



Acknowledgment
by Megan Ridgeway,
Saltwater Dunghutti/
Worimi Woman
and Senior Case
Manager at WAGEC

Women's and Girls' Emergency Centre would like to acknowledge all Aboriginal and Torres Strait Islander people across this country that we call Australia, and recognise that Aboriginal and Torres Strait Islander people have lived upon and cared for Country for over 65,000 years. In particular, we would like to acknowledge the Gadigal and Wangal people of the Eora nation whose lands upon which we work, live, and play.

Our Country is sacred. She meets our every need. From the Kakadu Plum to the Quandong. The Crocodile to the Kangaroo.

Lemon Myrtle, the Peppermint Tree. Berries and nuts and seeds, everything one could ever need.

We would like to pay our respect to Elders past, present and emerging and extend that respect to any Aboriginal and / or Torres Strait Islander people reading this report.

We would like to further extend that respect to all our incredible Tiddas and extended family we work with and who walk beside us at WAGEC.

The answers we seek can be heard in the rustling of leaves, in the almost silence of the desert, in the shallows and depths of the waters, and in the very animals we eat.

We would like to acknowledge and pay our respect to the stories and experiences of Aboriginal Australia, and recognise that systemic and institutional racism and oppression still exists.

We'd also like to acknowledge the continued connection to land, waters, sky and culture.

Grandfather Sun warms us and provides for us light, whilst Grandmother Moon controls the tides and guides us at night.

We would like to acknowledge the strength and resilience of Aboriginal people, and the contribution Aboriginal people continue to make, to not only Aboriginal communities, but to the wider community as a whole.

Sovereignty was never ceded.

Australia was, and always will be Aboriginal land.





Women's and Girls' Emergency Centre (WAGEC) is a public benevolent institution and an incorporated entity, and is registered with the Australian Charities and Not-for-profits Commission (ACNC). It is endorsed to access the following tax concessions: GST concession, FBT exemption, income tax exemption and is endorsed as a deductible gift recipient.

The activities of the organisation are regulated by relevant State and Commonwealth Laws, and the Women's and Girls' Emergency Centre Constitution and it is governed by an elected voluntary Board of Management.

Women's and Girls' Emergency Centre (WAGEC) ABN 92622900342

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Illustrations by
ZOE LOVELL

INTRODUCTION

A year of crisis and uncertainty. From the summer bushfires that blackened the land, darkened the sky and made the air thick with loss. To the COVID-19 pandemic that required us all to live smaller lives by isolating, distancing and pausing our normal rhythms of life. With COVID-19 still to be fully reckoned with, and a new bushfire season dawning, what have we learnt?

At WAGEC we have always worked in moments of crisis, set within a context of a national emergency that refuses to be tamed. Domestic and family violence, homelessness and gender inequality disproportionately affect women and children.

This year of new crises within our ongoing national emergency has revealed to Australians just how vulnerable and precarious we all can be. It has cast light on the compounding impacts of systemic and intergenerational disadvantage and trauma. It has shown the fault lines that run through our communities.

For WAGEC it has reinforced how necessary communities of care and hope are to buffering the unequal impacts of social, economic and environmental crises.

Our annual report shows how we have emerged stronger together.



Our Vision

WE ARE CREATING

A SAFE

FUTURE FOR

ALL

WOMEN AND

FAMILIES

We're committed to gender equality, cultural safety and the elimination of violence against women and children.

MEET OUR BOARD



Clare Gardiner-Barnes

Clare is the Head of Strategy, Planning and Innovation at Infrastructure NSW. In her role, Clare supports the construction sector with the delivery of government projects and provides independent advice to the NSW government on strategic infrastructure planning priorities, issues and opportunities. Clare also holds board positions at the NSW Telco Authority and Roads Australia. Before taking on infrastructure leadership roles, Clare worked in various government executive positions including Queensland Education and was the Chief Executive of the Department of Children and Families in the Northern Territory. Clare is an advocate for women in leadership and workforce flexibility.



Gabrielle Martinovich
President

Gabrielle is a strategic consultant to the government, utilities and private sectors, specialising in the delivery of infrastructure and sustainability in complex multi-stakeholder environments, particularly in start-up organisations. Gabrielle is a graduate of the Australian Institute of Company Directors, a SheEO Activator and an alumnus of Social Leadership Australia.



Helen Deas

Helen currently operates a consulting business and has extensive experience across a diverse range of law enforcement areas, including the management of major crime, local policing, policy development, program implementation and evaluation. Key areas of her work have included sexual assault, child abuse, domestic violence and work with vulnerable populations. She also volunteers in a number of organisations. Outside of this, Helen is active in sport and exercise, is a surf lifesaver and proud mum of two gorgeous girls.



David Allen
Vice-President

David is Wesley Mission's Executive Manager, Community and Family Care. He currently manages a range of community programs in the areas of homelessness accommodation and early intervention and prevention. David also has experience managing disability accommodation and respite services, prisoner post-release programs and a youth drop-in centre. David has over 10 years' of executive management experience with Wesley Mission and over 24 years' of experience working in the community development sector. David was on the board of Homelessness NSW as Treasurer from 2007 until 2019.



Caroline Stewart

Caroline is a philanthropic leader with over 25 years of corporate, legal, governance, diversity and not-for-profit experience. Caroline is the CEO of the Ecstra Foundation, a grant making organisation committed to building the financial resilience and capability of all Australians. She previously led the UBS Australia Foundation, a Corporate Private Ancillary Foundation. Caroline is also on the board of Philanthropy Australia, the peak body for giving in Australia and is a member of the Audit & Risk Management Committee.



Meera Iyer
Treasurer

Meera is a Senior Financial Services Executive and has broad experience in finance, operations and strategy with Citi, Westpac and CBA. Meera is passionate about her involvement in the not-for-profit sector assisting women. Meera's outstanding contribution to the financial governance of WAGEC was recognised in 2017 in the CBA's Not-For-Profit Treasurers' Awards Honour Roll.



Elizabeth Wilkins

Elizabeth is the Founder and Director of Communications for Commerce. She's a C-Suite executive coach, business facilitator, strategic advisor, change management consultant and a corporate communications consultant. She is a pro-bono coach and facilitator for the Cerebral Palsy Alliance, and until recently was previously a board member for Children Out of Immigration Detention. She has subject matter expertise in the aged care, advertising and media industries and is a firm believer of lifelong learning.



Claudine Lyons

Claudine is the CEO of Claudine Lyons Consulting. She is a public policy specialist with almost 20 years' experience in the public and non-government sectors of Australia and the United Kingdom. Claudine has worked in a range of sectors including health, education, housing, planning and industry regulation. Claudine is a graduate of the Australian Institute of Company Directors. She has previously been on the board of two specialist homelessness services and is a former Vice President of the NSW Branch of the Institute of Public Administration Australia. Some of Claudine's health sector work has been published in academic journals.



Frances Atkins

Frances is an entrepreneur and banking and finance professional with over 15 years' experience. She has co-founded several impact driven start-ups and has advised senior management, boards and committees on a range of corporate and strategic matters as both a lawyer and investment banker. Frances currently serves on the board of a specialist domestic violence service for women and families and has continuously participated in a range of programs supporting women and children throughout her career. She also sits on the UNSW Business School Alumni Advisory Board.



PRESIDENTS REPORT GABRIELLE MARTINOVICH

Having to ask for somewhere to live is difficult indeed and even more so during pandemic lockdown. COVID-19 forced many victims/survivors of abuse to live in a heightened state of fear whilst confined to a house with their abuser. The economic impact of the pandemic has also led to severe financial stress, worsening existing tensions in relationships and making it even harder for victims/survivors to leave.

There are no quick fixes for solving domestic violence, but there are longer term solutions, with affordable social housing being key.

The provision of shelter is a fundamental human need. And without that need being met, we have unintended consequences that span generations, with older women the fastest-growing cohort of homeless Australians today.

Even before COVID-19 almost 120,000 people were homeless in Australia every night. It's a crisis, but we can turn things around.

Everyone needs a place to call home – having safe, secure and affordable housing is paramount to a solid foundation for life and provides pathways for women and families in the future.

WAGEC has always been at the forefront of providing accommodation and support services for women and families in crisis.

We remain a strong, sustainable and trusted organisation delivering life changing outcomes.

This year we strengthened our support through three core programs. Our primary prevention training aims to change the story on gendered violence and works to increase capacity, knowledge and confidence within communities to address the underlying causes of homelessness, violence and inequality. Our new Access Mentoring Program

created a pool of trained volunteer mentors who work with women and assist them with the tools they need to rebuild career opportunities. We also addressed the social, emotional, educational and developmental needs of children living in our refuges through homework hubs and tutoring, playgroups and holiday workshops.

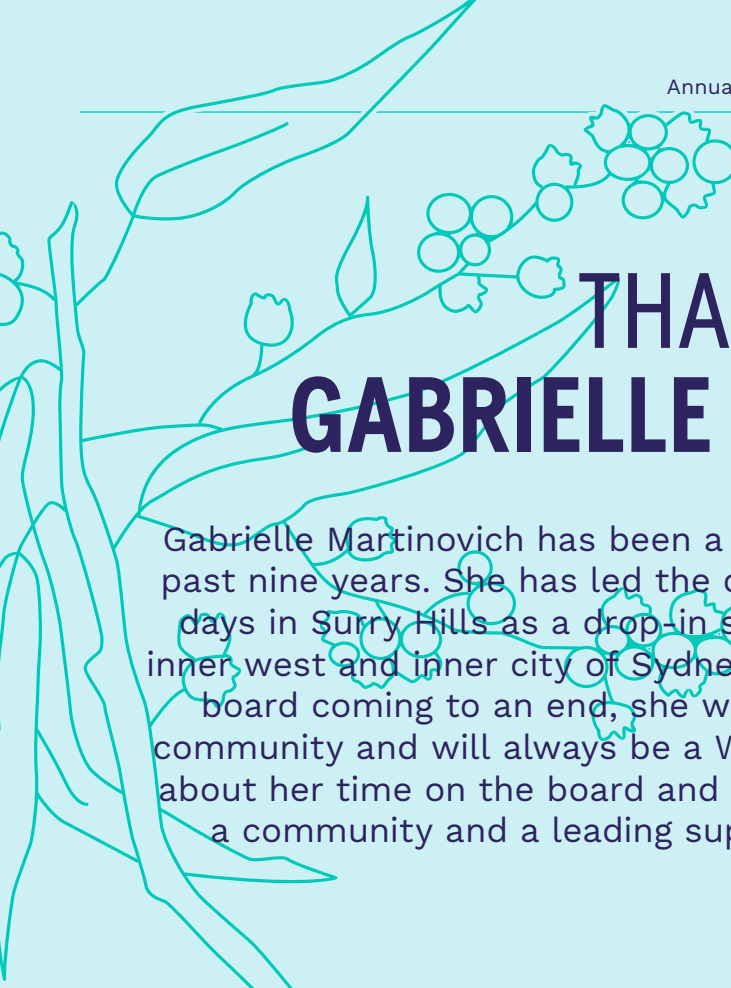
Our work is possible because of your generosity and support. Donations, volunteers and partnerships extended our outreach and frontline efforts so we were able to continue to support our clients.

As always, we thank St Vincent de Paul Society, Wesley Mission, Jewish House and Stepping Out for their partnership and ongoing collaboration.

Under the leadership of our CEO, Helen Silvia, the WAGEC team has worked tirelessly throughout this challenging year. They have continued to lead with empathy and expertise, supporting our clients to find pathways to self-empowerment and a safe place to call home.

My thanks also go to the board for their continued leadership, governance and commitment to growth, and for their advocacy on gender equality, cultural safety and the elimination of violence against women and children.

Over the past nine years it has been my pleasure to serve on the WAGEC board. In this time WAGEC has grown in reputation and organisational strength, while always remaining grassroots, feminist and progressive. I am proud of WAGEC's achievements and I know I leave the board and the organisation in great shape – committed to creating a world where violence against women and children does not happen.



THANK YOU GABRIELLE MARTINOVICH

Gabrielle Martinovich has been a WAGEC board member and Chair for the past nine years. She has led the organisation to grow and evolve from our days in Surry Hills as a drop-in service to our expansion to Redfern, the inner west and inner city of Sydney. Despite Gabrielle's term on the WAGEC board coming to an end, she will continue to be a part of the WAGEC community and will always be a WAGEC woman. We sat down and chatted about her time on the board and experience of WAGEC as an organisation, a community and a leading support service for women and families.

How did you first hear about WAGEC and what was your first impression of the organisation?

I first heard about WAGEC through my Social Leadership alumni network. My first impression of WAGEC was its grassroots approach in providing holistic case management to a disparate client base of transgender, Aboriginal and Torres Strait Islander, and culturally diverse women and children. I remember walking in the door to be greeted by the piquant aroma of a Moroccan tagine being prepared by one of our clients for a neighbourhood lunch.

What is the single biggest learning from your time with WAGEC both personally and professionally?

The single biggest learning from my time with WAGEC personally is in the kindness and resilience of our clients. Professionally it's about the importance of good governance for quality outcomes. Over the years I have met some of our clients, heard their stories and shared in their joy when they found a safe home for their families.

You have been with WAGEC for nine years, what has been our most notable transformation?

The 2014 Going Home Staying Home reform was a pivotal transformation. WAGEC evolved from a small charity to a lead specialist homelessness service with expanded outreach services provided across the Inner City, Inner Western Sydney and South West Sydney local government areas, delivering crisis and transitional accommodation across 45 properties and a tenfold increase in revenue. More recently, the development of our

Reconciliation Action Plan which continues to strengthen how we engage with our Aboriginal and Torres Strait Islander clients and encourages constitutional recognition.

Although you are leaving, you will always be part of the WAGEC fold. What does this community or the idea of community mean to you?

Community is where we draw strength from each other, from our relationships and our wider communities. It's where we see wonderful acts of kindness and connection. It's also at the heart of WAGEC which brings together an amazing group of women working for women, supporting clients on their journey escaping domestic violence to find a safe home, work and self-determination.

Last one, who is a strong woman that continues to inspire you and why?

Dame Quentin Bryce was ahead of her time and is a powerhouse of ideas and initiatives for women. From the outset of her career she was a supporter of women and progressive, especially in terms of women's education. She was the 25th Governor-General of Australia from 2008 to 2014 and is the first woman to have held the position. In 2012, I had the pleasure of meeting her in person when she visited WAGEC in our Surry Hills premises. She was warm, gregarious and genuinely interested in bringing our clients into her fold.

CEO REPORT HELEN SILVIA



WAGEC's work is both a product of our history and an expression of our vision for a better future. This report provides insight into the daily activities of the 2019-20 chapter of our 43-year story.

Each day the women of WAGEC grapple with the question of how we transform the structural and intersecting systems of power that create the homelessness and violence that disproportionately affects women, families and children. Each day our staff, volunteers, supporters and partners come together to create a safer future for women and families that starts today. Each day WAGEC people lead with their hearts and create space and practical support for women and children to write their own new story on their own terms.

As the numbers and stories in this report show, in many ways this year has been like any other. Women and children continue to courageously engage with WAGEC to find the safety, support and healing that is necessary after surviving domestic violence and homelessness.

But of course, this year has also been extraordinary. The bushfires that shrouded Sydney in smoke for months were swiftly followed by COVID-19. As an essential service we continued to support women and children throughout the lockdowns and uncertainty. I was proud to watch our staff team quickly learn, adapt and adhere to new ways of working that maximised all of our safety. I was inspired to see the power and compassion of our growing supporter community who quickly rallied and provided financial and material donations that kept our refuges and women living in the community resourced with essential supplies. We will continue to face uncertainty in the coming year as the health and

socio-economic impacts of COVID-19 continue to be revealed.

This year also saw some significant transitions in our operations. After 5 years of providing client services in partnership with St Vincent de Paul Society, Wesley Mission, Jewish House and Stepping Out, WAGEC dissolved our Joint Working Agreements in favour of consolidating services in our name. WAGEC has continued our Joint Working Agreement with Stepping Out for the delivery of the specialist homeless service for survivors of child sexual assault. Our relationships with each organisation have been strengthened by this period of working closely together and we aim to continue this into the future.

We have also focused on creating more client-driven programming at our residential sites which has resulted in new and therapeutic activities including a children's garden club, trauma-informed yoga workshops, art therapy, supported playgroup and parenting groups. We also launched the ACCESS Mentoring Program which sharpens our focus on women's economic empowerment through employment, education and training opportunities, and the SEED program, which bring the needs of children and young people to the fore. All of these programs and activities have been strengthened by the participation of our talented pool of volunteers and our corporate and philanthropic supporters. Finally, the quality of our work has been affirmed through our accreditation with the Australian Service Excellence Standards (ASES). □

Historically, we have focused on providing support to women and families in times of crisis, but we know that to create meaningful change at a community level, we must also address the causes of gender-based violence. Therefore, this year we have increased our commitment to the prevention of violence and gender inequality through our partnerships and community engagement, delivering training and workshops, and enhancing our digital advocacy.

This year's annual report also marks the end of our 2017-2020 strategic plan. We achieved all but one goal set out in the plan and I am extremely grateful for the leadership and strong governance of our Board and the commitment and willingness of the WAGEC's staff, volunteers and supporters for making this possible. I particularly wish to note the contribution of our outgoing President, Gabrielle Martinovich. Gabrielle has served as a volunteer on the WAGEC board for 9 years, and for most of that time as the President. Her contribution is noteworthy not just for its longevity but for the tenacity and care that Gabrielle has shown through her leadership.

43 years ago, WAGEC was established by Jeannie Devine, another tenacious and caring woman who saw that women and children were slipping through cracks in the systems that should have been providing them safety and so she took action. In doing so she established two foundational and enduring WAGEC strengths.

When we take purposeful action,
we can create more safety in the world
and, it takes a woman.

We're the women listening to women.
We're the women Standing up for women.
We're the women working for women.
We're the women supporting
women in crisis.

So as the crisis of domestic violence and homelessness persists, we know our work is not yet done. As we start to write our next chapter, I invite you to consider what part you could play.

The contents of this report show that we are stronger together and that when we are hopeful and work in solidarity, we can and will create a safer future for all of us.





TREASURER'S REPORT MEERA IYER



I am pleased to present my Treasurer's Report for the year ended 30 June 2020.

The financial statements have been prepared in accordance with the appropriate accounting standards and other mandatory professional standards and have been independently audited by Alison Swansborough, Associate Partner – Audit & Assurance, Crowe Australasia.

WAGEC has had another very successful financial year despite the uncertain economic times. We have continued our focus on being a strong and sustainable organisation during the COVID-19 Pandemic. Our gross revenue for the year was \$5.1m, an increase of 16.1% from the preceding year, although government funding only increased by 3.6%. The commendable efforts by the Fundraising and Communities team has resulted in a substantial increase in our grant and donation revenue during these trying times.

Donations and grants received during the year amounted to \$927,494 – more than double the prior year. Since 2017 our donation revenue has grown more than tenfold. This along with the reserves has put WAGEC in a strong financial position to meet these uncertain economic times. The generous support we have received has enabled us to continue to develop programs designed to empower our clients to make change, fund educational scholarships and provide short-term courses, with no impact on our operations budget. The generous ongoing and recurring support of our donors is fundamental to what we do.

There was no major capital expenditure during the financial year – spending was closely monitored during the year and we came in within budget. As from 30 June 2020 WAGEC has terminated two of its financial agreements with our alliance member partners to achieve greater efficiencies and savings on duplicated overhead expenses, allowing more funds for front line services. We continue to work closely with these members to ensure the best outcomes for our clients.

Our operating results for the year were affected by the following significant timing differences:

- Including as income grants received for client programs for which the expenditure had not been incurred at 30 June 2020, as required, and
- Including as expenses amounts relating to grants for client programs where the income relating to these grants was brought to account in the prior financial year.

I would like to thank all WAGEC supporters for their ongoing commitment, and the staff for the compassion and inspiration they display every single day. I would also like to thank my fellow board members for their enthusiasm and generosity of time ensuring the continued success of our great organisation.

CLINICAL GOVERNANCE REPORT KATIE YOUNG



It has been another big year at WAGEC, and our dedicated team has continued to work with the women, children and young people who access our services to offer support and improve their experience of homelessness, nurturing women and children as they recover from the trauma of domestic and family violence and enabling the move towards a life free from violence.

During this time, WAGEC enriched their commitment to quality and continuous improvement by creating the role of Director of Clinical Governance. This role confirms WAGEC's determination in ensuring our organisation and client services meet relevant standards of practice and accreditations. At the beginning of the year, we were successful in being nominated to participate in the Australian Service Excellence Standards (ASES) accreditation Pilot group, where we were subsequently successful and accredited in July 2020. This has helped shape our future thinking and strategic planning, putting us in a place of strength and hope for building and growing our client service delivery offerings and strengthening our wonderful team.

Further to this work, we have been working towards elevating a staff-centred approach, investing in our teams practice approaches and fostering growth to enable compassion, diligence, collaboration and hope at the forefront of their practice and improving client wellbeing, assuring the delivery of services that are safe, effective, high quality and continuously improving.

Part of this year was one no one could ever have imagined, with the unprecedented event of a global pandemic. As an essential service we continued our work in supporting women and families during COVID-19, we quickly pivoted in adapting our service

delivery to ensure our communities and staff stayed safe, making service adjustments to respond to changing client needs and social distancing requirements. It definitely was a challenging time, particularly within the residential setting of our crisis refuges, a challenge that the whole of WAGEC staff undertook with such kindness and carefulness. Through this time, we saw potential; potential for creating new opportunities to expand our service delivery. The development of our online service, Here For You, enabled WAGEC to increase the opportunity for women concerned about domestic and family violence in their lives, or in the lives of their loved ones, to engage with us by offering online support, advice and information.

We are heading into the new year with much excitement, as we embark on offering our first ever in-house psychological services to the women, children and young people we support. The ability to integrate an in-house psychological service (family and individual therapy) with an existing case-management support team will enhance the efficacy of our service to clients and has the potential to create a profound impact in their health and wellbeing outcomes, ensuring that women and their children who have experienced violence can heal and are not left behind.

I am looking very forward to continuing this work with the whole of our WAGEC team, with our women, children and young people and feel very grateful and privileged to work among such awesome humans.



CLIENT SERVICES REPORT DEANNE GARDINER

What an eventful, and at times, highly challenging year it has been for our all of our client services teams at WAGEC in 2020. The year has seen a total revamp in the way we both envisaged and delivered our case management and support services across the community.

With the restrictions of COVID-19, the staff of the organisation came together to work hard and focus on our client's safety in community and onsite. Client meetings and case management were taken online or socially distanced to ensure we could still connect with our clients and one another. We reviewed and re-designed activities and programs to ensure the focus was on "staying connected whilst isolated". As an essential service, WAGEC's doors remained open, albeit in a different way. All staff, regardless of the role, had extra daily tasks onsite to ensure the safety of clients, staff and community was the top priority. The extra measures resulted in clients feeling more secure in shared living

arrangements and we have not yet experienced one case of COVID-19 within our services.

There has been a number of new initiatives across both our Women's and Families programs. We have seen Case Managers take on personal leadership projects under the New Growth Program, with the ideas merging into current daily practice and resulting in a great improvement for the programs direction. The teams have also had several grant successes with funds to continue running, improving, or starting new programs across the sites.

We continued to engage with and develop the relationships with Oz Harvest, Two Good and Bondi Mum's Grocery Giving Circle, resulting in weekly deliveries of fresh and frozen meals. With a rise in the number women on precarious visas who have no access to any form of income, this support from our community partners is both necessary and a wonderful boost to the women who are the recipients. These donations of food often see community cook ups on sites and result in clients from various cultures sharing recipes and ideas with one another, continuing to enhance the feeling of community.

Thank you to the team of regular volunteers and corporate volunteers who were involved in site maintenance and refurbishments. Units that were dark and depressing now look bright, fresh, and welcoming. WAGEC artworks are hung and footpaths have been pressure cleaned. Gardens have been planted and food is now being continually harvested from their time and generosity to get these individual projects completed.

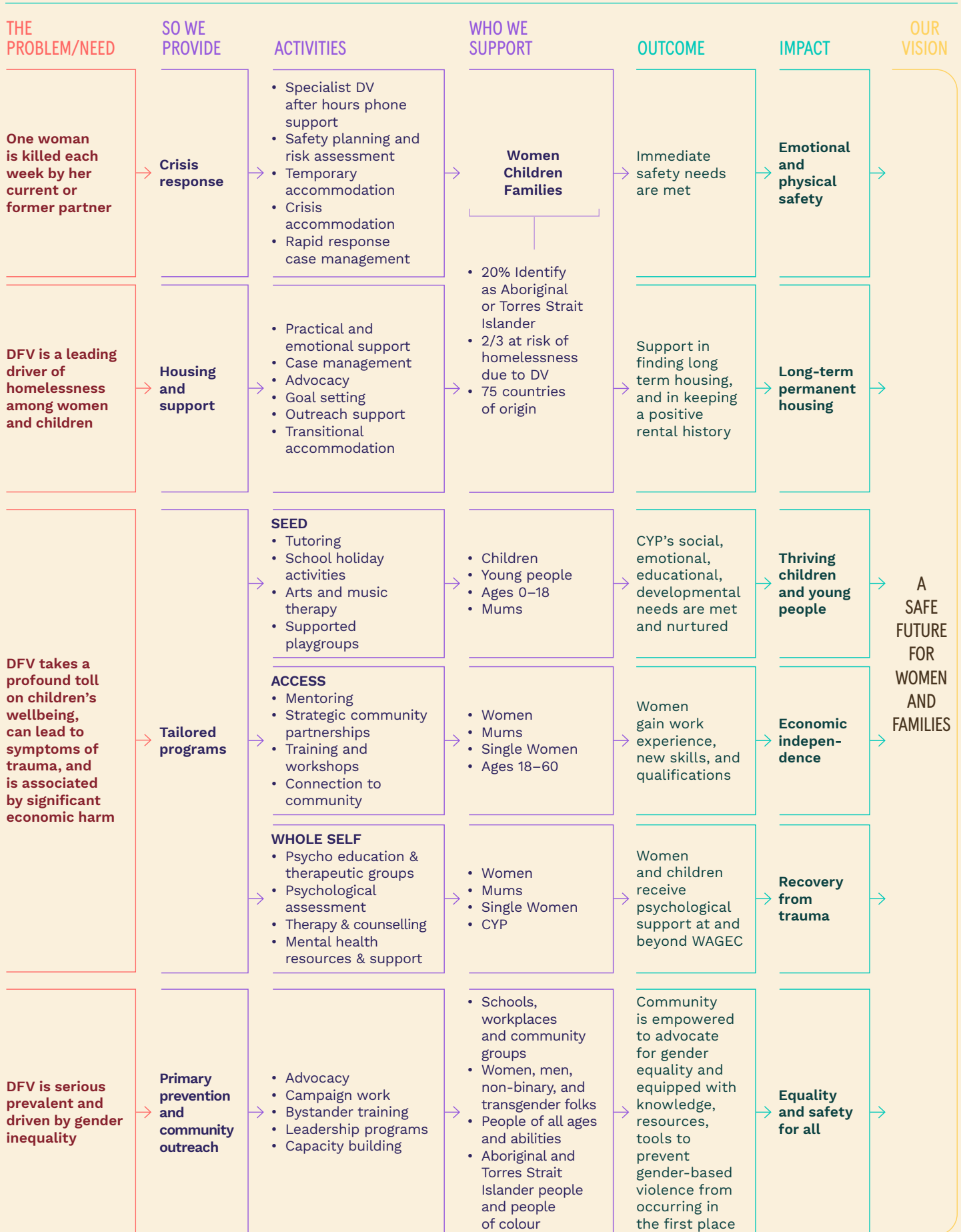
Towards the end of the financial year, WAGEC's alliance with Wesley Mission, Jewish House, Stepping Out and St Vincent de Paul Society ended, and the organisation transitioned into a direct service model. This resulted in several staff changes within the client services teams, resulting in new front line staff positions and the building on stronger, more cohesive client services teams.

Throughout 2020, the team continued to be involved in the development and implementation of client-centred programs and work with other community organisations and government agencies to ensure the best possible outcomes for clients. We saw this especially within the women's services establishing a partnership with St Vincent's Hospital providing in-situ health services to clients, thus reducing the need to enter hospitals and medical centres.

Our client services team have done such an excellent job in pivoting and adapting to the environment of COVID-19 and continue to put the safety and wellbeing of their clients at the forefront of their work. They supported one another and did their very best to portray a calm positive attitude to all our clients we supported over this period. They are a stellar batch of women and it has been my honour this year to work alongside of each and every one of them.

Our work is both a product of structural systems of oppression and an expression of our vision to create a safe future for women and families. By taking a holistic approach to the four problems below, we provide tailored client-centred

programs, educate and empower our community, create a movement towards gender equality and ensure the best possible outcomes for women and families in crisis.



“When I first arrived at WAGEC, I didn’t know how I had the strength or energy to leave. I was tired, resistant and in denial that I was homeless. A year on, I feel so much better about myself. I look at my journey as a gift. My story is not finished.”

–WAGEC client staying at our women’s refuge



“As soon as I arrived I was given all the items I needed like food, clothes and toiletries. They all were donations from the community. Everything helps when you are in that position. It was just wonderful to know that there were kind people out there donating and volunteering. It got me very overwhelmed, it is very touching to know people care. Being around all that energy of donating and volunteering expanded me and made me want to give back. I have recently become a volunteer.”

–WAGEC client staying at our families refuge



“My children and I would like to say thank you again to WAGEC. Without your support, we would be struggling and my kids would be missing out during this (COVID-19) crisis”

–WAGEC client staying at the families refuge





During COVID-19 our SEED program staff, with the support of a school educator and occupational therapist, developed individualised education and activity based packs for mums and kids.

“Me and my children would like to say thank you again to you and WAGEC because with your support we will struggle and my kids will miss out in this crisis time.” **–Outreach client**

“I done it all, it was wonderful - my mum said I should go slower but I loved it soo much! Can I have more?” **–7 year old child**



154,220

support days
provided

\$434,272

financial value
of donated goods

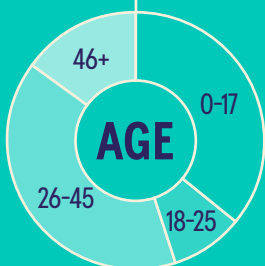
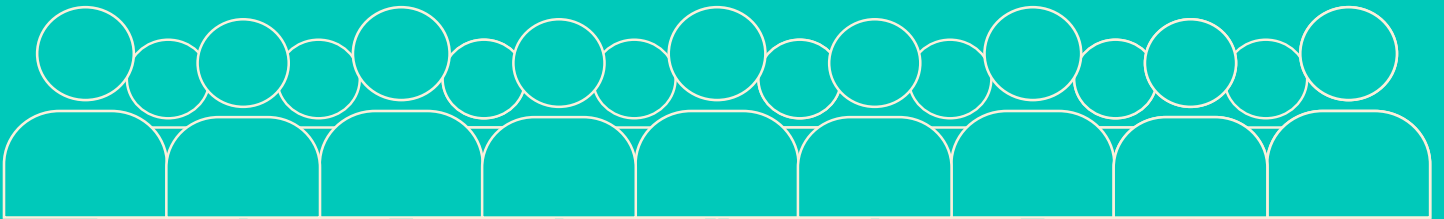


1578

clients supported

60

drop in clients at
Redfern per month
(pre-COVID-19)



0-17 = 36%
18-25 = 9%
26-45 = 40%
46+ = 15%

8

babies were
born during their
mum's stay at
the refuge

28%

of clients identify
as Aboriginal
or Torres Strait
Islander or both

75

different
nationalities
represented
across our
client group



WOMEN'S
AND GIRLS'
EMERGENCY
CENTRE



ACCESS PROGRAM

CARLY HUSSEY

The ACCESS program expanded and thrived throughout 2019/20, supporting 30 mentor relationships, establishing community partnerships, and providing tailored support for women's work, study, and training goals – all while spatially distancing.

Through the generosity of Pepper Group Pty Limited (Pepper Money) and several other philanthropic groups, WAGEC launched the ACCESS Mentoring Program. In early December we received 79 volunteer mentor applications, which demonstrated an overwhelming interest and support from women in the community, all wanting to contribute and grow their own knowledge and strengths as mentors.

The ACCESS mentoring program was developed by WAGEC to meet the unique and often complex needs of our clients. We developed intensive and bespoke training for volunteer mentors, which was delivered in small groups, with the support of Good Shepherd and Raise Foundation. More than 60 volunteers attended training on areas including financial coaching, mentoring fundamentals, domestic violence, and homelessness. Mentors also were trained from WAGEC staff about our strengths-based, trauma-informed and client-centred practice.

By March and as COVID-19 restrictions began to limit our movements, the final sessions of mentor training quickly moved from in-person delivery to

virtual training. The ACCESS Program launch party scheduled for late March, where mentees and mentors planned to meet for the first time, was canceled however mentors and mentees quickly adapted to the new virtual mentoring environment, meeting online and building relationships via text, email, video and phone.

Through the ACCESS Program we have partnered with incredible organisations who share our goal of supporting women. The Reconnect Project and Trend Micro donated refurbished laptops, phones, and tablets for mentees to use for their work and study goals, Lou's Place has supported women through case management to participate in ACCESS and Thread Together have provided a welcoming and dignified service for mentees to select new clothes at their shopfront and online.

Throughout the course of the year, as spatial distancing restrictions have relaxed, most mentors and mentees have gradually been able to meet in person. We have supported mentors with ongoing guidance through virtual group supervision sessions. Mentors through their experience, insight and feedback have helped us to shape the program to ensure it is flexible and responsive to our client's changing needs. We are so grateful for our generous and committed volunteer mentors supporting women's employment, training and education goals. □

30

mentoring
relationships

62

volunteer
mentors trained

40+

hours of training and
support delivered by
WAGEC to mentors



“The program exceeded the things I thought I would get – it is a very strong support.”
–ACCESS Mentee

“My mentor reminded me that I’ve got as much right as anyone else to participate. She’s put me on the right path, I don’t think I would be here without her.”
–ACCESS Mentee



“My mentor is great, so friendly, and a big helper... She’s been great with trying to build my confidence.”
–ACCESS Mentee



WOMEN'S
AND GIRLS'
EMERGENCY
CENTRE



SEED PROGRAM

KERI HOLLOWAY

NINA DRAKALOVIC



WAGEC's SEED (Social, Emotional, Educational and Developmental) Program, provides targeted support to children young people and their mums/carers. Through the generosity of Impact 100 North Sydney and many generous community donations and philanthropic support we have been able to delivery this much needed program.

SEED adopts a holistic view to supporting children who have experienced trauma. By providing a range of multidisciplinary interventions, social and therapeutic activities and individualised support and education plans, we can prevent kids from falling further behind, help restore the attachment and parenting confidence of mums and carers, and ensure that their developmental and emotional needs are met. SEED also aims to short circuit the likelihood of creating intergenerational disadvantage.

In response to COVID-19, the attention quickly shifted to supporting women and children in isolation. Educational and creative resources were delivered to each family with over 300 activity packs being distributed across the refuges and

transitional accommodation sites. Thanks to our amazing team of WAGEC volunteers, online tutoring commenced with thirteen students receiving one-on-one tutoring. Donations of laptops and other technology meant kids had access to devices and were able to take part in isolated learning. One-to-one parenting support was provided so that Case Managers who connect with mothers and gain better understanding of the needs of the children and to assist in providing quality, individualised support.

As we saw restrictions ease, the SEED Program was able to return to a full schedule of programming including regular childminding sessions, supported playgroups, a weekly parenting program with childminding, an occupational therapy drop-in clinic, after school clubs with homework support, continued online tutoring, and a very full school holiday program. None of this would be possible without the support of our thirty committed, child-focused and regular volunteers and our two amazing social work students! ☐

300

COVID-19
activity packs
provided

39

in person or
online playgroups
held

30

regular
child-focused
volunteers



The support and opportunity to access quality childcare, medical and therapeutic services and education has been increased dramatically with fifteen meaningful partnerships formed with community, government and private services; all of whom are committed to finding creative, impactful and sustainable ways of supporting our children.

A major priority for us in the Families Team is to ensure child safety and protection. These measures are overseen by a child safe committee and we are in the process of developing a child protection program specifically aimed to build parental capacity and collaborate effectively with community partners.

Our SEED Program is only growing stronger with the onboarding of an incredible new Child and Young Person worker to assist with program delivery and child support. Our sites have undergone regular child safeguarding checks and we have transformed the playroom into a trauma-informed, developmentally-focused and child-centred space. There is a focus now to put the same love in to all the child-used spaces.





PRIMARY PREVENTION REPORT MOO BAULCH

WAGEC took an exciting, deliberate step by creating and adopting a whole of organisation Primary Prevention strategy at our AGM in December 2019. Our Board and staff formally committed to prioritising prevention activities and approaches through the adoption of a statement affirming WAGEC's participation in the global movement to end gendered violence. We do this by actively promoting gender equality and cultural safety using the principles of Our Watch's Change the Story framework in our policies, practice and partnerships.

For an organisation primarily funded by government to support women and families in crisis, it's bold and significant to purposefully place equal importance on the generational goal of ending gender-based violence. In practice, it means that we take our responsibilities as part of a thriving, diverse community seriously and we commit to working respectfully in our partnership with other organisations, community leaders, businesses, local government and public and private institutions that have the same goal.

In 2019–2020 we have:

- Run Active Bystander training for community residents living in the City of Sydney LGA with The City of Sydney in the Glebe, Surry Hills and Waterloo areas.
- Continue to contribute to the Inner West Council Domestic and Family Violence Reference Committee.
- Facilitated Love Bites workshops with Love Bites Committee at Alexander Park Community School and Fort Street High School.
- Engaged WAGEC supporters with targeted primary prevention messaging through our merchandising, social media and campaigns.
- Provided all WAGEC staff with feminist leadership training and ongoing opportunities to practice leadership skills.
- Enhanced our work modeling positive, respectful relationships with children and young people through the SEED program.
- Supported our ACCESS mentors and mentees, to empower women, supporting mentees to decide what safe recovery means for them.

Our prevention work continues to grow in the latter half of 2020, with the appointment of a Director of Primary Prevention, the development of new prevention relationships with private sector organisations and purposefully using our influence and expertise to challenge gender stereotypes and promote women's leadership in a range of settings.



...it's bold and significant to purposefully place equal importance on the generational goal of ending gender-based violence.



FUNDRAISING AND COMMUNITIES REPORT

CHLOE SARAPAS

Respectful relationships are at the heart of WAGEC. They are what have given us strength and resilience during a year that has challenged us all.

While our Fundraising and Communities work felt the effects of COVID-19 – most directly when canceling our 2nd Annual Walk for WAGEC – what stands out the most is the generosity of a community who cares deeply about building gender equality and safe futures for everyone.

We saw generosity in our fundraising revenue, which grew to \$927,494, more than doubling last year's growth. We saw generosity in material goods, whose financial value totaled \$434,272.03. We saw generosity in the growth of our volunteer program, with close to 400 people giving time and \$99,441 in financial value of hours volunteered. We saw generosity in the growth of our social media following, which more than doubled and offered a platform for more supporters to get involved.

The true essence of our community, though, stretches beyond numbers.

This year through our supporters we saw in action our Feminist Values, which we have been deliberately working to embed in all of WAGEC's community engagement. As individuals and a collective, centering long-term, transparent and mutually beneficial support is core to WAGEC's purpose. We cannot achieve our vision of a safe future for women and families without respectful and inclusive collaboration. This is why it is the relationships, rich with warmth and passion for social change, that stand out this year.

"What more can we do to help?" "How is WAGEC holding up?" "What do you need most right now?" are just some of the thoughtful questions we heard as Sydney went into lockdown. These questions

emanated an undeniable sense of hope that we would get through this and that together we were strong.

Families connected virtually during Dance 4 Difference in the first school holidays of lockdown. Support from Sydney Community Foundation, the Hare Family and Pepper Group Pty Limited (Pepper Money) enabled us to build our new online service Here for You. We watched with excitement and awe as Antipodes sailing team persevered to complete their journey. The Mums Grocery Giving Circle brought "women supporting women" to life. We saw respect from our volunteers for women and children living in our refuges. We felt the infectious passion and enthusiasm of The Run for Good Project as they took action to furnish women's new homes. We learned more about our supporters through our first Supporter Survey and focus groups, gaining feedback that was insightful and will continue to inform our feminist community engagement and supporter experience.

As our community grew this year, so did our Fundraising and Communities Team of brilliant, dedicated women, who each lead from our feminist values. It is thanks to their hard work coupled with the generosity of our community that we have seen such strength in the resourcing of WAGEC's client services.

I'd like to express my deepest gratitude for each of you in WAGEC's community. You are a remarkable group of people who collectively form a movement toward gender equality. In a year of uncertainty, you all showed up, reminding us of the positive impact we can have when we come together. We can't thank you enough.

\$927,494

fundraising
revenue

300

volunteer expressions
of interest

187%

increase in social
media engagement

124

businesses and
community groups
who have donated

COMMUNITY PARTNERSHIPS

IMPACT100 SYDNEY NORTH

This year WAGEC developed a new partnership with Impact100 Sydney North after receiving their \$100k grant to deliver our SEED Program for children and young people. This support was transformational, and with it we were able to run parenting programs, holiday activities, homework help and other social, emotional and educational support for the little ones living in our crisis and transitional accommodation.

We have felt lucky to develop our relationship with the Impact100 members, who are all passionate about making a positive difference in our communities. We could not have accomplished what we did in SEED this year without them and want to thank them for their flexibility and commitment during the COVID-19 lockdown. Their passion for making a positive difference in our communities is undeniable and we look forward to continuing our relationship with them!

“This group has taught me new things that I will continue to use every day. Big thank you to WAGEC”
—Mother after participating in 10 week parenting program.



PEPPER MONEY

This year, Pepper Money continued to support WAGEC by funding our ACCESS Mentoring Program for women working toward financial independence. The work that the Pepper Money Team does for WAGEC embodies our relational approach to partnerships. We have loved growing this relationship and seeing the team's incredible generosity and support.

They have been involved in volunteer days, organised donation gift drives, set up a raffle to purchase a new washing machine for WAGEC's families, and provided funding during the COVID-19 lockdown to support the development of our online service Here for You. One team member even decided to donate their raffle prize to WAGEC so that a mum was able to take her three kids to a Swans game!



COMMUNITY FUNDRAISING



ANTIPODES

We met Liz, Marijke and the Antipodes Sailing Team last year in the planning stages of a sailing adventure around Australia. Ever since we met them we have been in awe of their ambition and became even more struck by their ability to pivot and persevere due to COVID-19 restrictions. While their journey might not have been as lengthy as anticipated, their fundraising efforts for WAGEC were a huge success and they raised nearly \$15k to support women and children at WAGEC. We have thoroughly enjoyed following their journey and are so thankful for the awareness and funds they have raised for us!

THE RUN FOR GOOD PROJECT

Ben and Ren from The Run For Good Project, with their team of dedicated volunteers, have led the way in two of WAGEC's most successful community fundraising projects this year. In May, Run for Good raised \$6,000 through Power of Petals' an initiative that sold Mother's Day flowers in support of WAGEC. Power of Petals delivered over 130 bunches to mums, including the mothers at our families refuges! In June, the team led 'The Home and Heart Project' which raised over \$15,000 for WAGEC and collected over \$56,000 in financial value of new and used furniture. This furniture has filled the homes of nearly forty women and has subsequently been used to refurbish our crisis refuges. A big thank you to The Run for Good Project, it has been an absolute pleasure collaborating and partnering with you and we can't wait to see what comes next!

"For us community means being part of something, contributing, looking out for one another and forming a sense of belonging. This means that we can move together to do social good"
—Run for Good Project



MUMS GROCERY GIVING CIRCLE

As we asked women and families living in our refuges to stay home during the height of COVID-19, we saw an increasing need for community donations. Hannah Skrzynski, Director of Bondi Bubs Wholefoods, led the way in fundraising and collecting essential items from her community by creating the Mums Grocery Circle. During the two months of lockdown, Hannah raised over \$10,000 which she used to collect non-perishable and fresh food from her friends, neighbours and family and dropped them at our three refuges on a weekly basis. The food was a much-needed source of support at a time of uncertainty. Thank you so much to Hannah and her team of mums, the project was a true manifestation of women supporting women.

VIRTUAL SUPPORT: FUNDRAISING IN THE YEAR OF COVID-19



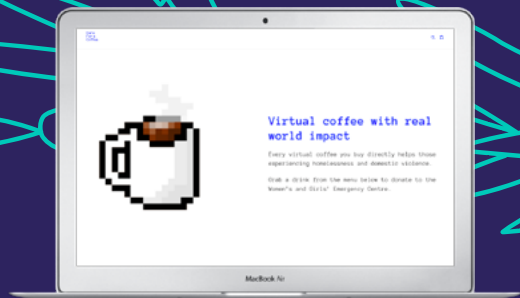
WALK FOR WAGEC

Following the success of our first Walk for WAGEC in May 2019, we planned to continue walking together in 2020 so that kids and mums can walk away from violence. It was a difficult decision, but due to the COVID-19 restrictions and the challenges and pressure we knew this time was putting on all of us, WAGEC decided not to go ahead with the event this year. As we had commenced fundraising before canceling the event, our supporters had raised over \$5k to support mums and kids at WAGEC, which have still been much needed and deeply appreciated.



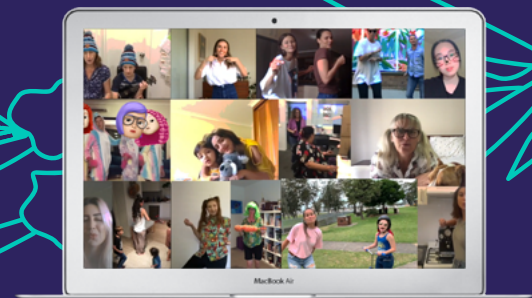
DANCE 4 DIFFERENCE

In early April, Jodie Littlewood and the team at Little Care Packs rallied together and showed us what community fundraising could look like during lockdown. Virtually bringing together forty-five families, Dance 4 Difference featured a Zoom screen full of buzzing little faces all dancing to the same tune. Dance 4 Difference raised \$2862 for WAGEC and reminded us, at a time of complete uncertainty in the community, of the importance and strength of coming together.



CARE FOR A COFFEE

Care for a Coffee, a project by Annabel Blake and Amanda Gordon, was another example of COVID-19 bringing out our supporters' creativity and determination to continue their fundraising efforts virtually. By calling on the community to catch up with friends online and spend their daily coffee budget on a virtual coffee, Care for a Coffee not only raised funds for WAGEC, but also brought friends and family together for a drink from afar.



HIDDEN DOOR

Generosity from Hidden Door brought WAGEC's staff together in the middle of the COVID-19 lockdown and our rostered socially distanced work arrangements. The Amazing Experience that Hidden Door gave was a lip sync battle that brought us together from afar for one single dance together. Together the WAGEC women danced and sang to Bobby McFerrin's "Don't Worry, Be Happy," Offering some respite for our frontline staff during a time of increased pressure and demand. We can't thank you enough!

REDECORATING AND REFURBISHMENTS AT THE REFUGES

If this turbulent year has taught us anything, it is the importance of having a place to call home. With an increased expectation to stay home, WAGEC has made specific effort to ensure our refuges are places women and children can feel safe, secure and comfortable. Our partnerships with **Laing O'Rourke**, **Built**, **Multiplex** and **Habitat for Humanity** and their generous contribution of volunteers, materials and expertise has been paramount to this effort.

- Working specifically at our single women's refuge, the team at **Laing O'Rourke** have supported WAGEC through painting, plastering and the creation of a new outdoor herb garden for the women to use and enjoy throughout their stay.
- **Built** underwent a complete renovation of two of our units at our larger families refuge, replacing the wardrobes, redoing the floors and painting the walls. Thanks to the team at **Built**, the rooms feel beautifully fresh and trauma informed.
- Early in the year, **Multiplex** contributed works at our transitional property installing new blinds and across the refuge to make it feel safe and secure for the women living at the house.
- The team at **Habitat for Humanity** have continued to support WAGEC through their refurbishment work at our smaller families refuge. Across several volunteering days, the team transformed the children's outdoor area, playroom and back yard of the refuge.

A big thank you to all our supporters, their work continues to play such an important role in creating safe spaces for women and children in crisis.



JESSICA MEYRICK





VOLUNTEER PROGRAM NATALIE ZIOLKOWSKI

With a growing number of community members offering to give time to WAGEC and an increasing need for resources and support of our client-services, the establishment of a volunteer program was a priority this year. In December, WAGEC onboarded its first-ever Volunteers and Events Coordinator, who has since led the program with incredible success. In January 2020 the program officially commenced and has grown to induct almost 300 volunteers.

During a time of collectively facing the implications of COVID-19, the outpour of support from our community has been remarkable to witness.

WAGEC Volunteers have supported all areas of our organisation, be that online or face-to-face: sorting donations, picking-up and delivering furniture and other donations, running arts, crafts and wellbeing workshops for the women and children of WAGEC, as well as providing childminding, tutoring, English conversation practice, creative support, counselling sessions, legal advice and the list goes on!

In May, WAGEC celebrated National Volunteer Week (17th - 23rd May) by spotlighting our regular volunteers and gifting them with a 'thank you cuppa' thanks to St Jude Café in Redfern.

Additionally, WAGEC put forward three nominees for the 2020 NSW Volunteer of the Year Awards in Sydney City and Eastern Suburbs – congratulations to Amber Liang, Tanami Sonter and Annie Winter on your nominations. A truly heartfelt thank you to our WAGEC volunteers, whether you're actively involved or have newly registered your interest. Each of you embody the collaborative, respectful and mutually beneficial approach that we strive for in our relationships.



"I have always felt very passionate and want to contribute where I can in some way to women experiencing violence and trauma"

—**Millie Abernethy**



"A highlight of volunteering at WAGEC is being part of a progressive, proudly feminist organisation and learning from the women and children who make it what it is!" —**Ally Joseph**



"I'm the volunteer psychologist with WAGEC. Women's issues have been a passion for me since I was in school and I am in a fortunate place in my career where I can give my time to support this passion."

—**Tanami Sonter**

378

number of
volunteers

3309

volunteer
hours

8.8

hours on average
per volunteer
this year

\$99,441

value of
volunteer
hours

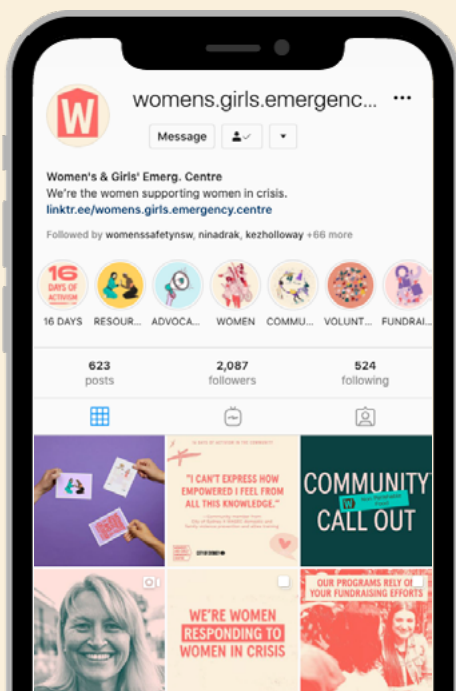
GROWING AND SUPPORTING OUR ONLINE COMMUNITY IN THE YEAR OF COVID-19



SOCIAL MEDIA

Since the launch of WAGEC's re-brand in October 2019, we have grown our online presence through the social media platforms of Facebook, Instagram and LinkedIn. The pages have proved essential, at a time of virtual connection, in bringing together community, advocating, posting resources and engaging our supporters, whether they be volunteers or donors.

Along with these pages and in response to Sydney lockdown, we began a Facebook group We're the Women which sought to connect the WAGEC community and bring together those who might have felt isolated during the lockdown. Thank you to each of our supporters who follow along and engage with us online in a time where connecting digitally feels especially important.

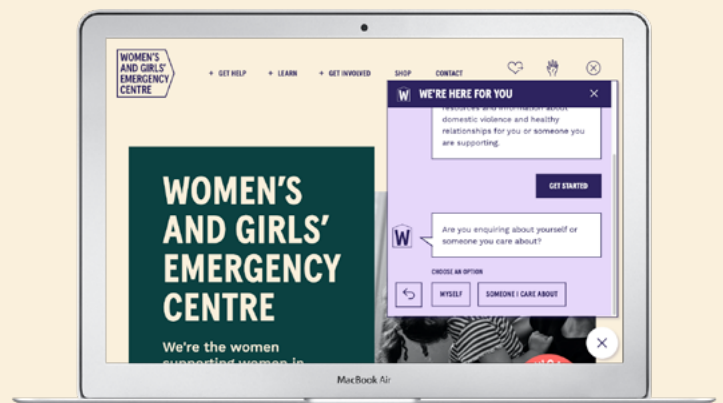


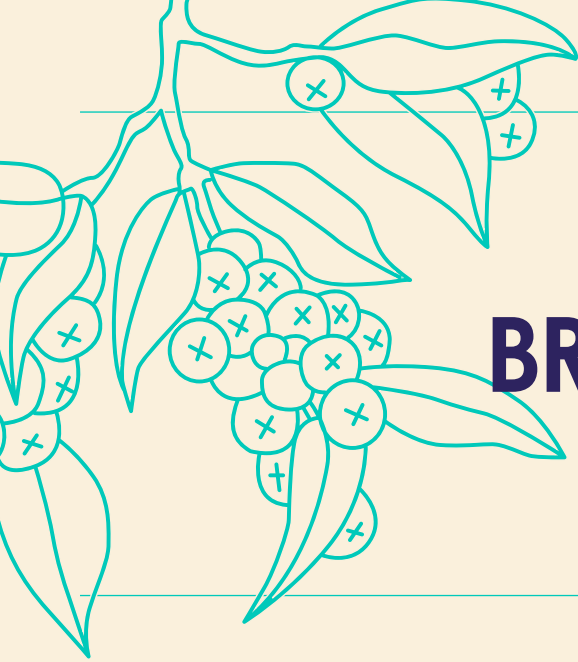
HERE FOR YOU

This year, in response to COVID-19 and thanks to the support of Sydney Women's Foundation, The Hare Family and Pepper Money, WAGEC was able to respond to women's increased risk of experiencing domestic and family violence through the development of an interactive resource called Here For You.

We identified that, due to COVID-19 restrictions, there was greater potential for violence to escalate and for coercive control or surveillance to occur in the home. We acknowledged that women might be reluctant to leave violent situations because of the uncertainty in the community. On top of all this, environments like COVID-19 make it even more challenging for women to access the support services they need.

Designed for both victims of domestic and family violence and for those supporting someone experiencing violence in the home, Here For You acts like a chat and is designed to guide and direct you to information about domestic violence, healthy relationships and safety planning.





BRAND UPDATE

Since the launch of our re-brand in October last year, WAGEC has grown as an organisation and a community. The brand, which was crafted tirelessly for over a year on a pro bono basis by the creative agency For The People, has allowed us to connect with a wider community of supporters, assert ourselves as leaders in the sector and develop our voice and identity in the advocacy space.

In October, WAGEC's brand identity was recognised and celebrated with the highest level of awards including distinction in branding, judge's choice for logos and trademarks, distinction in illustration for design and pinnacle in design for good. We are incredibly proud that Rebecca Cini, who was the lead Senior Designer of our re-brand at For The People and was awarded AGDA Emerging Designer of the year. Since then Bec has joined the WAGEC team as our Creative/Advocacy Lead, bringing with her skills and expertise that are continuing the amplify and build our voice in the community.

Our team of creative volunteers have been key to imbedding our brand through posters, brochures and social posts. A priority for the year ahead is using the brand to build on our primary prevention strategy through the development of advocacy campaigns and resource-based social posts. We are also working to roll out an environmental re-brand across our crisis accommodation sites to ensure our homes are trauma informed and positive for the women living there.

The WAGEC Shop has been an enormous success with several orders going out every week, even during the COVID-19 lockdown. We have used our merchandise as a way to engage community, promote positive messages and challenge gender stereotypes. Our brand identity has strengthened WAGEC's ability to connect with our community, with supporters constantly commenting that they were initially drawn to us through our socials, website and brand identity. We can't wait to see where the brand takes us in the year ahead!



PEOPLE AND CULTURE

At WAGEC we believe that our work is both a product of our history and an expression of our vision; a product of structural systems of oppression and an expression of our vision to create better futures for women and families.

We acknowledge that patriarchy, capitalism and colonialism create and maintain systems of inequality, paternalism and oppression. As a conscious attempt to not replicate the same systems that underlie the inequality and violence faced by women and families, we have developed our own leadership and ethical framework, framed by a feminist and strengths-based approach. Through the implementation of our FRICHSSS (which stands for; Feminism, Respect, Integrity, Collaboration, Hope, Strength, Structure and Social Change) and the core assumption that a woman's story is the primary source of truth, we believe we can better the social context of women's lives and keep women's experiences at the centre of our work.

The development of our ethical stance and FRICHSSS was crucial in ensuring that WAGEC as a collective understand the impacts of our work on us and our communities, resist adjusting to oppression, promote dignity in our work and make intentional decisions. They are tools that help ground us and help us navigate our complex work.

We also see the ethical stance and FRICHSSS as integral to our organisation and brand identity. They ensure there is respect and structure in our relationships with clients, supporters and community, integrity behind what we project on our website, advocacy campaigns and social media and

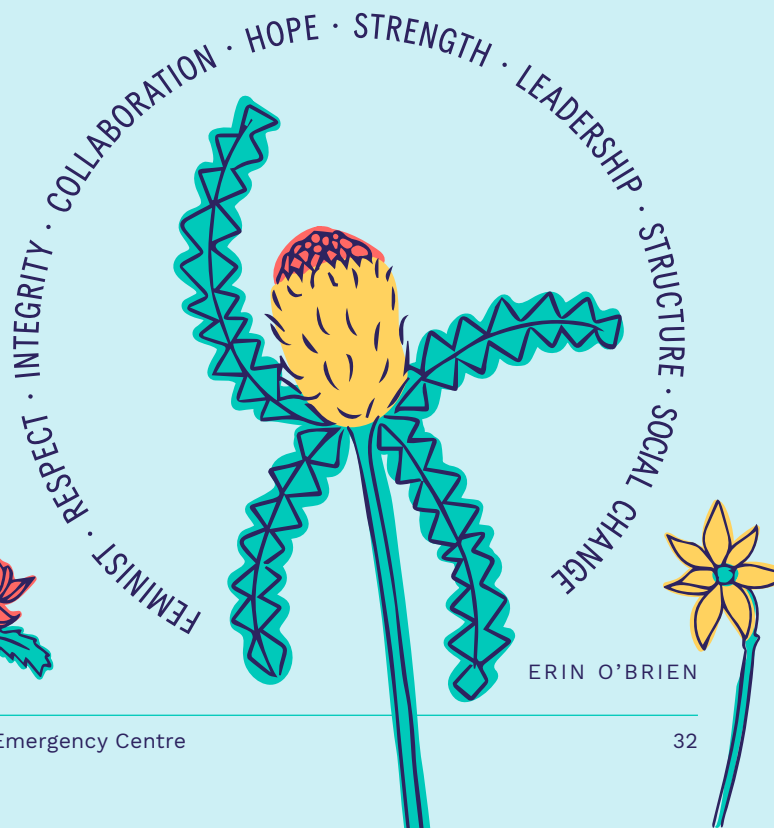
collaboration with all of our projects, programs and partnerships, right through to the way we recruit our staff, and we are all the more richer for it.

Integral to our commitment to the FRICHSSS was the need to grow the leadership capacity of all staff. We recognised that our community needs, deserves, and searching for new ways of leading and developed a program. New Growth, for staff to stand up and be a part of this new voice of leadership.

Our inaugural New Growth program, formed a group of nine emerging leaders who have worked with Meredith Turnbull and each other throughout 2020, concurrently our Evergreen Team of WAGEC leaders and managers have continued to develop their own leadership capacity and put our ethical stance into action.

WAGEC would like to acknowledge and thank Meredith Turnbull who has walked with us and guided us on this journey, the development of the FRICHSSS, ethical stance and our leadership programs.

We have made the commitment to invest time and money into the program because we want to be bold, brave, strengths based and invest in our staff. We believe that through the FRICHSSS, our Collective Ethics and our New Growth program, we empower each other and create a better future for staff, clients and the community.





“What I love about working in this sector is the incredible women that I am privileged to work alongside. Throughout my placement at WAGEC I have been able to play a small role in the lives of the women that enter our service. I feel incredibly lucky to support women in their journeys. Working with women in a feminist organisation is such a unique and special experience that I loved throughout my time at WAGEC.”

—**Georgia Mantle (social work student at WAGEC)**

“At WAGEC I’ve learnt that if women truly support other women there is NO stopping us. Nothing can compare to a team constructed of encouraging women who seek to build each other up. The support is like none other!” —**Rachel Holt (design intern at WAGEC)**



THANKS TO OUR SUPPORTERS

Many thanks to hundreds all of the individuals, partners, corporates, and philanthropic supporters. Plus, all of our donors, volunteers and champions of WAGEC's work.

OUR PRIMARY FUNDER



Communities
& Justice

OUR DONORS AND SUPPORTERS

- Acmena Group Pty Ltd
- Aesop
- Akasha Brewing Company
- Allens
- Animal logic
- Antipodes Sailing Team
- Apple
- Arcadia Liquors
- Atlassian
- Australian Banking Association
- Australian Payments network
- Australian Recording Industry Association
- Bank of Queensland
- Bargain Bizarre Charity Shop
- Big W Top Ryde
- Bite Beauty
- Black Rock
- Bloomberg
- Botica Family Trust
- Brie Leon
- Broun Abrahams Burreket
- Built Construction
- Bunnings
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- Chambers Russell Lawyers
- Charities Aid Foundation of America
- CHOICE
- Chris and Sally Woodforde Fund
- Civica
- Commonwealth Bank
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- Cotton Mouth Label
- Cushman and Wakefield
- Customer Service NSW
- Darling Harbour Rotary Club
- Darlinghurst Theatre Company
- DCJ Ashfield
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- Equinix, Inc
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- For the People
- Frostbland
- Girls Academy
- Glenmore hotel
- GMO Australia
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- Grill'd Healthy Burgers
- Habitat for Humanity
- Harris Charitable Foundation
- HG Children's Trust
- Hidden Door
- Hillsong
- HMAS Brisbane
- Ikea
- Impact100 Sydney North
- Impala Films
- Informa
- Infrastructure NSW
- Jellyfish Production
- Jibb Foundation
- JLL
- Junior Streetwear
- Laing O'Rourke
- Lendlease
- Lendlease Foundation
- Liferay
- Lions Club of Sydney Pacific Inc
- Low Family Foundation
- Lowenden Foundation
- m.a.d. woman
- Macdoch Foundation
- MaCher
- Many Happy Returns
- McCullough Robertson Lawyers
- Medibank Community Wellbeing
- Meditation Angels
- Metasoft
- Microsoft AUS
- Milkbar
- Monday Hair Care
- Multiplex
- No Bra Club
- NSW Education Standards Authority
- Olive Tree Acupuncture
- Ooooby
- Optiver
- Oranges and Sardines Foundation
- Our Big Kitchen
- Panthers Rugby League Club and Captain Club
- Pepper Money
- Perpetual Trust
- Phonographic Performance Company of Australia
- Primary OSH Care
- Primer
- Profile Design
- Project Rem
- Rachel Emma Furguson Foundation
- RaRa Ramen
- Ripples of Love
- Run for Good Project
- Serpent and the Swan
- Share the Dignity
- Solutions Management Services
- Solvay
- Sony Pictures Entertainment
- Street Smart Australia
- Sydney Community Foundation
- Sydney University Women's College
- T Rowe Price
- Teachers Health
- TfNSW
- The Anna Josephson Foundation
- The Body Shop
- The Cup Solution
- The Dinner Ladies
- The DMC initiative
- The Hive Bar
- The Moelis Australia Foundation
- The Rali Foundation
- The Skrzynski Family Sky Foundation
- Thomas Hare Investments Pty Ltd
- Trend Micro
- Trip Advisor
- Two Birds Talking
- Two Good
- University of Technology Sydney
- UTS Business School
- Vanity Group
- Vinous Solutions
- Vincent de Luca
- Vivcourt
- Walter and Eliza Hall Charitable Foundation
- Weldon Early Years Learning Centre
- Western Union
- Westpac
- Westpac Foundation