across 16 disaster-prone local government areas have been supported to come together and lead local solutions that address the unique pressures and priorities impacting their community.

ABV commenced two major grant-funded programs in 2024-25. Resilient Regions, supported by the Australian and Victorian Governments, focuses on building economic and disaster resilience across the Gippsland region in Victoria. While Resilient CARE, servicing communities from Hervey Bay to Yeppoon, focuses on developing disaster resilience in the primary care system to better protect people's health. Resilient CARE is delivered in partnership with Country to Coast Queensland and The Good Shift with funding received from the Australian Government.

Participants report higher social cohesion in their local community, but most importantly they report feeling more understood, supported and confident in their ability to preserve their community amidst the pressures they face now, and tomorrow.

By brokering connections with wider emergency agencies, government bodies and corporate support, ABV helps to not just realise these place-based initiatives, but advocate to integrate them into wider disaster management systems for a cohesive response that honours and embeds the community voice.

Outcomes for 2024-25

15
Industries

117
Pro Bono Hours



182
Workshop Participants

2
Programs



856
Volunteer Hours



Benefits for Program Partners and the Wider Region



With deep experience delivering disaster resilience grant-funded programs, ABV is a trusted partner with a strong reputation for achieving sustainable, community-led outcomes.

ABV's unique approach builds local leadership and strengthens community capability—key in times when emergency services and government agencies are often stretched. By equipping communities to take an active role in resilience and preparedness, we create long-term value for emergency management systems at all levels.

Our focus on economic development and resilience as a core foundation of community resilience ensures that local stakeholders are not only aware of but embedded in local and state planning frameworks. This alignment builds both the practical knowledge and strategic readiness to tackle big community challenges, such as climate adaptation and transitioning industries.

To scale this impact and ensure lasting change, ABV continues to deepen partnerships with universities and like-minded organisations. These collaborations extend the reach of our work through robust research, policy engagement and advocacy—ensuring that community-led disaster and economic resilience is recognised, resourced and replicated across the nation.

Together, we are driving systemic change by building a coordinated, inclusive approach that centres community voices. Our shared efforts are laying the foundation for nationally relevant models—grounded in lived experience and proven in practice—that can be scaled and adapted for broader impact.

Empowering Local Business Through Connection and Practical Support

In Mallacoota and Orbost, small business owners came together for a series of ABV-led workshops designed to rebuild confidence, strengthen financial literacy and prepare for the unexpected.

Delivered as part of ABV's economic and disaster resilience work in East Gippsland, the sessions were co-designed with community input and led by skilled volunteer Geoff Hodgins. Drawing on his extensive finance and risk management background, Geoff guided participants through real-world tools and strategies tailored to the unique challenges of running a business in regional Australia.

"After the bushfires and COVID, I'd lost my motivation," one participant shared. "This workshop helped me get excited about my business again and reminded me I'm not alone."

The workshops focused on practical action—helping business owners understand insurance, manage cash flow and build resilience for future disruption. Each participant walked away with a personalised risk plan—and a renewed sense of direction.

"For the first time, I feel like I have a plan I can actually do something with," one business owner said.

With volunteers like Geoff and strong local partnerships, ABV continues to support communities in East Gippsland—helping small businesses grow stronger, more connected and better prepared for what's ahead.

Advancing Economic Opportunities for First Nation Entrepreneurs

At ABV, we are committed to the ongoing journey of transforming our practices, ensuring we walk alongside First Nations communities with respect and authenticity.



Our First Nation Entrepreneurs' Economic Pathways Approach

At ABV, we partner with First Nations entrepreneurs and communities to strengthen business capability in ways that are culturally appropriate. Our programs focus on building sustainable enterprises and locally-led solutions that support long-term economic strength and community resilience.

1. Community-led and place-based

Programs are co-designed with First Nations communities through ongoing consultation, feedback and learning. We walk alongside community leaders, ensuring inclusive, consensus-based decision making at every stage.

2. Culturally grounded and accessible

Business support is delivered in ways that are culturally safe and relevant—adapting to language, context and community priorities to foster ownership, confidence and entrepreneurship.

3. Built on trust and reciprocity

Strong relationships are at the centre of our work—founded on respect, physical presence and trauma-informed approaches that enable shared leadership and long-term impact.

Strategic Outcomes





Benefits for Community and Program Partners

At the heart of all of our programs is a commitment to ensuring First Nations voices are embedded in every step of engagement and decision-making, whether within our Australian Economic and Disaster Resilience work, or as a community partner for a NAB Customer Strategy Challenge or with our dedicated First Nations program.

Having one-on-one support from skilled business volunteers has been a powerful tool for community members to bring their business ideas to life. These relationships offer tailored guidance, helping First Nations entrepreneurs navigate business planning, marketing, finance and industry engagement in a way that aligns with their values and aspirations.

This personalised approach ensures that each entrepreneur is supported on their own terms, moving at their own pace and working in ways that are culturally appropriate and community driven. The result is increased confidence, capability and long-term potential for self-determined economic participation.

Martu Business Development Services (MBDS)

In its third year and with a growing number of Martu-owned businesses now operational, the community is seeing the tangible benefits of this sustained investment. These enterprises are creating local employment, building skills, preserving and sharing culture, and supporting self-determination. For partners like Greatland, the program delivers measurable and impactful outcomes that support sustainability targets and Indigenous Land Use agreements — providing real, lasting value for Martu community members. Through its ongoing collaboration with corporate partner Greatland, ABV contributes to building a local business ecosystem—strengthening cultural and economic resilience and showing how meaningful partnerships can drive to positive outcomes.



Shared Vision, Strong Foundations: Bruce and Chris' Journey

Bruce Booth, a respected Martu elder and Chair of Jamukurnu-Yapalikurnu Aboriginal Corporation (JYAC), joined ABV's Martu Business Development Services program in 2023 with a clear ambition: to grow Boothy Spinifex Contracting into a thriving Martu-led business providing employment, training and essential mining services in the Western Desert.

Enter Chris Maddock, a retired Business Manager from Geelong with a long-standing commitment to giving back. Brought together by ABV, Chris and Bruce began a mentoring partnership grounded in respect, listening and a shared love of AFL. Since then, they've forged a strong relationship—working side by side to build the foundations of Bruce's business: refining the business plan, crafting a capability statement, creating financial forecasts and exploring funding and joint venture opportunities.

Chris has made the journey to Telfer to meet Bruce on Country, where trust and shared purpose continue to guide their work.

"It's all driven by Bruce," says Chris. "I'm just here to help bring his vision to life."

This mentor relationship is more than a business collaboration—it's about walking together to unlock opportunity. With support from ABV and Greatland, Bruce, Chris and the Martu business team are now exploring practical pathways for Boothy Spinifex to secure its first mining contracts, creating jobs and income for the Martu community.

"It's not just about my business" Bruce explains. "It's about creating something that supports the future of our people."

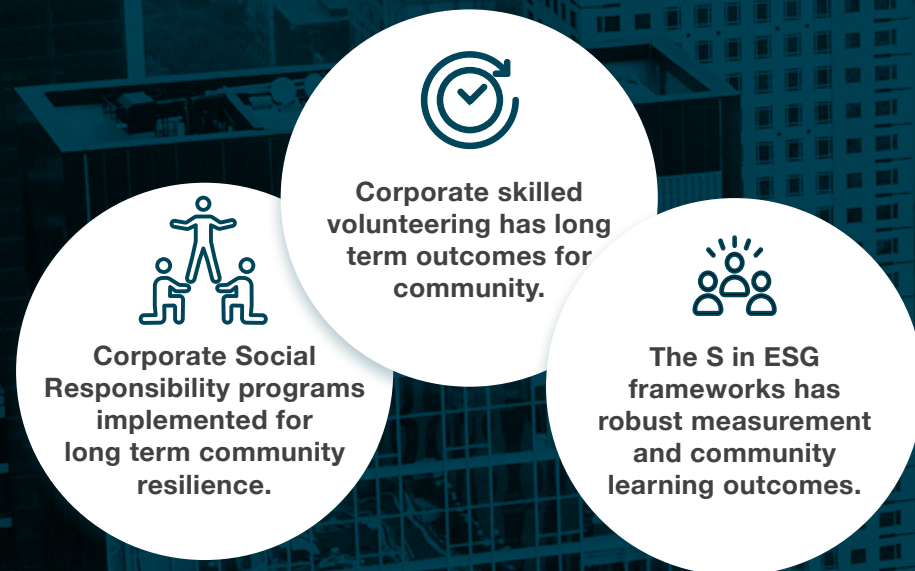
Together, Bruce and Chris are showing what's possible when community leadership and business expertise come together with respect and a shared purpose.

The 'S' in ESG

Many corporations want to contribute to their communities, while many communities are feeling the need for more support. ABV bridges the gap, by connecting corporate skills and networks to create lasting and meaningful change for small businesses and not-for-profits. We also provide a robust way for our corporate partners to track and measure the success of their social impact efforts.

ABV are innovators in developing meaningful social responsibility programs for our corporate partners.

Strategic Outcomes



Partnering for Purpose

At ABV, we work closely with corporate partners to co-design programs that are tailored to the needs of both the business and the communities they operate in. These collaborations support genuine, lasting impact by aligning corporate goals with community priorities.

Here are just a few examples of how we design and deliver effective social responsibility strategies with our partners:

- **Empowering Pacific Islands Businesses to Thrive**

To support its business customers, BSP combined its expansive banking expertise with ABV's capacity building model to deliver a co-designed MSME development training program. Local entrepreneurs across PNG, Fiji, Tonga and Samoa are gaining the skills, confidence and resilience to grow their businesses sustainably. This collaboration empowers Pacific Islands businesses who in turn contribute to the prosperity of their communities.

- **Creating a Community Business Hub**

In Lihir, PNG, Newmont and ABV co-designed a Business Hub that provides free financial literacy, business training and mentoring to local families and businesses, staffed by a local ABV team and supported by skilled volunteers.

- **Immersing Employees in Skilled Volunteering**

ABV and NAB co-deliver Customer Strategy Challenges that pair employees with community partners to develop practical strategies—enhancing community outcomes and employee engagement.

- **Pro Bono Expertise for Climate Resilience**

Arup provides pro bono design and engineering support to ABV's disaster and economic resilience work—accelerating recovery and tailoring solutions to the unique needs of rural communities.

Outcomes for our corporate partners

At ABV, we're proud to partner with leading Australian and Pacific Islands businesses to design and deliver corporate responsibility programs that create real impact—both in communities and within organisations.

These partnerships go beyond one-off engagements, fostering long-term relationships that support community-led development while strengthening employee engagement and corporate values.



Our shared value of empowering businesses sits at the heart of this partnership with ABV. It aligns with our vision to champion prosperity across the South Pacific. Through practical workshops and mentoring, we're equipping businesses to strengthen financial management, improve profitability and build resilience. As the region's largest bank, we value this partnership's role in driving economic prosperity across the countries we serve and beyond.

Maikash Ali - BSP General Manager Corporate & Business Banking | Fiji



Arup values the opportunity to work in partnership with ABV's community partner organisations and offer our technical expertise pro bono on locally-led disaster resilience and recovery projects. We recognise ABV's place-based and trauma informed approach to both program delivery and brokering these connections.

Dr Sunny Oliver-Bennetts,
Community Engagement Leader, Arup



It's been incredibly rewarding working with ABV. Their model provided us with a clear roadmap, the skilled volunteer program enhanced our colleague's cultural knowledge and skills whilst simultaneously driving clear commercial outcomes for the community organisation we supported.

Jodie Stojanovski - Associate Director, NAB
Ready Together, Sustainability



Our partnership with ABV has created real pathways to economic independence for Martu people, through improved business skills, knowledge, facilitating access to opportunities and support to realise their business vision.

Daniel Tincknell - Manager Social Performance & Sustainability, Greatland



Through our partnership with ABV, Lead Consultants deliver pro bono support that helps communities grow stronger and more resilient. Skilled volunteering extends the impact of our expertise, creating lasting value while staying true to our mission of delivering projects with purpose.

Andrew Pitt - Director, Lead Consultants



Creating Impact for Community, Corporate and Volunteers through Corporate Partnerships

ABV and NAB's co-designed Customer Strategy Challenges are a powerful example of how skilled volunteering delivers tangible outcomes for community partners, while providing meaningful development for corporate teams.

The most recent challenge was delivered in partnership with Clothing The Gaps (CTG), a majority Aboriginal-owned social enterprise and community brand. Over nine days, 11 skilled volunteers from NAB worked alongside the CTG team to co-design a comprehensive three-year strategy for sustainable growth — resulting in a 40-slide strategic presentation, a 68-page report and 11 supporting documents filled with business insights, operational recommendations and a practical implementation plan.

The strategy gave Clothing The Gaps the clarity and structure to move forward with confidence. It is already guiding decision-making and supporting new opportunities for growth.

"We refer to the strategy in every decision—it brought clarity, focus and real momentum." – Laura, Clothing The Gaps

For Tina Huynh, one of the NAB employees who took part, the experience strengthened her leadership and cultural awareness, while building lasting connections through purpose-led collaboration.

"I've walked away a more engaged colleague, a stronger leader and an even more committed ally." – Tina Huynh, NAB

Together, NAB, ABV and Clothing The Gaps built more than a strategy—they built mutual respect, deep connection and a model for values-aligned, community-driven partnerships.

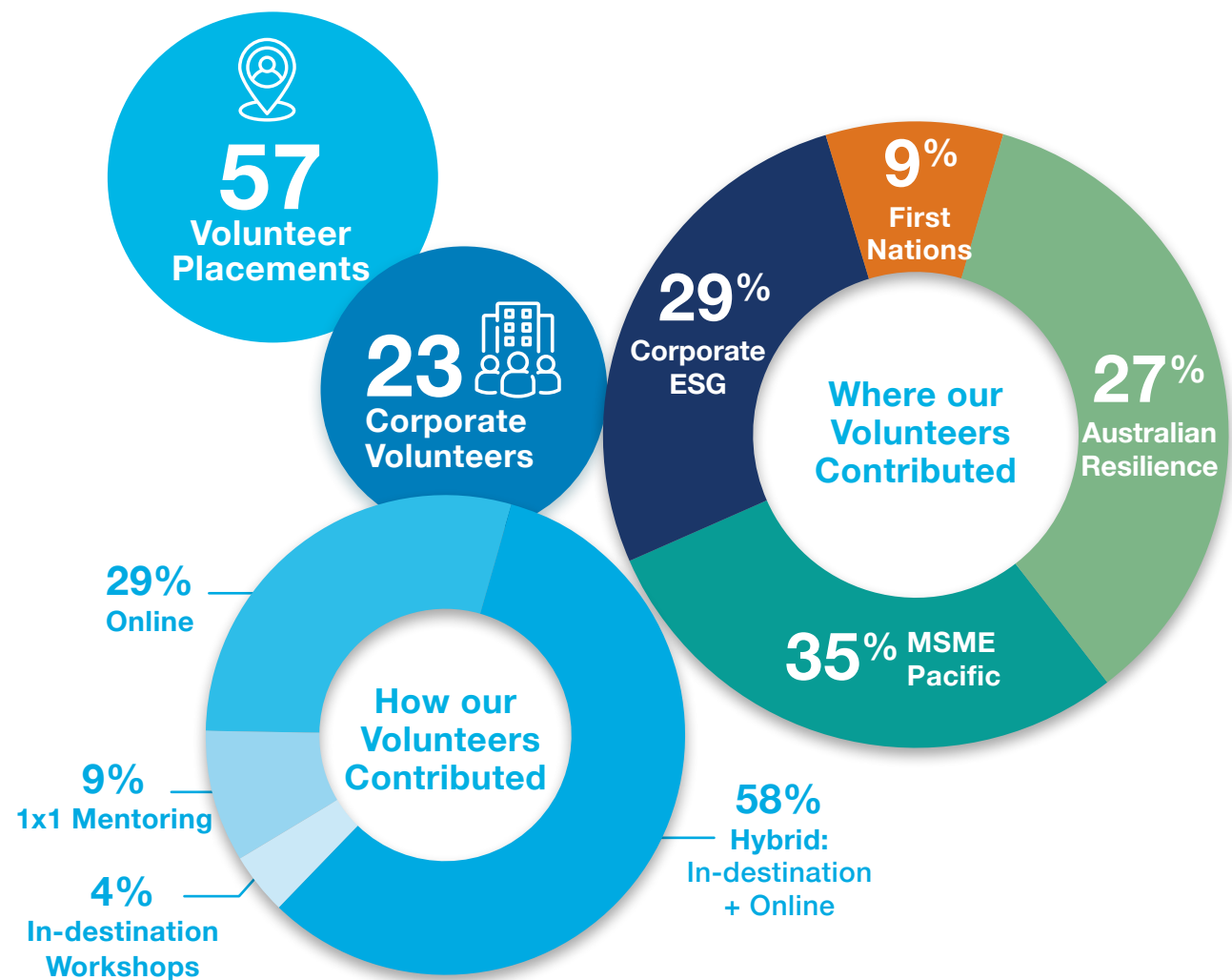
Our Skilled Business Volunteers

Our skilled business volunteers build marketplaces, mentor entrepreneurs and strengthen institutions. Tackling tricky problems, they build livelihoods and resilience to transform communities.

Our volunteers bring years of experience across a wide-range of skills to realise local solutions and build local economies. Led by communities, the volunteer’s experience can be applied in many ways, including mentoring First Nations entrepreneurs, facilitating local workshops for clan-owned businesses or consulting with institutions on sustainable industry development.

Each year, our cohort of volunteers empower local business owners and emerging entrepreneurs to generate sustainable livelihoods that don’t just support them and their families, but help strengthen communities for generations to come.

Through close partnerships with communities, ABV’s volunteers provide flexible, locally tailored support, a strength consistently highlighted in our feedback.



Mentoring Businesses, Transforming Local Communities

After a decade mentoring small businesses in regional Victoria, Sally-Ann first came across ABV when she was asked to act as a referee for a colleague. Not long after, she found herself on her first assignment with BSP Financial Group Limited, co-facilitating workshops and one-on-one coaching for 24 entrepreneurs in a small regional community two hours out of Nadi, Fiji.

Working alongside experienced volunteer Peter and supported by ABV’s Senior Program Manager, Ravi, Sally-Ann helped deliver a series of three-day workshops, each followed by one-on-one coaching with the MSME participants. The sessions combined group learning with individual coaching, guiding participants to refine their business models and create practical 60-day roadmaps for growth.

“We really met participants where they were at, and rather than pushing, we allowed participants to pull and take what they wanted and apply those learnings in ways that resonated with them.”

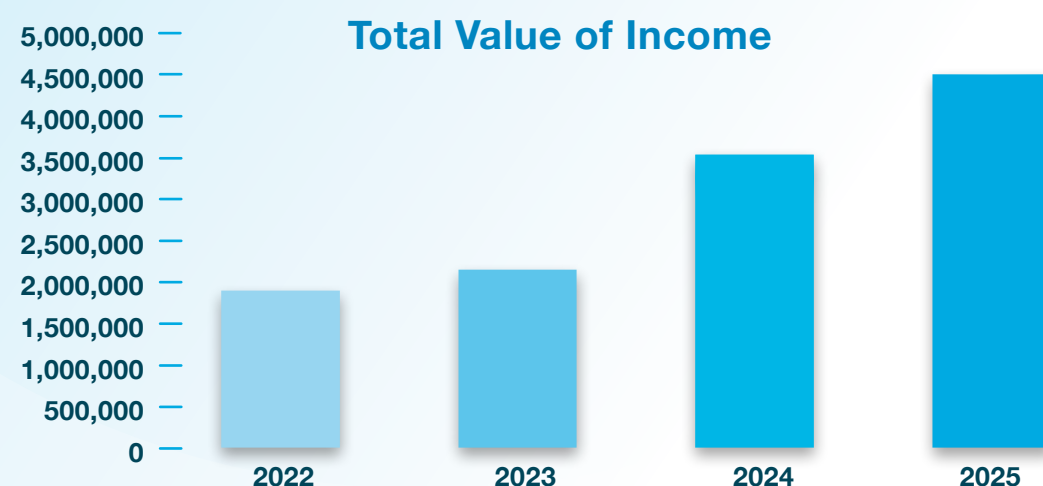
From roadside canteens to supermarkets and social enterprises, each business brought inspiring stories. One of the MSME participants sold second-hand clothes that they were importing from Australia and New Zealand to provide income for women in distress. Another was a supermarket shop owner who had started off by being the one place to keep butter cool.

“We worked to build relationships with them all, and saw each of them change and transition throughout the program”, Sally-Ann reflected, “It’s a really nice ongoing connection.”

“It was such an enriching experience, and I was in awe of how engaged and willing everyone was to take risks and stretch themselves.”

Our Financial Performance

ABV's income in FY2025 was \$4,499,736, an increase of 27% on the previous year. This strong growth reflected an increase in the number and size of our programs both in Australia and internationally and has enabled us to expand our support to more businesses and communities across a greater number of locations.



Income Breakdown FY2025

Australian income increased by 33% from last year to \$2,374,732

International income increased by 21% from last year to \$2,125,004



Directors' Declaration

Australian Business Volunteers Ltd as Trustee for the AESOP Foundation

ABN: 89 008 612 431

Directors' declaration

The Responsible People declare that in the Responsible People's opinion:

1. The financial statements and notes for the year ended 30 June 2025,

comply with Australian Accounting Standards - Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012; and

give a true and fair view of the financial position as at 30 June 2025 and of the performance for the year ended on that date of the company.
2. there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profit Commission Regulations 2022*.

Director

Helen Conway

Helen Conway

Director

Michael Ohlsson

Michael Ohlsson

Dated 16 October 2025

Our People

Board of Directors



Helen Conway – Board Chair

Helen is a respected leader committed to community, diversity and inclusion. A former CEO of the Federal Government's Workplace Gender Equality Agency, she brings over three decades of leadership experience across law, business and the public and not-for-profit sectors. Helen spent 10 years in legal practice and 18 years in senior corporate roles while also undertaking a broad range of voluntary activities. She is an experienced Chair and director and has served, and continues to serve, on Boards across a broad range of industries. She is a Fellow of the Australian Institute of Company Directors and the President of Chief Executive Women. Helen's leadership combines strategic thinking with a values-driven approach, and she brings a strong focus on gender equality, governance and stakeholder engagement. Her deep understanding of complex systems makes her a valued and experienced Chair of ABV's Board.



John Edwards – Deputy Board Chair

John is a seasoned board director and business leader with global experience across engineering, technology, and management consulting. He has held senior executive roles with PA Consulting, Ernst & Young, Capgemini, Motorola and BTS, and Board and Advisory roles in start-ups and early-stage ventures, services and not-for-profit businesses. John specialises in business transformation, strategic marketing and the role of technology in growth. He holds an Honours Degree in Production Engineering and an MBA (with US Honors Society Membership) from the Wharton School, from whom he recently received the Crandall Challenge International award for services to the NFP sector. A Fellow of both the Australian and UK Institutes of Directors, John brings international insight, commercial acumen and a strong commitment to innovation and impact to his role on ABV's Board.



Michael Ohlsson – Board Director

Michael brings over 40 years of financial services experience and a lifelong commitment to community service. He has held senior executive roles across investment banking, trading and funds management, including as CEO of Fidelity International Australia/NZ. His expertise spans strategy, governance, divestment and business growth, including regional leadership across Asia-Pacific. Michael has volunteered extensively in education, surf lifesaving and local sports clubs. He holds a BA in Economic and Financial Studies and is a Graduate of the Australian Institute of Company Directors. At ABV, Michael serves as Chair of the Finance Committee, where he combines commercial rigour with community focus. His strategic leadership and financial insight are key assets to the ABV Board.



Evelyn Moolenburgh – Board Director

Evelyn is a business executive and dedicated volunteer who represents ABV's volunteer community on the Board. She has nearly 40 years of management consulting experience, including as Managing Director of Learning Ventures. Evelyn has worked extensively across the Pacific Islands mentoring women leaders and supporting business development in Tonga, Solomon Islands and Nauru. Her commitment to volunteering spans decades—from grassroots fundraising to leadership in emergency services. Evelyn is passionate about capacity building and brings a practical, coaching-focused approach to her work. She understands the challenges faced by businesses and communities and uses her expertise to help others build resilience. Evelyn's lifelong commitment to service underpins her strategic insight and leadership on the ABV Board.



Michellene Kable – Board Director

Michellene is an experienced executive and board director with over 25 years in strategy and change leadership across industries including insurance, consulting, finance, construction, media and automotive. She has advised major organisations such as Allianz and Deloitte and brings a collaborative and action-oriented approach to governance. Michellene holds an MBA and is a graduate of the Australian Institute of Company Directors. She was recently selected for the 'Women on Boards' ASX Program and is known for her strategic clarity and ability to drive transformation. She enjoys working with diverse teams to align strategy with practical outcomes. At ABV, Michellene also contributes her expertise as a member of the Finance and Audit Committee.



Rita O'Sullivan – Board Director

Rita is a lawyer, economist and business advisor with extensive experience in development finance, governance and public policy. Over 19 years with the Asian Development Bank, she held roles including Country Director (Sri Lanka) and Financial Sector Lead, managing reform programs across Asia-Pacific. Rita has also worked with the UN and held executive roles in New York, Papua New Guinea and Australia. She holds degrees in Arts/Law and Economics, a Master of Laws and diplomas in finance and investment. A qualified barrister and solicitor, she brings meaningful risk management, regulatory and strategic insight. Rita combines global experience with a passion for sustainable development, multi-cultural engagement and digital innovation on ABV's Board.

Our Leadership Team



Liz Mackinlay
Chief Executive Officer

Liz Mackinlay is a global expert in international preparedness and 21st-century community resilience-building. She brings 30 years’ experience in more than 80 countries in international, indigenous and community development, including as CEO of Australian Doctors International and global head of strategy for World Vision International.

At ABV, Liz is committed to innovation for impact at a community level. This includes strengthening small businesses across the Pacific Islands focussing on one-to-one apability building, innovating new approaches to community-centred and community-led disaster preparedness and economic adaptation in Australia and advocating for First Nations led economic empowerment pathways.

She’s passionate about collaboration and facilitating partnerships between communities and government, nonprofit, corporate and academia, for greater and more sustainable change at a community level. Above all, she’s driven to elevate and include the voices of our communities and ensure their needs are met as we collectively step into an uncertain future.



Jess Lees
Chief Operating Officer

Jess Lees is an accomplished humanitarian and development professional bringing more than 15 years’ experience in international operations and program management to her role as Chief Operating Officer. Before joining ABV, she served as Director at Humanitarian Advisory Group (HAG), leading a dynamic team of 16 to deliver innovative research and technical advisory services across the sector. Her expertise spans climate change adaptation, disaster risk reduction, strategic planning and organisational effectiveness.

At HAG, Jess was instrumental in shaping strategic direction. She partnered with the International Committee of the Red Cross (ICRC) to develop a global diversity and inclusion roadmap and supported RedR Australia in designing and implementing a localisation strategy and action plan.

Earlier in her career, Jess managed humanitarian response operations across Africa and the Asia-Pacific with NGOs, UN agencies and the Red Cross Movement. She holds a Bachelor of International Studies and a Master of International Crisis Management.



Jeremy Stevens
Chief Financial Officer

As the Chief Financial officer Jeremy oversees the finance, risk, policy and compliance and Program Management Office functions at Australian Business Volunteers. He previously spent 12 years working in banking and finance across Australia, the UK, China and Vietnam where he managed financial investment portfolios, implemented risk and operational policies and led project teams.

Transitioning to the not-for-profit sector Jeremy was Chief Financial Officer and Chief Operating Officer at the China Matters policy institute as they supported government, corporate and public understanding of political, economic and social change in China.

Jeremy holds a Master of International Relations from the University of Sydney and a Bachelor of Economics from the University of Adelaide.



Volunteer with us

If you would like to become a registered volunteer with ABV, please visit our website and follow the volunteer registration process:

Visit abv.org.au
or email us at volunteers@abv.org.au

Partner with us

If an organisation you are part of would like to know more about Corporate Skilled Volunteering or any other type of collaboration, please contact us via:

Visit abv.org.au
or email hello@abv.org.au

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