



WOMEN & CHILDREN FIRST.

50 YEARS of **SAFETY** and **SUPPORT**

2025
ANNUAL REPORT



Women & Children First respectfully acknowledges the Gaimaragal and Gadigal Peoples and communities as the traditional custodians of the lands we know today as the Northern Beaches and Lower North Shore; the lands upon which we work and serve women and children in need.

We pay our respects to the elders' past, present and future. Our respects are extended to all First Nations peoples around the continent.

Women & Children First acknowledges the vital leadership of Indigenous communities, particularly Indigenous women, in addressing domestic and family violence. We will continue to walk aside First Peoples in the critical and collective work towards healing, justice, and the elimination of family violence from all communities.

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A Message From Our Chair

Julie Ryan

It is with immense pride and deep gratitude that I reflect on the past year at Women & Children First. With your unwavering support, we have provided 21,432 nights of safe accommodation and wraparound services to women and children escaping violence and abuse. Each night represents safety, healing, and a chance to rebuild.

50 years of service

For fifty years, we have stood with women and children in crisis. Through challenges and change, the women and children we serve have remained at the heart of our work. Their safety, recovery, and dignity guide every action we take. It is their courage that inspires us, and their resilience that drives us forward.

As we pause to honour 50 years of service, I want to thank you — our supporters, partners, and community — for the trust you place in us. That trust has carried us through difficult times and enabled us to walk alongside thousands of women and children.

Strengthening governance

This year, we proudly achieved full accreditation through the Australian Service Excellence Standards (ASES) once again. This rigorous process affirms the quality of our services and our commitment to improvement. In parallel, we completed a comprehensive review of our governance processes and further strengthened our internal controls — ensuring we remain accountable, transparent, and resilient.

We were also delighted to formally appoint Michelle Povah as Chief Executive Officer,

following her exemplary leadership as Interim CEO. Michelle has been part of the Women & Children First family for more than a decade, bringing extensive experience in the sector and a deep connection to our mission. She is widely respected across the community and much loved by our team. Under her leadership, we look forward to a future defined by compassion, integrity, and impact.

"Through challenges and change, the women and children we serve have remained at the heart of our work."

Shaping the future

The Board and Leadership have also focused on strategic planning to guide our work over the next three to five years. Together, we are shaping a future that expands our reach and strengthens our commitment to prevention. We know that by working together, we can grow stronger and serve our community even more effectively.

I want to take this opportunity to acknowledge our extraordinary team. Your dedication and compassion have been unwavering, always placing the needs of women and children first. Your passion for this work and for each other is the heartbeat of our 'village'.

Thank you to our entire community for standing with us — through the years, through the challenges, and into the future.

Your support ensures that no woman or child walks alone on the journey to safety and recovery.



The wonderful caseworkers helped me navigate the aftermath of the abuse I had suffered, held my hand while I tried to understand the complex Family Law system, and supported me as I applied and got rejected for nearly 40 apartments.

W&CF CLIENT

Without W&CF there's no way that I'd be here. Imagine me with a small baby, no money no job and really bad credit because of the financial abuse — I never would have been able to get an apartment on my own.

W&CF CLIENT



A Message From Our CEO

Michelle Povah

This year marks a remarkable milestone – 50 years.

It is not work we ever hoped would be needed for this long, but until every woman and child is safe, our role remains vital.

Since opening in 1975, we have grown into a service supporting women, children, and families facing violence, homelessness, or parenting challenges — and now extend our work to prevention, breaking cycles of violence before they begin.

In our 50th year, the strength of community support has been more evident than ever. From food drives to events, the commitment of individuals, businesses, community groups and clubs has been profound.

We are deeply grateful for our core funding partners, the NSW Department of Communities and Justice and Mission Australia, whose support plays a critical role.

A special thank you also to our local MPs whose advocacy enabled upgrades to refuge rooms, moving them towards being more trauma-informed.

A unified team

Across every program, our staff bring together their expertise to provide comprehensive support. This spirit of collaboration ensures that no matter where a family enters our service, they are met with care, dignity, and pathways to recovery.

- Our **Specialist Homelessness Services** team responded swiftly to urgent and complex needs. The joy of seeing a woman cry with happiness after receiving practical help —

from food to a fully furnished home — reminds us why we do this work.

- Our **Family Support** team has enabled us to offer integrated care, supporting clients experiencing abuse alongside mums, dads, and carers facing other challenges.
- Our **Safer Together™** program expanded significantly this year, reaching over 1,000 individuals with education that challenges societal norms and promotes respectful relationships.
- **Fundraising & Communications** closed funding gaps and engaged the community, ensuring we can continue delivering responsive services.
- Our **Administration** team is the glue that holds us together. Their adaptability is critical to ensuring families receive the care they deserve.

Shaping our next chapter

I extend thanks to our Board, whose volunteer service has been exceptional.

Their decision to appoint me as CEO is deeply humbling. With many years of experience in this sector, I step into this role with both confidence and commitment, honoured to lead us into our next chapter.

Together with our Board and team, and guided by the needs of our clients, we have developed a new strategy to shape the years ahead.

As we mark 50 years, we remain committed to growing, adapting, and responding to the evolving needs of our clients.

Thank you for continuing to build safer futures for every woman, child, and family.

50 Years of Women & Children First



50 YEARS of SAFETY and SUPPORT

Where it all began

Women & Children First began as the Manly Warringah Women's Resource Centre Association in 1975, born out of the determination of local women inspired by the feminist movement of the time.

Just a year after Australia's first women's refuge, Elsie, opened in Sydney's Inner West, these trailblazing women recognised the unmet need for safety and support on the Northern Beaches. With courage and persistence, they secured a Federal Grant under the Community Health Program and opened the first women's refuge in the region — then only the fourth in New South Wales.

In the tradition of the era, refuges were named after women as a mark of solidarity and sisterhood. The name chosen was Bringa. After months of challenges, a suitable property was leased in December 1975, furniture and equipment purchased, staff employed, and a development application lodged.

Community engagement was central from the start. When Bringa officially opened its doors in January 1976, an open day welcomed more than 100 local residents, groups, and agencies, with full media coverage. While such openness would not be possible today for safety reasons, it reflected the spirit of collaboration and transparency essential to building early community support.

In its first seven months, Bringa provided safe shelter and support to 92 women and 85 children, laying the foundations for what has become a vital, long-standing legacy of care.

How far we've come, together

From grassroots beginnings, Women & Children First has grown from a single safe refuge into a comprehensive service that saves lives, restores hope, and helps families rebuild.

What began with one refuge in 1975 soon became two, with Delvena opening in 1976 on the North Shore. Today we manage the refuges and more

than 20 transitional properties, providing women and children with medium-term housing and stability while they heal.

Over five decades we have evolved beyond simply being a safe space. We now deliver a full continuum of support: crisis accommodation, transitional housing, early intervention, casework, parenting support, and specialist child-centred programs. We also invest in education and prevention, working in schools, sporting clubs, and workplaces to challenge attitudes and stop violence and abuse before it starts.

The demand for our support has never been greater. In FY2025 alone, over 1,100 women and children reached out to us for help — a figure that excludes the many others already engaged in our programs and services. While not every story has been recorded, the number of families supported over five decades is extraordinary.

Our commitment has always extended beyond direct service delivery. As advocates for systemic change, we work alongside other organisations and the wider sector to influence policy, challenge outdated attitudes, and strive for a world free from domestic and family violence.

New name, same mission

In 2019, we became Women & Children First, a name that reflects both our expanded reach and our unwavering focus on those most impacted by violence and homelessness. It honours our history while affirming our future: women and children will always be at the centre of everything we do.

Through all the growth and change, one truth endures: we rely on the strength and compassion of our community. From volunteers and donors to partner organisations and government, our 'village' has always stood alongside us.

As we mark 50 years, we celebrate how far we've come while recognising our work here is far from done.



Looking Forward

As we step into the future, our new three-year strategy builds on this legacy while setting clear direction for what comes next. Like any strong house, we can only reach our goals if the foundations are solid and the structure is cared for. With the support of our 'village', we will continue to strengthen and protect this house — ensuring it remains safe, strong, and welcoming for every woman, child, and family who needs us.

Our Strategic Goals

Build a Sustainable Future

Grow and adapt to meet community needs.

Partner for Impact

Leverage partnerships to deliver better outcomes.

Deliver Exceptional Service

Provide services that create lasting impact.

Influence Change

Use our voice and expertise to advocate.

Our Commitments

Safety

We create safe environments where clients can heal, grow and thrive.

Empowerment

We walk alongside families as they build safe, healthy and stable futures.

Prevention

We work to break the cycle of abuse through education and community action.



Our Approach

Recovery and change don't happen in isolation. That's why our Village Model of Care provides tailored support that provides connection to community and adapts to each family's unique needs.

Our Values

Respect

We listen without judgment, recognising every person's dignity and strength.

Integrity

We're transparent, accountable, and guided by lived experience.

Opportunity

We nurture opportunities for growth for clients, staff, and our wider community.

Connection

We foster healthy, meaningful relationships with self, others, and community.

Our Vision

A world where support is never out of reach, no one faces crisis alone, and every woman, child, and family is safe.

Our Purpose

To support women, children, and families through crisis, parenting challenges, and life's toughest moments.

Our Strategic Goals

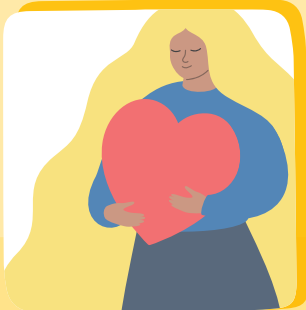
Build a Sustainable Future • Partner for Impact
Deliver Exceptional Service • Influence Change

Over the next three years, our focus will be on four strategic goals — they form the **roof** that protects and unites everything we do.

Our Commitments

Safety • Empowerment • Prevention

Our commitments stand as **pillars** holding up our goals, ensuring that every action we take reflects our promise to women, children, families and the wider community.



Our Approach

At the **heart** of the house sits our Village Model of Care — because safety, healing, and growth are only possible when families are surrounded by community.

Our Values

Respect • Integrity
Opportunity • Connection

We are driven by our values — and families experience them the moment they walk through our **door**.



Our Vision & Our Purpose

Our vision and purpose are our **foundation**, guiding the way we respond to immediate needs and plan for long-term change



12 • WOMEN & CHILDREN FIRST



Strengthening child-centred care

Melinda Horst *Specialist Children's Caseworker*

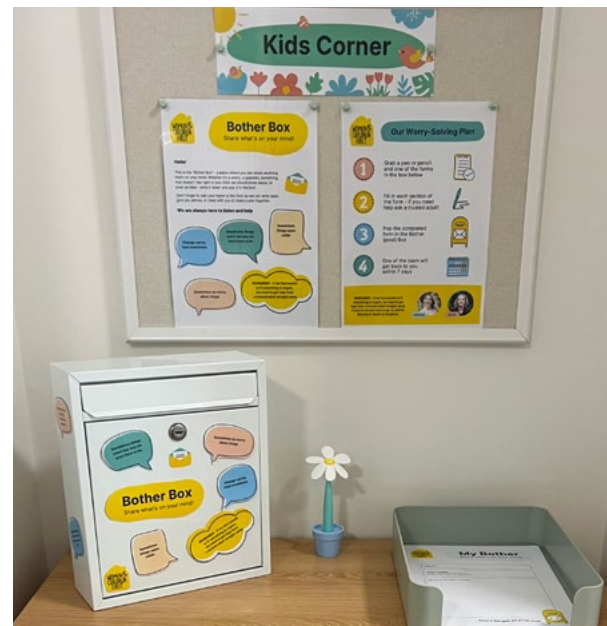
At Women & Children First, we know that when a child experiences domestic and family violence, they are not simply 'witnesses' – they are survivors in their own right. Over the past year, we have taken important steps to ensure that children's voices are heard, their rights are respected, and their healing journeys are supported with the same care and dignity we offer their mothers.

This work has been made possible thanks to the generosity of our community and supporters, with funding allowing us to expand child-centred practice across our refuges and outreach services, building a stronger culture of safety and empowerment for every child who comes through our doors.

Since July 2024, we have embedded the 10 Child Safe Standards recommended by the Royal Commission into our daily practice. A new Child Safety Committee now oversees the implementation of a comprehensive Child Safe Action Plan. From refining staff training to strengthening protection procedures and improving record-keeping, these changes mean that children are safer, more supported, and more visible than ever within our service.

To ensure children feel seen and heard we have introduced creative initiatives to give children safe, practical ways to express themselves, including:

- **'Feel Safe and Be Safe' & 'The Rights of the Child'** posters, displayed throughout our refuges.
- **A kids corner** with personalised toy and stationary packs updated regularly and the 'Bother Box', where children can privately share concerns, worries, or questions with staff.



Kids' Corner gives children a safe space to read, play, and share what's on their minds.

These tools may seem simple, but their impact has been profound. Children now know their views matter, and staff can respond more quickly to emerging therapeutic and practical needs.

In the past year, 7 children received individualised case plans tailored to their physical, emotional, social, cultural, and spiritual wellbeing. This holistic approach recognises that safety is not just about physical security but also about belonging, healing, and resilience.

Through this role, children have been supported across multiple domains:

- **Safety & Risk** Learning about safety and danger through play-based tools.
- **Child Protection & Legal Systems** Being accompanied to police stations, supported through statements, and guided through legal proceedings.

- **Family & Social Connections** Processing emotions around court outcomes, school transitions, and family contact, even practising conversations they want to have with their mums.
- **Health & Development:** Baking, cooking, slime-making and other joyful activities that help restore a sense of childhood and resilience.

This year we also introduced the Action Feedback Kit for Children and Young People. Through drawing, colour, movement, writing, and 'feelingometers', children told us how they experience life at the refuge. Their feedback has already influenced practice, from how we design group activities to how we welcome children into new spaces.

Our team were proud to participate in the DVNSW Train-the-Trainer Program equipping them with

stronger skills to support children and young people affected by domestic and family violence and raising the standard of care for every child we support.

We also presented our approach at the Northern Beaches Domestic Violence Network, sharing our child-centred practices with other services. By contributing to collective learning and collaboration, we are ensuring that more children and families can benefit from trauma-informed, evidence-based support across the community.

While we are proud of these achievements, the reality is that children's services remain chronically underfunded across the sector. We continue to advocate for sustainable funding to grow our child-centred casework capacity, so that every child we support can access the tailored care they deserve.



High school mentors helping our little learners craft their Easter hats at weekly homework club.

We continue to run weekly Homework Club, a much-loved program where high school students from St Augustine's and Stella Maris Colleges volunteer their time to support the children in our service with schoolwork. For children who may struggle at school due to trauma or instability, Homework Club provides a safe and supportive space to build confidence, catch up on learning, and access academic help. And its impact goes far beyond homework; children connect with positive role models from the local community and experience a sense of stability and belonging.

COMMUNITY HIGHLIGHTS



Sacred Connections

Auntie Caroline, proud Wiradjuri-Dunghutti woman, led a Smoking Ceremony and Ochre Blessing, for the children, women and staff in cultural connection, deepening our commitment to respectful, healing, and community-led practice.



Teeing Up Support

Our golfing community teed up incredible support, raising over \$75,000 through the Daly Double Invitational, Long Reef Ladies, Barrenjoey Women's Classic, Thirdi Group and Warringah Cricket Club.



Moments That Matter

Pharmacare donated \$23,000 in gift vouchers, supporting essentials and joyful moments for women and children, and funding trauma-informed refuge improvements. Their generosity continues to bring dignity, calm, and healing during difficult times.

Bubbles, Baubles and the Big Guy

Delvena and Bringa refuges came alive with joy at their Christmas parties featuring hand-picked gifts, bubbles, face-painting and Santa. Supported by over 20 community donors including Rotary, it remains our favourite day of the year.



Champions of Respect

Warringah Cricket Club showed true community spirit through their annual Upstander Awards, celebrating compassion, respect, and inclusion. The Norton family received recognition for their inspiring leadership in shaping the club's culture.



Gifts & Goods Drives

Generous community drives provided hampers, gifts, vouchers and essentials from schools, businesses, and local groups, ensuring women and children received care at Christmas and throughout the year.



Game Day Giving

As proud Manly Sea Eagles charity partners, our *Safer Together*™ team were invited to raise funds through the 50-50 Raffle, engaging fans and volunteers. Young men especially showed generosity, commitment, and respect, standing with our cause.

Specialist Homelessness Services

Jenny Huxley *Intake & Assessment Manager*
Camilla Andhrea *SHS Program Manager & Cultural Liaison*

This year, our Specialist Homelessness Services team supported 1,176 new clients provided 5,018 hours of casework and delivered 21,432 nights of safety. Behind each number is a woman or child who, despite trauma and systemic barriers, showed remarkable courage and resilience. A powerful reminder of the importance of having a safe place to feel heard, supported, and empowered.

Housing shortages remain one of the most pressing challenges facing our service and the families we support.

Many women and children are staying in crisis accommodation well beyond the intended 12-week period, and in transitional housing far longer than the anticipated 12 months. The lack of affordable rental properties, limited social housing, and intense competition in the private market have made the path to long-term, stable housing increasingly difficult.

For families with older boys, children with additional needs, or those on temporary visas — often excluded from government support — the wait is even longer. These circumstances reduce turnover of refuge spaces, slow the intake of new clients, and place additional strain on caseworkers who are already working at full capacity.

Despite these pressures, client feedback consistently highlights the quality of care they receive, with staff recognised for their compassion, dedication, and commitment to walking alongside women and families with empathy and respect.

To help meet the growing demand, we expanded our frontline team this year with the addition of an Intake and Assessment Worker.

"Meaningful change is not only possible — it is happening every day, one family at a time."

This role provides immediate and short-term support to clients seeking help from both our Specialist Homelessness Services and Family Support Services, ensuring timely assessment and connection to case management, accommodation, or other referral pathways.



This year also marked important progress in expanding housing capacity:

- **The Narrabeen Project** In partnership with Northern Beaches Women's Shelter and Bridge Housing, six transitional properties were secured, enabling long-term refuge residents to move into medium-term accommodation and opening spaces for new families.
- **Lane Cove Council** Provided two properties on the lower North Shore, extending our capacity to deliver safe alternative crisis accommodation.

Our community continues to be a vital source of strength. Over the festive season, we distributed 130 hampers and more than 400 toys to families, thanks to local partners. These gifts provided not only financial relief but also comfort and joy during what is often the hardest time of year.

While challenges remain, the resilience of our clients, the commitment of our staff, and the generosity of our community show us that meaningful change is not only possible — it is happening every day, one family at a time.



Fast Track to Independence – funded this year by the Lord Mayor's Charitable Fund and supported in the coming year by the Mercy Foundation — provided eight families leaving violence with microgrants to help them secure long-term rental properties. Covering the cost of rental bonds, often the biggest financial barrier, allowed women to establish safe new homes with dignity and stability.

A message from one of our microgrant recipients

"I never expected to find myself dealing with DV and a toxic and volatile living situation. I knew for many months that I needed to take the scary step of moving myself and my kids out of the family home, but many things kept stopping me from doing so; including financial stress.

Having Women & Children First be there for me as a support on the phone was so helpful in guiding me on how to successfully leave the relationship safely. Having W&CF pay the bond for me on a new rental property was an absolute godsend. It took away one portion of the financial stress for me, so I was able to use my small amount of personal savings to afford the moving costs instead of spending it all on the bond.

Thank you so much for your help in my time of need."





Family Support Service

Sarah Cocksedge Senior Manager

This year, families across our community have faced immense challenges. The rising cost of living—especially soaring prices of food, petrol, and rent—has placed significant pressure on households.

But financial stress is only part of the picture. Families are also navigating major life transitions: bringing a new baby home, children starting school or moving to a new area, coping with divorce or separation, managing illness, or supporting a loved one with a diagnosis.

Sometimes life can feel overwhelming. That's where our Family Support service steps in—with empathy, parenting expertise, and no judgement.

This past year we have worked with 237 mums, dads, grandparents, and carers of children aged up to 13 years. Our evidence-based parenting programs have provided practical strategies to build confidence, strengthen relationships, and foster resilience. This includes:

- **Parenting Programs** *Circle of Security*, *Tuning into Kids*, and other structured courses.
- **Case Management** Tailored one-on-one support to help families through complex life challenges.
- **Inclusive Activities** Parent-child groups, craft sessions, and Homework Club — designed to nurture attachment, celebrate connection, and create joyful shared experiences. Every member of our Family Support team brings not only professional expertise, but also lived experience as parents themselves. This means we approach every family with empathy and understanding.

"98% of surveyed clients reported a positive change in their personal circumstances after receiving Family Support."

For us, parent-child connection is key — throughout all stages of life. That belief underpins everything we do, from practical parenting advice to community events that create opportunities to laugh, learn, and grow together.

This year, our team has:

- **Provided safe spaces** for healing, learning, and celebration.
- **Delivered tailored support** that reflects the diversity and complexity of family life.
- **Advocated for local families** to ensure access to the resources they need to thrive.

And the impact is clear: 98% of surveyed clients reported a positive change in their personal circumstances after receiving Family Support.

As we look to the future, we remain committed to building a community where every family feels seen, supported, and empowered.

The challenges are real — but so is the joy we find in walking this journey together.

237

individual
clients
supported

"I can't express how grateful I am, to have you walk this journey with me. Thank you!"

— CASE MANAGEMENT CLIENT

26

parenting
programs &
targeted
support

"I feel all parents should complete this program because it's so important to learn how to understand what our children's behaviours are trying to tell us."

— CIRCLE OF SECURITY CLIENT

10

community
events

Safer Together™

Kylie Lynch Program Lead



Since July 2024, Safer Together™ has reached and empowered over 800 individuals through its initiatives, including the Upstander Awards and Expect Respect programs. These critical programs are at the heart of our primary prevention strategy — working across workplaces, sporting communities, and schools to challenge harmful attitudes, foster respect, and prevent domestic and family violence before it begins.

This year, 827 people attended Safer Together™ workshops, with the majority being men, including large groups from the construction industry. These sessions sparked courageous and often transformative conversations about respect, gender equality, accountability, and healthy relationships.

Participants were equipped to reflect on their behaviour, understand coercive control, and become upstanders.

"This was a strong delivery for a sensitive message. Well done and thank you."

— SAFER TOGETHER™ PARTICIPANT

In the sporting community, 160 young men took part in the Upstander Award, demonstrating leadership, integrity, and the courage to stand up for others. This initiative is cultivating the next generation of respectful men by reinforcing positive male role modelling and peer influence.

Meanwhile, 30 women participated in Expect Respect, building resilience, confidence, and skills to identify red flags in relationships — fostering safer choices and empowered futures.

"I have experienced internal awareness and external understanding — a first step that I can't go back from."

— EXPECT RESPECT PARTICIPANT

These numbers are more than data points. They represent real lives changed: young men becoming role models, construction workers challenging "old ways," women regaining agency, and entire communities beginning to shift.

FY24–25 marked a significant step forward in reach, advocacy, and visibility for the program.

Manly Sea Eagles chose Safer Together™ as a 2025 Charity Partner, amplifying our message through sport. The partnership included website presence and a dedicated game day where prevention messaging reached 16,125 fans, families, and young people.

- **We featured in multiple media outlets**, including In the Cove (53,000 users) and the We Don't Have Time For This podcast (49,537 listeners), helping to demystify coercive control laws and reinforce that abuse prevention is a community-wide responsibility.
- **Collaborations with advocates** such as Dave Kramer and the Forest Kirk DV&A Response Group strengthened our focus on men's roles in prevention and early intervention.
- **Engagement with May8**, a new men's initiative, included an invitation to join its advisory board — a strategic opportunity to influence national conversations about masculinity, culture, and respect.
- **Partnerships with organisations** such as Parklife Metro and Toyota provided vital access to industries where male engagement is essential and long overdue. In particular, Parklife Metro enabled us to reach large construction cohorts with consistent messaging around respect, accountability, and upstander behaviour.

The demand for Safer Together™ continues to grow rapidly across workplaces, community groups, sporting clubs, and schools. This reflects both the credibility of the program and the rising urgency in society to act.

We are increasingly recognised as a key prevention provider, with feedback and outcomes reinforcing the importance of this work. Whether through an Upstander Award, a thought-provoking Safer Together™ session, or the quiet strength of a woman in Expect Respect, the ripple effects are tangible and far-reaching.

Looking ahead, we are committed to scaling our impact, expanding our capacity, strengthening partnerships, and reaching more people with education that is evidence-based, respectful, and inclusive.

Prevention is essential. With the support of our partners, donors, and community, Safer Together™ is not just a program — it's a movement for lasting cultural change.





Fundraising & Communications

Report by Sophie Griffiths

Head of Fundraising & Communications

This year we were grateful to welcome new supporters and see many loyally return—strengthening our ability to meet the urgent needs of women and children in crisis.

Our fundraising program is grounded in building meaningful relationships and keeping supporters connected to the impact of their giving. To support this, we launched *Village Insider* — a monthly e-newsletter sharing stories from inside the service and highlighting how those contributions are changing lives.

In May, we hosted our biggest Mother's Day Lunch yet, welcoming more than 330 guests. Notably, we saw more men attend than ever before, including our Hero Sponsor, Stony Creek Construction, who brought along their predominantly male team in a strong show of support.

The event marked our 50th year and we were joined by The Hon. Jodie Harrison, NSW Minister for Women and Minister for the Prevention of Domestic Violence and Sexual Assault, who spent the morning touring our Bringa refuge, meeting the team, and learning about our history before attending the event.

"Our fundraising program is grounded in building meaningful relationships and keeping supporters connected to the impact of their giving."

We're beyond thankful to our community who organised their own events and activities including Barrenjoey Women's Classic, DDI Golf Day, Long Reef Ladies Golf Club, Warringah Cricket Club, Thirdi Group and van der Meer. Plus, we received significant support from ITSM, Mercy Foundation, Dee Why RSL, Pharmacare, Mounties Group, Impact 100 and Value Dental Centres.

With a dedicated role focused on securing grants, we were able to secure funding for:

- **Safer Together™**, to expand our education and prevention efforts
- **Rental bond grants** to help families find long-term independence
- **Childcare assistance** for mothers attending programs and appointments
- **Refuge improvements** to make our spaces more trauma informed.

Left: The Hon. Jodie Harrison joined us at our Mother's Day Lunch to celebrate 50 years of W&CF. Above: A wonderful group of women from our 'village' enjoying the event.

This year we launched a new website with clear, accessible information to help families find pathways to safety and support — and to better connect with our supporters. We also moved to a new customer relationship management (CRM) system, which has transformed how we engage and interact with supporters.

We worked closely with the *Safer Together™* team to elevate our role in community education and advocacy:

- **reaching 50,000 listeners** through the *We Don't Have Time for This* podcast raising awareness of coercive control laws and support services
- **becoming the Manly Sea Eagles charity partner** reaching 16,000 fans and attendees
- **hosting the Game Changers event** which engaged sporting teams and clubs.

The need for funding remains significant, but the results of this year demonstrate what is possible with a strong strategy, a skilled team, and most importantly, an incredible community.

Many supporters connected with Mia's* story, which we shared in our tax appeal. It's a powerful reminder that donor support is what makes life-changing stories like Mia and Archer's* possible.

When stories inspire support

Mia met Ryan* in her early twenties. Within two months, the abuse began — first emotional and verbal, then escalating to physical, financial, and sexual abuse. Over time, she was isolated and coerced into more than \$80,000 of debt.

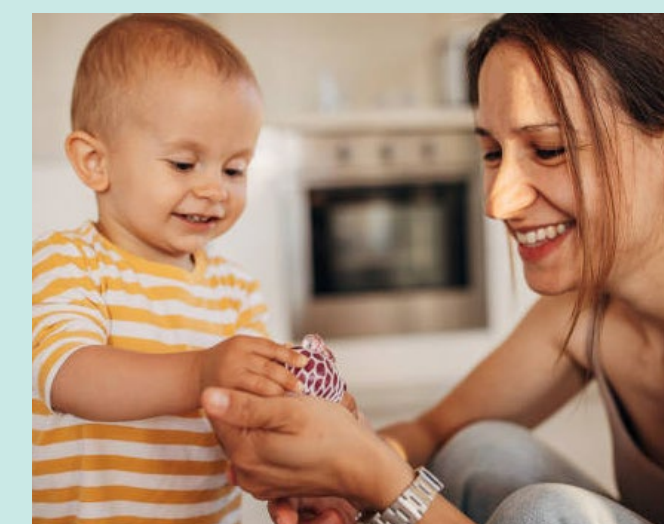
During her pregnancy and after the birth of her son Archer, the violence escalated. Mia felt completely trapped until a turning point came when two passers-by intervened during a brutal attack in which Ryan threatened to kill them both. He was arrested, and an AVO was issued.

That's when Mia was connected with us. With our support, she found safe housing, accessed therapeutic programs, and received expert casework and financial counselling that successfully cleared her debt. We stood beside her through court, police, and rebuilding her independence.

Today, Mia has a secure job, a safe home, and a joyful life with her son. She says:

"Without Women & Children First, I wouldn't be here... If I'd gone back to him, I know he would've killed me."

*Names changed for safety and privacy



Our Village of Supporters

Our work is only possible thanks to the extraordinary generosity of our 'village' — the individuals, community groups, schools, businesses, and service partners who walk alongside women, children and families every day. We are deeply grateful to everyone who has stood with us this past year, and we proudly acknowledge their generosity and contribution. We simply couldn't do this without them.

Major Partners

• Mission Australia • Northern Beaches Council • NSW Department of Communities and Justice

Grant & Foundation Partners

- AVOW Foundation
- Dee Why RSL
- Hastings Foundation
- Impact 100 Sydney North
- Lane Cove Council
- Lords Mayor's Charitable Fund
- Mercy Foundation
- Mounties Group
- Percent Foundation

Service Partners

- Bridge Housing
- Caroline Glass-Pattison – Guyabanza Cultural Mentoring
- Dave Kramer
- DV Safe Phone
- Horizons Family Law Centre
- Integricare
- Link Wentworth
- One Meal
- Oz Harvest
- Rize-Up
- Thread Together
- Women's Domestic Violence Court Advocacy Program

Corporate Supporters

- Abundant Byron
- Action Plans
- Beyond Self
- Cunninghams
- Hyecorp
- Integer Securities
- ITSM
- Karen Cooper Consulting
- Macquarie Bank

- MayDay Recruitment
- No More Blackouts
- Parklife Metro
- Pharmacare
- Quest Events
- Stony Creek Construction
- Sunday Homes
- The Property Collab
- Third.i Group
- Toyota
- Value Dental Centres
- Van de meer Consulting
- VAURA Pilates Brookvale
- WS Field Joinery

Community Supporters

- Barrenjoey Women's Classic
- Belrose Golf Club
- Bluefit
- C3 Church Lane Cove
- Daly Double Invitational Golf Charity Day
- Forest Kirk Uniting Church
- Grace City Care
- Lane Cove Women's Action and Information Group Inc
- Life Source Church
- Long Reef Golf Club
- Manly Sea Eagles
- Manly Warringah Cricket Club
- Masonic Association
- Newfrontiers Grace City Church
- Northern Beaches Chorus
- Rotary Club of Lane Cove
- Rotary Club of Manly
- Rotary Club of the Upper Northern Beaches

- Rotary Club of Warringah
- St Augustine's College
- Stella Maris College
- St John's Anglican Church, Dee Why
- The Big Sing
- The Booklovers Club, Northern Beaches
- The Give Hub
- Warringah Cricket Club
- Warringah Golf Club
- Warringah Veterans Women's Golfers
- We Don't Have Time for This – Gemma Peanut & Kate Reeves
- Zonta Club of Northern Beaches

Government and Community Advocates

- Anthony Roberts MP
- Dr Sophie Scamps MP
- Felicity Wilson MP
- Jacqui Scruby MP
- Michael Regan MP
- Sue Heins, Mayor of Northern Beaches Council
- Merri Southwood, Mayor of Lane Cove Council
- Zali Steggall OAM MP

There are far too many incredible supporters to name, but every contribution matters and is recognised with heartfelt thanks. A full list can be found at wacf.org.au/supporters.



Members of Warringah Cricket Club — proud supporters and advocates for our Upstander program.



Donna with Cindy Lambert from The Give Hub, donating 46 boxes of Christmas goodies.



Dave Kramer, speaking at the Game Changers Safer Together™ event.



Our amazing Mother's Day Lunch hosts, Gem and Revz from We Don't Have Time for This.

Our Board of Non-Executive Directors



Julie Ryan *Chair*

Julie is an experienced HR and Change Management leader, passionate about workplace culture and employee engagement. She drives teams to succeed through complex transformations and strategic initiatives. Julie joined the Board in 2021 and became Chair in 2023, bringing a people-focused approach to leadership and a deep commitment to supporting women and children escaping violence.



Paul Smith *Director*

Paul is a CPA with over 40 years of experience in finance, risk management, governance, and internal audits. His career spans senior roles across corporate, government, and not-for-profit sectors. Now retired, Paul lives in the Gold Coast Hinterland, enjoying his vegetable garden and building projects. He brings extensive financial expertise to the Board.



Sonia Milner MBAE, CPA, MAICD *Director & Treasurer*

Sonia is a senior finance leader with expertise in strategic financial planning and extensive experience in social services and manufacturing. Her values centre around leadership, diversity, and people development. She holds other non-executive roles, including with the Uniting Church's Audit, Finance, and Risk Committee. Sonia joined the Women & Children First Board in 2022.



Kat Docherty *Director*

Kat has 20+ years of experience in Human Relations and Recruitment across Australia and the UK. Her work focuses on tailoring recruitment solutions, particularly in the Banking and Finance sectors. Kat is passionate about empowering women in business and supporting them to achieve success. She joined the Women & Children First Board in 2022, driven by her commitment to uplifting others.



Joel Rauer *Company Secretary*

Joel is a Director with a leading global property firm, holding dual bachelor's degrees in Economics (specialising in International Business, Finance and Trade) and Property, as well as a Master of Business Administration (MBA). A graduate member of the Australian Institute of Company Directors (GAICD), Joel combines expertise in property, economics, and strategic leadership. He brings a sharp commercial lens and disciplined governance approach to Women & Children First, joining the Board in 2022.



Sally Dwyer *Director*

Sally brings extensive global executive experience to the Board, with previous roles in HR, talent, and strategic workforce planning across Australia and the UK. Currently Head of Organisational Effectiveness at Macquarie Group, Sally's leadership is shaped by a strong focus on workforce wellbeing. She holds a Bachelor of Business, Master of Social Policy, and joined the Board in 2024.



Cathy Duncan *Director*

Cathy is an experienced financial services professional having worked in a broad range of wealth management roles in marketing, business transformation, risk advisory and other programs. Cathy holds a BComm and is a Graduate of the Australian Institute of Company Directors. She joined the board in 2022 and is also Deputy Chair.



Laura Entwistle *Director*

Laura is a Technology Transformation Partner at Deloitte with 16 years of experience in strategy, performance improvement, and technology transformations. Her experience spans EMEA and APAC markets. Passionate about women and children's safety, Laura has served on several boards of domestic violence charities. A mother of two, she joined the Women & Children First Board in 2024.

Treasurer's Report

Sonia Milner *Treasurer*

In the Financial Year ending 30 June 2025, Women & Children First (W&CF) reported an operating profit of \$538k from \$3.2m in revenues received from Government funding, donations and grants.

Revenue

Government funding accounted for 69% of W&CF's total revenue. The remaining 31% was generated through grants and philanthropic giving, including fundraising appeals, online giving, major gifts, events, and community contributions.

Expenses

People costs continue to be our largest expense, at just under 70% of all expenses, with client and occupancy costs accounting for another 8.7%.



Please know that your generosity inspired me to continue this journey with energy and hope for a better future for me and my child.

W&CF CLIENT



Audited Financial Statements

Women and Children First Ltd
For the year ended 30 June 2025

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Directors' Report

Women and Children First Ltd

For the year ended 30 June 2025

Directors' Report

Your directors present the financial report of Women & Children First for the financial year ended 30 June 2025:

- Julie Ryan
- Katrina Docherty
- Joel Rauer
- Paul Smith
- Sonia Milner
- Cathy Duncan
- Sally Dwyer
- Laura Entwistle

The directors have been in office since the start of the financial year unless otherwise stated.

Director Information

Julie Ryan – Chairperson – appointed 19 September 2021

Ms Ryan is an experienced HR Director and Change Lead, running her own consulting business for the last 15 years. She is a Graduate Member of the Australian Institute of Company Directors.

Cathy Duncan – Deputy Chairperson – appointed 21 November 2022

Ms Duncan has over 35 years of experience in the financial services sector, holding a Bachelor of Commerce and is a Graduate Member of the Australian Institute of Company Directors . She is currently working as a Senior Consultant.

Joel Rauer – Secretary - appointed 19 June 2023

Mr Rauer holds a Bachelor of Business with a Major in International Business, Finance, and Trade, a Bachelor of Business in Property, and an MBA. He has accumulated years of experience in property, economics, and people, currently working as a General Manger of Property.

Katrina Docherty – Director – appointed 21 November 2022

Ms Docherty hold s a Bachelor of Arts, with a Major in Business Studies. She has accumulated years of experience in HR, Recruitment, and Finance.

Laura Entwistle – Director – appointed 5 May 2024

Ms Entwistle is a current Partner of Deloitte in Technology Strategy & Transformation, with over 15 years’ experience in the Technology, Advisory, and Analytics industries. She holds a Bachelor of Science, with a Major in Information Systems.

Directors' Report

Paul Smith – Director – appointed 25 October 2018

Mr Smith is a Senior Finance Professional with over 25 years’ experience in Corporate and Government settings . He has accumulated over 20 years of Board Member experience, and holds a Bachelor of Business, with a Major in Accounting, and is a Certified Public Accountant (CPA).

Sally Dwyer – Director – appointed 5 May 2024

Ms Dwyer holds a Bachelor of Business, a Master of Social Policy and is a Graduate Member of the Australian Institute of Company Directors. She has many years of experience in HRD, Talent, Transformation, and Workforce Strategy.

Sonia Milner – Director – appointed 21 November 2022

Ms Milner is a Senior Finance Leader, with Management experience. She holds a Bachelor of Business, with a Major in Accounting, is a Certified Public Accountant (CPA), and holds an MBA.

Meetings of Directors

The number of Director meetings held during the financial year and the number of meetings attended by each Director were as follows:

Name	Meetings attended	Eligible number of meetings
Cathy Duncan	5	5
Sonia Milner	5	5
Katrina Docherty	5	5
Julie Ryan	5	5
Paul Smith	5	5
Joel Rauer	4	5
Sally Dwyer	5	5
Laura Entwistle	4	5

Members Indemnity

The Company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the entity. At 30 June 2025, the amount that members of the company are liable to contribute if the company is wound up is \$660 (2024: \$200).

Going Concern

This financial report has been prepared on a going concern basis which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business. The ability of the company to continue to operate as a going concern is dependent upon the ability of the company to generate sufficient cash flows from operations to meet its liabilities. The directors of the company believe that the going concern assumption is appropriate.

Signed in accordance with a resolution of the Board of Directors:



Chairperson - Julie Ryan

Dated: 17/10/2025



Director - Sonia Milner

Dated: 17/10/2025

Directors' Declaration

Women and Children First Ltd For the year ended 30 June 2025

The directors declare that in the directors' opinion:

a) the financial statements and notes are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

i) giving a true and fair view of the registered entity's financial position as at 30 June 2025 and of its performance for the year ended on that date; and

ii) complying with Australian Accounting Standards – Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulations 2022*; and

b) there are reasonable grounds to believe that the registered entity is able to pay all of 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-profits Commission Regulations 2022*.

Director: 

Director: 

Sign date: 17/10/2025

AUDITOR'S REPORT
WOMEN AND CHILDREN FIRST LTD
ABN 35 001 510 470
For the year ended 30 June 2025

Independent Auditors Report to the Members of the Company

We have audited the accompanying financial report, being a special purpose financial report, of Women and Children First Ltd (the company), which comprises the directors' report, the statement of financial position as at 30 June 2025, the statement of profit and loss for the year then ended, cash flow statement, notes comprising a summary of significant accounting policies and other explanatory information, and the certification by the directors on the annual statements giving a true and fair view of the financial position and performance of the company.

Directors' Responsibility for the Financial Report

The directors of Women and Children First Ltd are responsible for the preparation and fair presentation of the financial report and has determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the Australian Charities and Not-for-profits Commissions Act 2012 and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We have conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the company's preparation and fair presentation of the financial report, in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

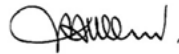
In our opinion, the financial report presents fairly, in all material the financial position of Women and Children First Ltd at 30 June 2025 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements, and the requirements of the Australian Charities and Not-for-profits Commissions Act 2012, including:

- (i) giving a true and fair view of the company's financial position at 30 June 2025 and of its performance for the year ended on that date;
- (ii) complying with Australian Accounting Standards – Reduced Disclosure Requirements and the Corporations Regulation 2001.
- (iii) complying with Div 60 of the Australian Charities and Not-for-profits Commission Regulations 2022.

Basis of Accounting and Restriction on Distribution

Without modifying our opinion, we draw attention to Note 1 to the financial statements, which describe the basis of accounting. The financial report has been prepared to assist Women and children First Ltd to meet the requirements of the Australian Charities and Not-for-profits Commission Regulations 2022. As a result, the financial report may not be suitable for another purpose.

Matter of Note:
The matter regarding some unauthorized transactions during the 2025 year has been resolved to the satisfaction of the board.



John A McCann,
Chartered Accountant
Registered Company Auditor 3413

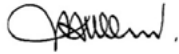
Address:
11/635 Pittwater Road,
Dee Why NSW 2099

Dated this 9 October 2025

AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF
WOMEN AND CHILDREN FIRST LTD

I declare that, to the best of my knowledge and belief, during year ended 30 June 2025 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit and Australian Charities and Not-for-profits Commissions Act 2012; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.


John A McCann,
Chartered Accountant
Registered Company Auditor 3413

Address:
11/635 Pittwater Road,
Dee Why NSW 2099

Dated this 9 October 2022

Statement of Profit or Loss and Other
Comprehensive Income

Women and Children First Ltd
For the year ended 30 June 2025

	NOTES	2025	2024
Income			
Revenue	2	3,198,572	2,626,996
Total Income		3,198,572	2,626,996
Expenses			
Administration and Office Expenses	3	300,894	247,646
Auditors Remuneration	14	4,000	3,500
Client Expenses		148,226	156,550
Consultants		68,761	48,526
Depreciation and Amortisation Expenses	3	18,789	94,221
Employee Benefits Expenses	3	1,855,745	1,839,014
Insurance		230,213	91,708
Rent, Rates & Utilities		42,537	68,135
Repairs and Maintenance		57,509	26,259
Total Expenses		2,726,674	2,575,561
Current Year Surplus Before Income Tax		471,898	51,435
Net Current Year Surplus		471,898	51,435
Income Tax Expense		-	-
Other Comprehensive Income		-	-
Total Other Comprehensive Income for the Year		471,898	51,435

The accompanying notes form part of these financial statements.

Statement of Financial Position

Women and Children First Ltd
As at 30 June 2025

	NOTES	30 JUNE 2025	30 JUNE 2024
Assets			
Current Assets			
Cash and Cash Equivalents	4	2,791,521	2,600,211
Trade and Other Receivables	5	36,862	11,017
Total Current Assets		2,828,382	2,611,229
Non-Current Assets			
Investments	6	252,002	492,802
Property, Plant and Equipment	7	1,371,411	1,383,866
Total Non-Current Assets		1,623,413	1,876,667
Total Assets		4,451,796	4,487,896
Liabilities			
Current Liabilities			
Trade and Other Payables	8	121,747	55,220
Short Term Provisions	10	215,396	156,928
Other Current Liabilities	9	553,422	1,181,944
Total Current Liabilities		890,565	1,394,093
Non-Current Liabilities			
Long Term Employee Provisions	10	37,362	41,833
Total Non-Current Liabilities		37,362	41,833
Total Liabilities		927,927	1,435,925
Net Assets		3,523,869	3,051,971
Equity			
Retained Earnings		3,545,356	3,073,458
Asset Revaluation Reserve - Investments		(21,488)	(21,488)
Total Equity		3,523,869	3,051,971

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

Women and Children First Ltd
For the year ended 30 June 2025

	RETAINED EARNINGS	ASSET REVALUATION RESERVE - INVESTMENTS	TOTAL EQUITY
Statement of Changes in Equity			
Balance at 1 July 2023	3,022,023	(17,022)	3,005,001
Profit for the Year	51,435	(4,466)	46,969
Balance at 30 June 2024	3,073,458	(21,488)	3,051,971
Balance at 1 July 2024	3,073,458	(21,488)	3,051,971
Profit for the Year	471,898	-	471,898
Balance at 30 June 2025	3,545,356	(21,488)	3,523,869

Statement of Cash Flows

Women and Children First Ltd
For the year ended 30 June 2025

	2025	2024
Statement of Cash Flows		
Operating Activities		
Receipts from Grants	1,636,117	3,003,574
Cash Receipts from Other Operating Activities	850,172	395,895
Payments to Suppliers and Employees	(2,584,956)	(2,487,108)
Interest Received	33,866	13,695
Dividends Received	24,050	36,317
Net GST	(2,405)	12,498
Net Cash Flows from Operating Activities	(43,156)	974,871
Investing Activities		
Purchase of Property, Plant and Equipment	(6,334)	(4,998)
Proceeds From Sales of Property, Plant and Equipment	-	-
(Purchase)/Redemption of Investments	240,800	234,399
Net Cash Flows from Investing Activities	234,466	229,401
Cash and Cash Equivalents		
Cash and cash equivalents at beginning of period	2,600,211	1,406,871
Cash and cash equivalents at end of period	2,791,521	2,600,211
Net change in cash for period	191,310	1,204,272

Notes to the Financial Statements

Women and Children First Ltd
For the year ended 30 June 2025

1. Statement of Significant Accounting Policies

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures of the Australian Accounting Standards Board (AASB) and the Australian Charities and Not-for-profits Commission Act 2012. The entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements are in Australian Dollars and have been rounded to the nearest dollar.

The financial statements were authorised for issue on 24 October 2025 by the Directors of the Company.

(a) Revenue

Operating Grants and Donations

When the entity received operating grant funding or donations, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15. When both these conditions are satisfied, the Entity:

- identifies each performance obligation relating to the grant;
- recognises a contract liability for its obligations under the agreement; and
- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Entity:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards (for example AASB 9, AASB 16, AASB 116 and AASB 138);
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions); and
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Interest Income

Interest income is recognised using the effective interest method. All revenue is stated net of the amount of goods and services tax.

(b) Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and any impairment losses.

Land and Buildings

All property, plant and equipment with the exception of Land and Buildings are stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Land & Buildings are revalued every three (3) to eight (8) years. Land and buildings at valuation are not depreciated.

Plant and equipment

Plant and equipment are measured on a cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses are recognised in profit or loss. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(d) for details of impairment).

Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, including plant and equipment, is calculated on either a straight line or diminishing value basis to write off the net cost of each item of property, plant and equipment over its expected useful life to the Company. Estimates of remaining useful lives are made on a regular basis for all assets, with annual reassessment for major items.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Plant & Equipment	12% - 100%
Motor Vehicles	12.9%
Leasehold Improvements	12.9%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period. Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise. Gains are not classified as revenue. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained surplus.

Revaluation

Increases in the carrying amount arising on revaluation of land and buildings are accumulated in Revaluation Reserve. Any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

(c) Financial Instruments

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument. On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Classification

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through profit or loss - FVTPL
- fair value through other comprehensive income - equity instrument (FVOCI - equity)
- fair value through other comprehensive income - debt investments (FVOCI - debt)

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

Amortised cost

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position. Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Financial assets through profit or loss

All financial assets not classified as measured at amortised cost or fair value through other comprehensive income as described above are measured at FVTPL.

Net gains or losses, including any interest income is recognised in profit or loss.

Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method. The financial liabilities of the Company comprise trade payables and finance lease liabilities.

(d) Impairment of Assets

At the end of each reporting period, the entity reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in profit or loss.

Where the assets are not held primarily for their ability to generate net cash inflows – that is, they are specialised assets held for continuing use of their service capacity –the recoverable amounts are expected to be materially the same as fair value.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Where an impairment loss on a revalued individual asset is identified, this is recognised against the revaluation surplus in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation surplus for that class of asset.

(e) Employee Benefits

Short-term employee benefits

Provision is made for the entity's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries, and annual leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled. The entity's obligations for short-term employee benefits such as annual leave are recognised as part of Short Term Provisions in the statement of financial position.

Other long-term employee benefits

The entity classifies employees' long service leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the entity's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on high quality corporate bonds that have maturity dates that approximate the terms of the obligations. Any remeasurements of obligations for changes in assumptions of obligations for other long-term employee benefits are recognised in profit or loss in the periods in which the change occur.

The entity's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the entity does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

Retirement benefit obligations

Defined contribution superannuation benefits

All employees of the entity receive defined contribution superannuation entitlements, for which the entity pays the fixed superannuation guarantee contribution (currently 11.5% of the employee's average ordinary salary) to the employee's superannuation fund of choice. All contributions in respect of employees' defined contribution entitlements are recognised as an expense when they become payable. The entity's obligation with respect to employees' defined contribution entitlements is limited to its obligation for any unpaid superannuation guarantee contributions at the end of the reporting period. All obligations for unpaid superannuation guarantee contributions are measured at the (undiscounted) amounts expected to be paid when the obligation is settled and are presented as current liabilities in the entity's statement of financial position.

(f) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments.

(g) Trade and Other Debtors

Trade and other debtors include amounts due from members as well as amounts receivable from customers for goods sold. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classifies as non-current assets.

(h) Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the entity during the reporting year that remain unpaid at the end of the reporting year. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(i) Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

(j) Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

(k) Provisions

Provisions are recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

(l) Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

(m) Critical Accounting Estimates and Judgements

The directors evaluate estimates and judgements incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the entity.

(n) Fair Value of Assets and Liabilities

The entity measures some of its assets and liabilities at fair value on either a recurring or non-recurring basis, depending on the requirements of the applicable Accounting Standard.

(o) Key judgements

Performance obligations under AASB 15

To identify a performance obligation under AASB 15, the promise must be sufficiently specific to be able to determine when the obligation is satisfied. Management exercises judgement to determine whether the promise is sufficiently specific by taking into account any conditions specified in the arrangement, explicit or implicit, regarding the promised goods or services. In making this assessment, management includes the nature/ type, cost/ value, quantity and the period of transfer related to the goods or services promised.

(p) Economic Dependency

Manly Warringah Women's Resource Centre Ltd is reliant on NSW Department of Communities and Justice Funding.

(q) Accounting Period

The accounting period refers to the period from 1 July 2024 to 30 June 2025.

(r) New accounting standards for application in future periods

The AASB has issued new and amended Accounting Standards and Interpretations that have mandatory application dates for future reporting periods. The directors have decided against early adoption of these Standards, but does not expect the adoption of these standards to have any impact on the reported position or performance of the company.

	2025	2024
2. Revenue		
Grant Revenue	2,264,639	2,220,304
Interest Received	47,029	18,188
Donations & Fundraising	613,466	256,521
Dividends Received	24,050	36,317
Other Revenue	249,388	95,666
Total Revenue	3,198,572	2,626,996

	2025	2024
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3. Expenses

Administration and Office Expenses		
Bank Charges	9,007	1,958
Fundraising	116,514	53,310
Motor Vehicle Expenses	6,901	9,803
Office expense	117,134	109,124
Podcast	144	24,995
Other expenses	51,194	48,456
Total Administration and Office Expenses	300,894	247,646

Depreciation and Amortisation Expenses		
Depreciation Expense	1,400	1,263
Amortisation Expense	17,390	92,959
Total Depreciation and Amortisation Expenses	18,789	94,221

Employee Benefits Expenses		
Salaries and Wages	1,768,638	1,618,482
Employee Provisions	45,055	15,050
Other Employment Expenses	42,053	205,481
Total Employee Benefits Expenses	1,855,745	1,839,014

	2025	2024
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4. Cash and Cash Equivalents

Cash on hand	3,282	1,146
Cash at bank	1,766,586	1,599,065
Term Deposit	1,021,652	1,000,000
Total Cash and Cash Equivalents	2,791,521	2,600,211

	2025	2024
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5. Trade and Other Receivables

Accounts Receivable	561	3,691
Accrued Income and Interest	17,656	4,493
Prepayments and Bonds	18,644	2,834
Total Trade and Other Receivables	36,862	11,017

	2025	2024
6. Investments		
CMC Markets Portfolio	252,002	492,802
Total Investments	252,002	492,802
	2025	2024
7. Property Plant and Equipment		
Freehold Property	1,330,000	1,330,000
Leasehold Improvements		
At Cost	1,062,614	1,062,614
Accumulated Amortisation	(1,030,853)	(1,013,463)
Total Leasehold Improvements	31,761	49,151
Furniture and Equipment		
At Cost	558,418	552,083
Accumulated Depreciation	(548,768)	(547,740)
Total Furniture and Equipment	9,650	4,343
Motor Vehicles		
Motor Vehicles at Cost	77,270	77,270
Accumulated Depreciation of Motor Vehicles	(77,270)	(76,898)
Total Motor Vehicles	-	372
Total Property Plant and Equipment	1,371,411	1,383,866

Movements in Carrying Amounts

Movements in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the financial year:

	Freehold Property	Leasehold Improvements	Furniture and Equipment	Motor Vehicles	Total
Opening Balance	1,330,000	49,151	4,343	372	1,383,866
Additions	-	-	6,334	-	6,334
Disposals	-	-	-	-	-
Depreciation expense	-	(17,390)	(1,027)	(372)	(18,789)
Revaluation gain/(loss)	-	-	-	-	-
Closing Balance 30 June 2024	1,330,000	31,761	9,650	-	1,371,411

	2025	2024
8. Trade and Other Payables		
Accounts Payable	16,727	(117)
Accrued Expenses	58,929	7,000
Other payables	46,091	48,338
Total Trade and Other Payables	121,747	55,220
	2025	2024
9. Other Current Liabilities		
Grants received in advance	553,422	1,181,944
Total Other Current Liabilities	553,422	1,181,944
	2025	2024
10. Employee Provisions		
Current		
Provision for Annual Leave	111,499	87,489
Provision for Long Service Leave	37,019	14,221
Provision for Accrued Wages	40,661	31,718
Provision for Time in Lieu	26,217	23,500
Total Current	215,396	156,928
Non-Current		
Provision for Long Service Leave	37,362	41,833
Total Non-Current	37,362	41,833
Total Employee Provisions	252,758	198,761

11. Key Management Personnel Compensation

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Corporation, directly or indirectly, including any Director (whether executive or otherwise) of the Corporation. Control is the power to govern the financial and operating policies of the Corporation so as to obtain benefits from its activities.

The aggregate compensation of key management personnel during the financial year comprising amounts paid or payable or provided for was as follows:

	2025	2024
Short-term employee benefits	\$178,230	\$183,224
Post-employment benefits	\$20,914	\$19,643
Other long-term benefits	-	-
Termination benefits	-	-

12. Related Party Transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

13. Financial Risk Management

The Corporation's financial instruments consist mainly of cash and cash equivalents, term deposits, accounts receivable and trade payables. The carrying amounts for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

	2025	2024
Financial Assets		
Cash and Cash Equivalents	2,791,521	2,600,211
Trade and Other Receivables	36,862	11,017
Investments	252,002	492,802
Total Financial Assets	3,080,384	3,104,030
	2025	2024
Financial Liabilities		
Trade and Other Payables	121,747	55,220
Other Liabilities	553,422	1,181,944
Total Financial Liabilities	675,169	1,237,165
	2025	2024
14. Auditor's Remuneration		
Audit fees	4,000	3,500
Total Auditor's Remuneration	4,000	3,500

15. Economic Dependency

The Corporation's continued operation is financially dependent on the continued support of the funding bodies for recurrent grant income. Without the continued support of the funding bodies the Corporation may not be able to continue as a going concern, and assets and liabilities recorded in the financial statements may be required to be recognised at amounts other than stated.

16. Corporation Details

The registered office of the Corporation is:

Dee Why
NSW 2099

The principal place of business is:

Dee Why
NSW 2099

17. Members' Guarantee

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee, if the company is wound up, the constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the entity. At 30 June 2025, the number of members was 33.



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