

WOMEN'S AND GIRLS' EMERGENCY CENTRE



HAND IN HAND - JOY LI

ANNUAL REPORT 2018-19

Women's and Girls' Emergency Centre acknowledge and pay our respects to the traditional custodians of the land and thank them for their wisdom, guidance and support to work and live on land that was never ceded. We pay our respect to Elders past and present and are committed to honouring Australian Aboriginal and Torres Strait Islander peoples' unique cultural and spiritual relationships to the land, waters and seas and their rich contribution to society. Always was, always will be, Aboriginal land.



Women's and Girls' Emergency Centre is proud to be a registered charity with the Australian Charities and Not-for-profits Commission, and has the highest commitment to transparency, accountability and governance.



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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CREATING A SISTERHOOD - ALEXIS WINTER

ALL THE ARTWORK IN THIS REPORT IS FROM OUR EXHIBITION – WE'RE THE WOMEN

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

WE HELP

women and children who are escaping family and domestic violence

women and children who are homeless or impacted by systemic disadvantage

WE BELIEVE

violence against women and children is serious, prevalent and driven by gender inequality – but it's also preventable

housing is a human right and no one should have to be homeless – especially children and young people

**OUR
WORK IS**
client-centred
strengths-based
trauma-informed
culturally safe

**OUR
ORGANISATION IS**
transparent
accountable
diverse
inclusive
proactive

*And when we say 'women', we mean all womankind (and their children) – including women of diverse gender and sexualities, Aboriginal and Torres Strait Islander women, women of colour, and women of all ages and abilities.

ACCOMMODATION

Housing for 200 women and children each night

Short-term

A safe place for women, children and young people in crisis



Jeannie's
18 families



Holly's Lodge
6 families



Malachite House
15 single women

"IT IS MORE
LIKE A FAMILY
HOME THAN
A REFUGE."

Medium-term

Supported housing for women and families preparing to move to a more permanent home

45+

homes for families in Sydney's
inner west and surrounds

10

beds in a large property
for single women

EMERGENCY ASSISTANCE

Practical support for women and children when they need it most



Central Support Office
Our Redfern shop front,
staffed by women
who are ready to
listen and help



**After-hours domestic
violence service**
Immediate help for
women and children
leaving violent situations

"THE SECURITY IS
REALLY IMPORTANT
TO ME – THE KEYS,
THE DOORS, THE
CAMERAS. I FELT
REALLY SAFE HERE."

INFORMATION SERVICES
PROGRAMS SUPPORT
CASE MANAGEMENT

SAFETY SUPPORT
ACCOMMODATION
FOOD CLOTHING

"I WAS WORRIED,
CRYING, SAD, SICK
AND STRESSED. I DIDN'T
HAVE ANY MONEY, AND
THE CASE WORKER
REALLY HELPED ME."

SUPPORT

Recovery, resilience and building a safer future

ACCESS PROGRAMS

Empowering women by creating pathways to employment and financial independence

EDUCATION **CAREER DEVELOPMENT**

FINANCIAL LITERACY **MENTORSHIP**

INTERVIEW TECHNIQUES **RESUME WRITING**

COMMUNICATION SKILLS **TRAINING**

Women who have experienced homelessness or domestic violence face a range of structural and systemic barriers that can affect their finances and working life. They're likely to have lower incomes, a disrupted work history and may often have to change jobs at short notice. They may face discrimination because of their age, nationality or background and may accept inadequate pay or conditions out of financial desperation.

ACCESS helps women living in WAGEC accommodation and in the wider community who are looking for work, or are employed and wanting to upskill.

Through strategic partnerships with individuals, employers, educational facilities and service providers, ACCESS helps women gain the skills, confidence and support they need to achieve financial independence.

THE WHOLE SELF

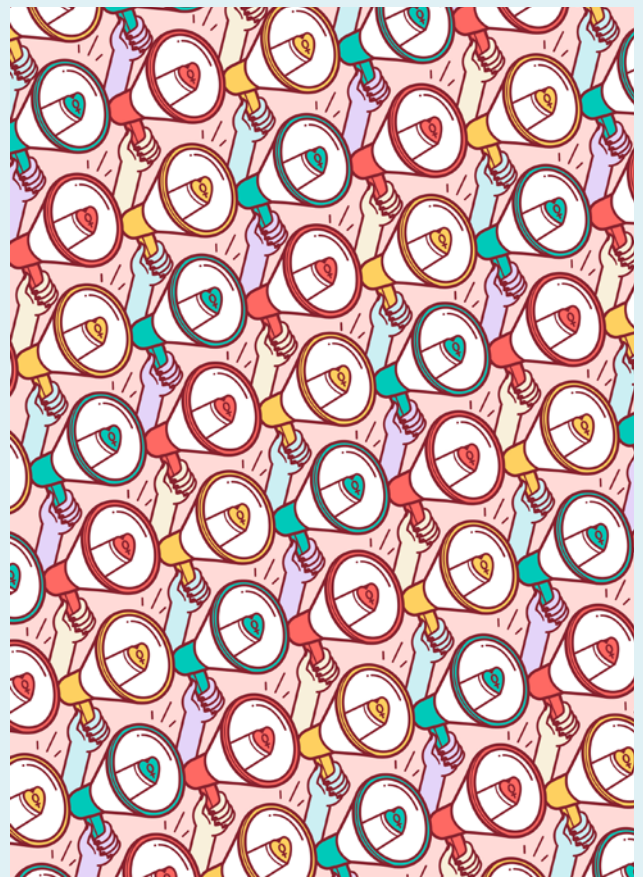
Strengthening and nurturing recovery from trauma

MEDITATION **ART THERAPY**

PARENTING AND ATTACHMENT PROGRAMS

YOGA **MUSIC THERAPY**

We guide women through their journey of recovery by building on their resilience. Therapeutic programs and activities give women and families a place to heal, express themselves and make positive connections.



ONE VOICE - ELLEN PORTEUS

SEED PROGRAMS

Helping vulnerable children grow strong and thrive, now and into the future

SCHOOL HOLIDAY PROGRAMS

TUTORING PROGRAMS **HOMEWORK HUB**

PARENTING PROGRAMS

SUPPORTED PLAYGROUPS

Children who experience domestic violence are nearly 70% more likely to be behind their peers in developmental areas including education, mental health, wellbeing, behaviour and social skills.

Homework Hub and our volunteer tutors help kids who have fallen behind at school.

Group sessions in music, art therapy, social skills, resilience and wellbeing help kids to recover from trauma and make friends who have had similar experiences.

Supported playgroups and parenting programs help strengthen parenting skills, confidence and the child-parent bond that is so often fractured by domestic and family violence.

MEET OUR BOARD



Gabrielle Martinovich
President

Gabrielle is the Director of Definitude Consulting. She is a business facilitator and strategic advisor to senior executives in the government, infrastructure, energy and not for profit sectors on innovation, strategy and service delivery transformation.

She consults on social innovation and environmental sustainability in complex systems. Gabrielle is a graduate of The Australian Institute of Company Directors and an alumnus of Social Leadership Australia.



Caroline Stewart

Caroline is the Executive Officer of the UBS Australia Foundation, a private ancillary fund that oversees community engagement and partnership activities. She has responsibility for establishing, nurturing and evaluating key community and corporate relationships. She's also Head of Diversity and Inclusion at UBS Australia. Caroline is on the Council for Philanthropy Australia and is Deputy Chair of Lenity Australia. Caroline is also admitted as a Solicitor in NSW and ACT.



David Allen
Vice-President

David is Wesley Mission's Executive Manager, Community and Family Care. He manages a range of programs and services in the areas of homelessness, child protection, early intervention, mental health, financial and gambling counselling, disability accommodation,

prisoner post-release, post de-toxic residential drug rehabilitation and Wesley's retail outlets. David has over 10 years' senior management experience with Wesley Mission and over 24 years' experience working in the community development sector. Prior to working with Wesley Mission, David was a youth worker. David was on the board of Homelessness NSW as Treasurer from 2007 until 2019.



Elizabeth Wilkins

Elizabeth is the 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 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.



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.



Jacinta O'Connell
Finance & Risk Committee

Jacinta is a JP and Registered Tax Agent with more than 20 years' experience in the accounting profession. She consults to small and medium businesses and is well respected for providing recognised music, entertainment and sporting clients with strategic taxation, business and finance solutions. She spent three years as Finance Director on the board of the Sydney Kings and recently Jacinta extended her business model to encompass working with businesses in the rapidly growing health and wellness industries.



Karen Elliff
Secretary

Karen is the Director of Fundraising and Development at the Black Dog Institute and Company Secretary of the Black Dog Institute Foundation. She began her career in the corporate sector and held sales, marketing and strategic roles at IBM and Canon. Broad

marketing, communications and management skills, combined with a passion for community has seen her transition to the not-for-profit sector. Karen has worked in international aid with a particular focus on women's rights and medical research.



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.



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 is experienced in dealing with government departments and stakeholder groups, and volunteers on a number of boards.

PRESIDENT'S REPORT



Gabrielle Martinovich - President

Women and children continue to be at risk every day. On average, one woman is murdered every week in Australia during an incident of domestic and family violence.

According to the 2019 Australian Institute of Health and Welfare report on Family, domestic and sexual violence in Australia, one in six women reports having experienced physical or sexual violence by a current or previous partner, while one in four women has suffered emotional abuse. Fifty per cent of Australian women have been sexually harassed and women are three times as likely as men to be stalked. Further, the number of women aged 55 and over who experience homelessness in Australia has grown by 31 per cent, and is likely to continue.



SHE'S GOT YOUR BACK - ILANA BODENSTEIN

Thousands of these women continue to miss out on services, with one of the biggest issues being the lack of affordable accommodation. These facts and statistics are not new and it is a dismal context we find ourselves in.

Throughout, WAGEC continues to provide accommodation and support services for these women in crisis.

We remain a strong, sustainable and trusted organisation delivering real outcomes. But we need to continue to create momentum and change, otherwise we go backwards.

As part of our reinvention, WAGEC has a new brand which acknowledges our work at the frontline and more boldly represents where we're heading in future.

We have stepped up our advocacy to include women on temporary visas escaping domestic violence by producing a position paper to urge the government to support these women with the same protection and rights received by all Australians.

Our Reconciliation Action Plan continues to strengthen how we engage with Aboriginal and Torres Strait Islander women and communities and encourages constitutional recognition. It has also inspired other organisations and agencies to take action in developing their own plans.

Every day we continue to ensure every woman and family has a safe home.

None of this work would be possible without you, and without all of you whose generosity and support helps us avert these crises. You have provided donations, volunteers and partnerships that extend our outreach services and enable us to continue to thrive.

Thanks to our partners – St Vincent de Paul, Wesley Mission, Jewish House and Stepping Out – for their ongoing collaboration and delivery of support services.

I would also like to thank our Board for their leadership, governance and commitment to exploring new opportunities. Our CEO, Helen Silvia, continues to strengthen WAGEC's reputation and works tirelessly to advocate on behalf of women and families. For this we thank you and the WAGEC team whose empathy and case management expertise empowers our clients with options and pathways.

WAGEC remains a grassroots organisation built by women, for women. Together we continue to support women and families to find a home and a safer future, and we invite you to do the same.

A handwritten signature in blue ink, appearing to read 'G. Martinovich'.

CEO'S REPORT



Helen Silvia - CEO

Safe and affordable housing continues to be one of the biggest challenges faced by the women and families we support. For every woman who successfully has their private rental application approved, or who signs a lease with social housing, or even, as was the case with one client, buys their first home, we are supporting dozens of other women caught in the trap of homelessness. Women and children who face continual knock backs, discrimination in the private rental market and interminably long wait lists for social housing. Women on spousal visas who summoned up the courage to leave their abusers only to be faced with a denial of basic health care, housing and income support, who have no work rights or access to child care and become reliant on the support of WAGEC whilst we seek to improve their situation.

In 2018-19 we have supported thousands of women and their children with safe accommodation, holistic support and emergency relief. None of this would be possible without the unwavering dedication of our Case Workers, Practice Managers, Client Service Managers and our administrative support team. Nor would this be possible without the contribution of our community, our donors and supporters, the generous businesses and individuals who care and support our work through their volunteering, financial donations, fundraising, material donations and in-kind support. A mere thank you does not suffice!

This has been an incredibly busy year for our organisation. We have continued to develop our flagship programs; SEED, providing targeted support for children and young people recovering from trauma, and ACCESS, creating financial independence for women through access to education and employment pathways.

The proceeds of our inaugural event Walk for Women's and Girls' Emergency Centre and many other fundraising initiatives have been directed

to SEED and ACCESS as these are currently unsupported by our core grant. These programs are essential for helping mums and their kids recover from the impacts of homelessness and violence and building a safe future for themselves.

Early in the year we celebrated the launch of our Reconciliation Action Plan endorsed by Reconciliation Australia. WAGEC is unequivocally committed to ensuring our services are culturally safe and appropriate for Aboriginal and Torres Strait women and children and to the process of reconciliation.

Two significant achievements of WAGEC this year were the launch of our new brand and identity, and the development of our unique leadership framework 'The WAGEC Way'.

The WAGEC Way Leadership Framework describes the principles we bring to our work with women experiencing violence and the systems and structures that perpetuate inequality. It is our reconceptualisation of leadership as a feminist tool with which we can create a world where women and their families have a safe future.

We understand leadership to be something that we all can do, at any time, using our individual or collective power and/or authority to influence others, to make progress on what matters. Our framework is one where all staff are empowered to discover their own leadership potential. I would like to acknowledge Meredith Turnbull for guiding us along this important and transformational journey.

In our 42nd year, we have also refreshed WAGEC's brand and identity with the support of branding agency, 'For The People' who worked on a pro bono basis with us for 12 months. The end result is a new identity that captures our long, feminist history as well as our current approach to our work. It is reflective of our core values, and positions women and children through a lens of strength and resilience, and WAGEC's deep and abiding connection with our communities.

Our new brand features 16 bespoke illustrations donated by female Australian illustrators which culminated in an exceptional art exhibition, 'We're the Women'. 'For the People' received a host of prestigious awards at the recent AGDA Design Awards for their work. We thank Jason Little, Bec Cini and the whole agency for capturing WAGEC's essence so skillfully and beautifully.

Our 42-year history is built on the foundation of partnership, support and respect and I would like to acknowledge our hard working Board for their strong leadership and to also acknowledge all our staff, Alliance partners, funders and the network of hundreds of supporters without whose support we could not do what we do.

TREASURER'S REPORT



Meera Iyer - Treasurer

I'm pleased to present my Treasurer's Report for the year ended 30 June 2019.

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 of delivering services to clients. We have continued our focus on being a strong and sustainable organisation. Our gross revenue for the year was \$4,386,910, an increase of 7.7%



DANCING IN HARMONY - CANDY NG

from the preceding year. Whilst government funding increased by 3.8%, a stronger focus on fundraising saw our donation revenue increase more than threefold, providing welcome funds for client services, including our SEED and ACCESS programs.

Donations received during the year amounted to \$298,633 – almost double our budget forecast – as a result of our team's great efforts. The generous support we have received has enabled us to develop programs designed to empower our clients, fund educational scholarships and provide short-term courses, with no impact on our operations budget. The ongoing and recurring support of our donors is heart-warming.

Spending was closely monitored during the year and we came in within budget – there was no major capital expenditure during the financial year. WAGEC has continued working closely with our alliance member partners in developing greater efficiencies.

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 2019, as required;
- Capitalising expenditure on consultants where the underlying services were not complete as at 30 June 2019, 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'd like to thank all WAGEC staff for the compassion, inspiration and commitment they bring to their roles in our organisation each and every day. I'd also like to thank my fellow board members for their generosity of time and commitment to the ongoing success of our great organisation.

A handwritten signature in black ink, likely belonging to Meera Iyer, the Treasurer.

CLIENT SERVICES



Katie Young – Client Services Manager

We entered the year continuing to lead together from the basis of our feminist leadership model, whereby we strive to create safe futures as women supporting women. 2018-19 was a momentous year of further developing and strengthening our client services team. The year was filled with excitement in creating opportunities to make a positive impact in the lives of the women, children, young people and families who we stand with and empower to live a life of safety, security and hope.

Over the course of the year, and in concert with a continuous, leadership and cultural conversation around WAGEC's service delivery, WAGEC's teams have been persistent in taking

positive action supporting women and families experiencing homelessness and/or escaping domestic violence to achieve safer outcomes. WAGEC's teams have been actively involved in developing and implementing new programs throughout our services and thoughtfully growing our practice knowledge through internal and external training and supervision opportunities.

As a result of our ever-growing and creative client service delivery we have spent the year analysing our current systems to enable us to consolidate our service delivery systems in the coming year. These systems will help us to achieve our aims and increase support to our teams to successfully respond with purposeful intent to the needs of the individuals, families and communities we support.

Unfortunately, as we continue our journey of continuous improvement and increase our competency in service delivery, so to, do the amount of incidents in domestic and family violence. This shows beyond a doubt the need for more services to allow access for all womankind and families to live a life free from violence.

We would like to thank the Client Services teams for their empathy and diligence in continuing to work from a place of openness and flexibility to allow women, children, young people and families a place where their human rights are recognised, never questioned and their truths are central to the work we do each day.



MANIFESTO - NANI PUSPASARI

CLIENT SERVICES

RECONCILIATION ACTION PLAN (RAP)

Our commitment to reconciliation continued this year and we were proud to have our Reflect RAP endorsed by Reconciliation Australia in March 2019.

The whole WAGEC team engaged in Aboriginal Cultural Awareness training with the incredible Felicity Ryan. We were also honoured to be involved with the National Centre of Indigenous Excellence (NCIE) working committee for NAIDOC Week 2019, running a store at their wonderful 10-year anniversary NAIDOC event.

WAGEC is progressing each month with our Reflect RAP and we look forward to the other activities and tasks we have planned to advance reconciliation.

DOMESTIC VIOLENCE PRIMARY PREVENTION AND TRAINING

This year we partnered with the Inner West Council to deliver Domestic and Family Violence (DFV) training to 52 DFV workers from differing sectors – including teachers, counsellors, psychologists, government workers and homelessness outreach staff. We also maintained our strong commitment to their Love Bites program delivered in high schools in the Inner West.

We partnered with the City of Sydney to deliver Bystander training in Social Housing areas of Waterloo, Glebe and Surry Hills. This gave 32 residents and their communities the opportunity to learn how to respond to DFV in a safe manner. 88% of trainees reported a willingness to help a neighbour if needed and 89% reported an increase in their skills and knowledge. WAGEC is committed to furthering this work to support our local communities to recognise, respond and refer effectively when faced with DFV.

We also delivered 23 one-off community education sessions.



CHILD SAFE

We continued to fulfil our commitment to being a Child Safe organisation. This year we partnered with Save the Children and were accepted into their Refuge Early Childhood (REaCh) program. This helped us to strengthen our practice in working with children and young people, review the physical spaces at our refuges and plan for the future with the overall aim of creating a service that is child-focused, safe and appropriate for the children and young people we support.

Through the REaCh program, we identified and developed child-focused programs including Garden Club, Musical Beginnings and music and art therapy. One child told us, "I like to garden – we grow stuff and eat it. Some of the things we grow look beautiful, some flowers smell beautiful."

ASES PILOT

This year we were selected to participate in an accreditation pilot project to build our capacity to meet Australian Service Excellence Standards (ASES) Certificate Level accreditation by 2023. This process has centred on reviewing and developing robust systems to support the work we do, ensuring our operations are effective and efficient and keeping our focus on providing quality client care that is trauma-informed, client-centered and strengths-based.

CLINICAL GOVERNANCE

We have initiated the development of a clinical care model throughout our services. This started with employing a Clinical Care Coordinator to provide leadership and coordination of all aspects of clinical care within all WAGEC services.

The Clinical Care Coordinator works and consults cohesively with the case management teams and organises monthly group supervision to support our case managers and practice managers in unpacking complex client matters and growing their case management practice skills.

Ultimately, this new role strives to empower and guide the case management team to maintain and enhance their clients' psychological well-being, capabilities, independence, choice, privacy, dignity and safety.

CLIENT SERVICES

SOCIAL MEDIA

We have become more visible on social media. We have used our voice on public platforms to share our achievements, advocate for the rights of women and children, celebrate our supporters and partnerships and acknowledge the excellent work our teams do. We appreciate everyone who has supported us and allowed us to extend our reach and we will continue to grow and share what is most important to us via these platforms.

LEADERSHIP FRAMEWORK

Our work requires new ideas about leadership to drive the change we wish to see in our clients, our communities and society at large. We understand leadership to be something that we all can do, at any time, for a range of reasons.

We continued to work with Meredith Turnbull to develop the WAGEC Leadership Framework; The WAGEC Way, which describes the principles we bring to our work with women experiencing violence and the systems and structures that perpetuate inequality. It is our reconceptualisation of leadership as a feminist tool with which we can create a world where women and their families have a safe future.

As part of this development we held our second annual Leadership Team Development Retreat and focussed on bringing the model to all the WAGEC teams through immersive staff development days and team building.

SHIIA PARTNERSHIP

This year saw the beginning of a strong partnership between the Salvation Army and WAGEC to assist women who are leaving domestic and family violence situations and have a precarious visa status and nil or limited income.

Five families and six single women transitioned through the Sam House Immigration Income Accommodation (SHIIA) program and moved on to more permanent housing such as private rental, transitional accommodation or community housing. The program also allowed the space for the women and families to gain access to income either through employment or Centrelink.



THROUGH FIRE / GENOM ELD - ELIN MATILDA ANDERSSON

"I loved the diverse and kind peers whom I was lucky to work with during my time at WAGEC. They are highly dedicated, determined and extremely passionate.

"Domestic and family violence is a major issue within Australia and supporting WAGEC through not only administration activities, but also attending and contributing to fundraisers has allowed me to understand the amount of work and dedication it takes to help these individuals.

"Everyone can do their part in helping create safer lives for women and children in Australia!"

– Sansi Iyer, volunteer



FUNDRAISING AND PARTNERSHIPS



Chloe Sarapas – Fundraising Manager

Living in a world where one woman is killed each week by a current or former partner, each of us has a vital role to play in creating safe futures for women and their children. This is why I deeply appreciate each of our donors – for the impact they have had on our fundraising over the last 12 months and for how their support allows WAGEC to build safer futures for our clients.

It has been an excitement-filled year of growth for fundraising at WAGEC. Our fundraising income this year grew to \$298,633, more than triple that of last year's. This impact was thanks to support from new and existing corporate partners, employees enrolled in workplace giving, local businesses, trusts and foundations, grants, individual and regular givers, and groups in our community.

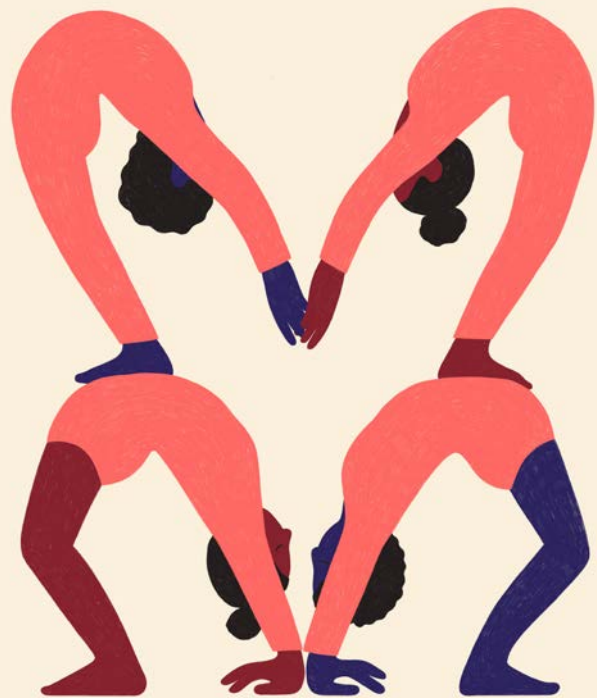
Hundreds of individuals organised or participated in events this year, raising close to \$100,000. From Flash Tattoo Days to Bush Dances, from Anniversary Balls to running races in fancy dress, we saw no shortage of creativity.

A definite highlight of the year was our first ever Walk for Women's and Girls' Emergency Centre, which raised over \$82,000 to help kids and their mums walk away from violence. We are immensely grateful to each walker who helped us surpass our initial fundraising goal – our friends at CHOICE, Hassos, Aesop, The Glenmore Hotel and The Australian Heritage Hotel, to name a few of our top fundraising teams. A special thank you to each of the Westpac teams who not only helped us achieve our target, but who made the event possible in the first place.

We developed new partnerships this year and grew existing ones, all of which will make WAGEC stronger. We embarked on a new journey together with Pepper Money Australia, who are funding Access to Success, a program that will offer mentors to women and support them as they achieve long-term success in employment and education.

It has been a pleasure to work with the Sydney Community Foundation and Sydney Women's Fund, whose ongoing fundraising initiatives will support Access to Empowerment, building women's financial independence. Thanks to the Hare Family, we are able to provide psycho-education and therapeutic groups to women this year. We are grateful to have the ongoing support of Oranges and Sardines Foundation, who provide our children and young people with the educational and developmental resources they need to reach their full potential.

My sincere gratitude goes to each one of our supporters who have made our fundraising efforts successful this year. Their generosity combined with the strength and resilience of the women and families who access our services shines a bright, hopeful light toward the future.



SISTERHOOD - CARLA MCRAE

FUNDRAISING AND PARTNERSHIPS

WALK FOR WOMEN'S AND GIRLS' EMERGENCY CENTRE

The inaugural Walk for Women's and Girls' Emergency Centre saw our staff and supporters walking 5 or 10km so that kids and their mums can walk away from violence.

The sponsored walk – our first ever signature fundraising event – raised over \$82,000. This money goes towards our SEED program for children and young people.

This event was an amazing opportunity to chat with our supporters and get to know them better as we all walked together. It brought together all members of the WAGEC community: staff, clients, volunteers, corporate supporters and community groups. Onlookers even felt compelled to give cash donations as we walked!

Some of our staff brought along their families. Our colleague Deanne not only got her husband involved, he brought along all of his work colleagues! One Westpac employee walked after having had knee replacement surgery – quite the feat!

Westpac employees made the logistics of the event possible: they mapped the route and hosted us at their Kogarah office rooftop for a celebratory barbecue. A big thank you to the concierge team at Westpac who went above and beyond, issuing guest passes to all of our walkers who came from outside of Westpac so that they could join the barbecue.



FUNDRAISING AND PARTNERSHIPS

WESTPAC

Westpac have been supporters of WAGEC for over three years. They were key drivers and organisers of Walk for WAGEC this year and their employees raised the money that we needed to set up the Walk for WAGEC online platform. Westpac staff support us through payroll giving and community days at our crisis refuges. Westpac also matches any amount their staff donate, which enhances the impact that we are all able to make together. Additionally, we have received two grants from the Westpac Foundation to support our programs and services at WAGEC.



"The cause for WAGEC is very real, and this was reinforced when our team at Westpac joined forces on a volunteer community day where we attended one of the WAGEC sites at Burwood to help with some much-needed renovations. This gave us an opportunity to meet both the amazing staff and their extended families in less fortunate circumstances. The recent Walk for WAGEC has extended the capabilities in raising much-needed funds, where we [Westpac Group] look to endorse this as an annual event." – **Danielle Holzhauser, Scrum Master, Westpac**

"Hearing some of the WAGEC client's stories made me aware, then broke my heart ... And now this is openly discussed in my family, my children are aware and will hopefully one day be part of a generation that does not accept systemic disadvantage, domestic violence or abuse." – **Derek Brinkman, Portfolio Infrastructure Testing Manager, Westpac**

CHOICE

Consumer rights group CHOICE donated more than \$40,000 worth of appliances this year, helping women with the costly task of setting up new homes with everything from washing machines to toasters and even baby monitors. Not only does CHOICE donate ex-test goods, staff also donate money through a voluntary workplace giving initiative and regular fundraising events. This year they raised over \$8k through Walk for WAGEC.



AESOP

Aesop regularly donates skin, hair and body care products to our clients and this year their staff raised over \$2500 through Walk for WAGEC. Aesop has also offered pamper sessions for the women in our crisis accommodation, and their staff will be volunteering in a variety of ways to support us at our events.



PEPPER MONEY AUSTRALIA

This year WAGEC formed a new partnership with Pepper Money Australia to deliver Access to Success, a mentoring program for our clients as they embark on education, employment and training opportunities looking toward financial independence. The team from Pepper have also been busy raising funds and holding working bees at our crisis refuges, doing all sorts of things from painting and gardening to organising and decorating our spaces. Pepper Money's staff are wonderful and it's really evident that they live out their company values: Can Do, Balanced and Real.

FUNDRAISING AND PARTNERSHIPS

ARTSTAFF AUCTION

ArtStaff is a group of artists who work for the Art Gallery of NSW, creating art and raising money for charity in their spare time. This talented group raised \$12,000 for WAGEC.



BUSINESS CHICKS

Business Chicks, a community for women, donated all the proceeds from their International Women's Day lunch raffle to our Access to Empowerment program, which helps women gain financial independence. WAGEC clients also received gift bags on International Women's Day and our organisation has been gifted a free Business Chicks membership.



LAING O'ROURKE

The staff at engineering and construction firm Laing O'Rourke run regular fundraisers and food and toiletries drives – they have restocked our Redfern food cupboard on numerous occasions! They will be joining us for a volunteer day over the festive period.

PERPETUAL BLOOMS

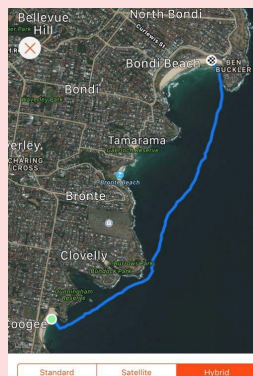
Perpetual Blooms is a non-profit service that collects leftover flowers from events and delivers them to hospitals, nursing homes and refuges. Our crisis accommodations feel more warm and inviting thanks to the flowers donated by Perpetual Blooms.

HIDDEN DOOR AMAZING EXPERIENCES

Hidden Door Amazing Experiences have been supporting us for three years through their team-building challenges for staff and providing everything from financial support to backpacks filled with all the things kids need when they arrive at our crisis accommodations.

DARLING HARBOUR ROTARY CLUB (THE DARLINGS) BUSH DANCE

The Darlings held a bush dance to raise funds for women to attend TAFE. They have raised \$24,000 to fund seven of these scholarships over the past two years, supporting women to achieve financial independence. Their events are always a hit and they are an incredibly passionate bunch!



DAVID RAYMENT

David Rayment swam from Bondi to Coogee last year, raising over \$5000 for women and children escaping domestic violence. This year he aims to beat that target with his rowing team when they race Head of the Yarra in Melbourne.

FUNDRAISING AND PARTNERSHIPS

NOT JUST A GIRL FLASH DAY

Darling Parlour held a Flash Tattoo Day, with crowds queuing up to get inked by talented female tattoo artists who generously donated their time and their designs. The event raised over \$30,000 for WAGEC.



LOCAL FUNDRAISING

We have some great friends and neighbours in Redfern who regularly support WAGEC: Brett Pritchard, owner of three Redfern institutions Arcadia Liquors, Redfern Continental and Ron's Upstairs, held a fundraising night for WAGEC at Arcadia Liquors. And well-known Redfern ramen masters, RaRa, regularly donate a percentage of sales of their tote bags to WAGEC.



LIONS CLUB SYDNEY PACIFIC 23RD ANNUAL BALL

WAGEC was lucky to be chosen as this year's charity for the Sydney Pacific Lions Club Annual Ball. The event raised \$23,000 to support our services and programs. We were also delighted to attend the evening and meet the distinguished Lions Club members.

CHAMBERS RUSSELL LAWYERS

Special Counsel Raymon Anderson won the fitness challenge at Chambers Russell Lawyers and donated over \$1000 to WAGEC.



FROSTBLAND

Beauty product distributor Frostbland has donated \$20,000 to WAGEC over the last two years, as well as donating their beautiful products to our clients.

SYDNEY COMMUNITY FOUNDATION AND SYDNEY WOMEN'S FUND

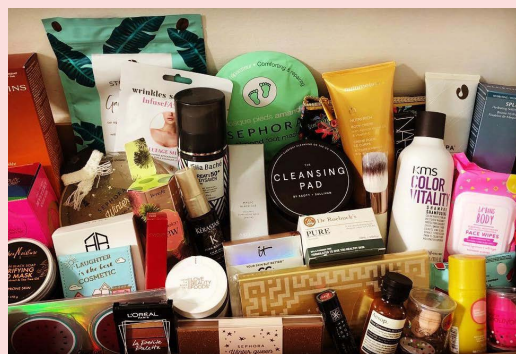
We have received more than \$30,000 (and counting!) from the Sydney Community Foundation and Sydney Women's Fund. This money goes towards our Access to Empowerment program, which helps women achieve financial independence.

PARLIAMENT HOUSE ANNUAL COCKTAIL EVENT

For the past 10 years Vincent De Luca OAM has organised a cocktail event at Parliament House in support of women and children escaping homelessness and domestic violence. Vincent has been a strong supporter of WAGEC and for the second year in a row we received a third of the funds raised on the night – over \$20,000.

PRIMER

Online women's magazine Primer has supported us over the past year in a variety of ways: collecting toiletries for our mums for Mother's Day, supporting us in our social media and volunteering to take headshots of our staff.



BOHEMIA MEDIA AGENCY

Each quarter, Bohemia Media Agency holds a workplace fundraising event which honours one of their company values. When highlighting the value of 'Family', they chose to support WAGEC by holding a scavenger hunt in Centennial Park raising over \$8000.

WAGEC REBRAND

OUR NEW LOOK

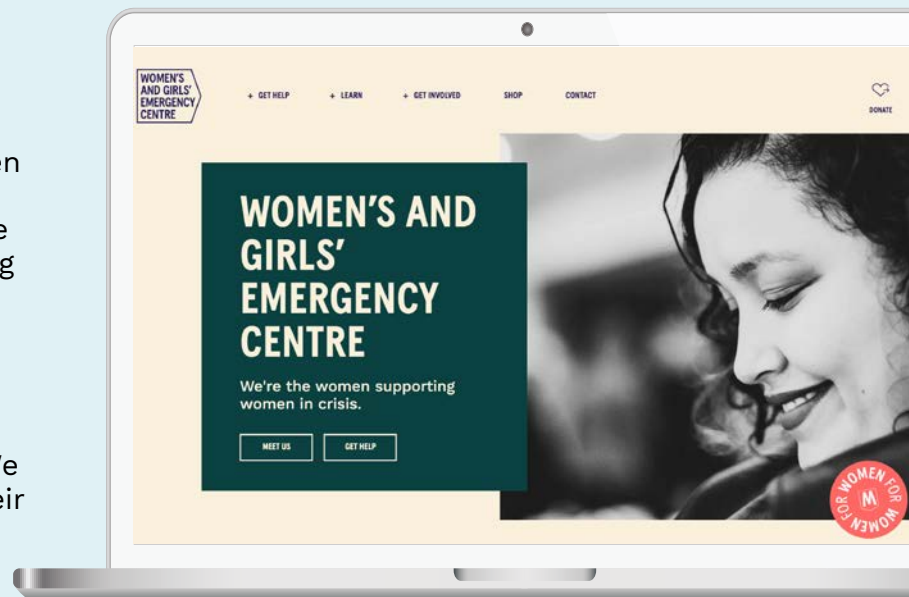
This year WAGEC teamed up with branding agency For The People to bring our brand identity into a new era while honouring our 42-year history. Our new brand has been created to honour our past, acknowledge the bravery and strength of victims/survivors and encourage collaboration in all forms. It is artistic, beautiful, powerful and most importantly it will allow WAGEC to amplify our voice in the community.

Jason Little, Co-Founder/Executive Creative Director of For The People said: "We've worked together tirelessly to achieve something worthy of this organisation and the people who rely on their services. It's shocking to learn that domestic violence is the largest cause of homelessness for women and girls. It's unthinkable that a prevailing view in society sees victims of abusive relationships as powerless victims, when in fact they are empowered survivors. In 2019 WAGEC is striking a clear stance around this misunderstood area, harking back to its grassroots beginnings. This builds on the tectonic shifts that are taking place in society with women's rights and equality today."

True to their name, For The People gave their time and talents pro bono. We thank Jason and his whole team for their generosity, with a particularly big thank you to Senior Designer Rebecca Cini for her dedication, passion and incredible talent in leading the project.

WOMEN'S AND GIRLS' EMERGENCY CENTRE

Redesigned logo



Website relaunch by Little & Big



New business cards

EXHIBITION

WE'RE THE WOMEN

We put the call out to female artists to help with our rebrand and the response was so phenomenal it just had to be showcased. Sixteen Australian illustrators donated sixteen beautiful, powerful images to our cause – and so, the idea of an art exhibition and fundraiser was born.

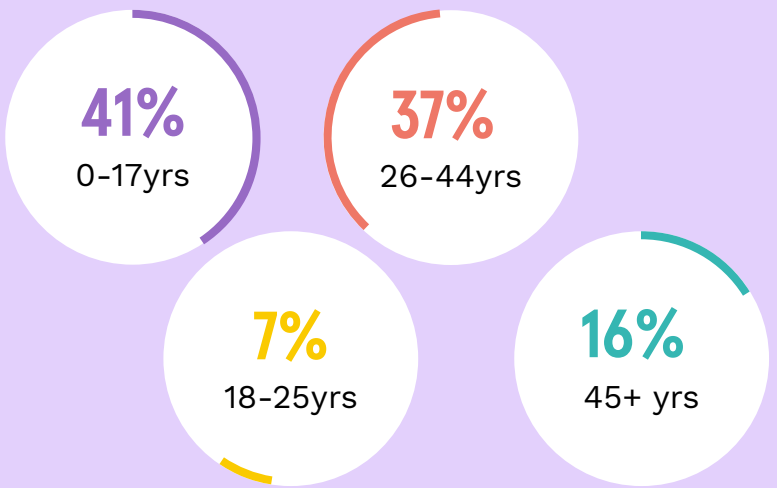
We're the Women launched in October 2019 to a packed crowd at Woodburn Creatives, Redfern. Thanks to the generosity of the artists and our many sponsors and supporters, all money raised from the sale of prints (on the night and via our website) has gone towards our work supporting women and families affected by violence or homelessness.



YEAR IN REVIEW

1487	67,780	133,172	\$221,021
clients supported	bed nights provided	days of support provided	given directly to women and families to help maintain tenancies or end homelessness

60+	34%	26%	146	1/3
nationalities and cultural groups	were born overseas	identify as Aboriginal or Torres Strait Islander	postcodes – our clients are from all over NSW	were either sleeping rough or couch surfing just prior to coming to WAGEC



90	100	165
days average period of support	nights average stay in crisis accommodation	nights average stay in transitional accommodation



ROSES ARE BETTER WITH THORNS - FREDA CHIU

Feedback from our clients

100%	100%	93%	77%	83%
reported that staff treated them with respect	felt staff were sensitive to their ethnic and cultural background	felt their emotional state improved	felt their connection with the community improved	felt their confidence in dealing with changes improved

OUR CLIENTS

Miremba

Miremba and her three children arrived at our Holly House crisis accommodation with just one bag of clothing. Miremba was unable to speak any English and was suffering from severe trauma after repeated violent and sexual assaults from her ex-partner. Because she was on a temporary visa, Miremba couldn't access many services – but she was welcome at WAGEC, where her case manager worked persistently to get her the support she needed.

Over the course of five months, Miremba's English improved, Miremba fought for custody of her children in Family Court, Miremba began to receive full parenting payments along with family tax benefits, and Miremba's case manager was able to support the family into long-term social housing through a specialist housing program. Miremba's youngest child has a developmental delay, and her case manager fought hard to get help from the NDIS as well.

Miremba said through an interpreter: "I just don't know how to thank you and the service enough. I have felt safe and supported and I don't want to leave Holly House."



UNTITLED - CHARLOTTE ALLINGHAM



POWER - GEORGIA PERRY

Hana

Hana's partner left her and her newborn baby. She had no income and she couldn't continue to work due to restrictions on her temporary visa and needing to care for her child. Back in her country of birth, she had completed a Bachelor of Business and Tourism and always hoped to continue her studies in the same field.

Being offered a Rotary scholarship through WAGEC's partnerships was like a dream come true for Hana. With this opportunity, she hopes that she will be able to complete a six-month English program followed by an Event Management Diploma at TAFE.

Hana's long-term goal is to complete a Chinese Studies degree at the University of Sydney and in the future she hopes to work with the Chinese Studies Centre.

CASE STUDIES

Isabella

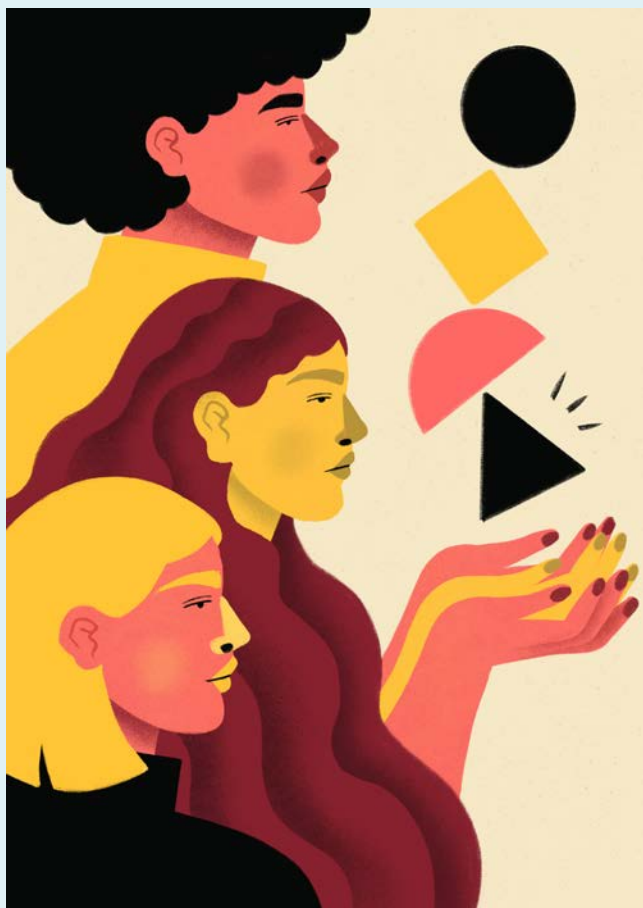
Isabella and her five-year-old son Christian were homeless and had nowhere else to go when they arrived at our crisis accommodation, Jeannie's. Christian has autism and has a global developmental delay. Isabella had no income and was on a bridging visa.

WAGEC supported Isabella and Christian with safe, appropriate accommodation, financial support, food, clothing, medical and essential items. Their case manager helped Christian get access to the NDIS, specialist doctors, hospitals, school, playgroup and swimming classes. Holly also helped Isabella navigate the Department of Home Affairs, consulates, embassies, government departments, courts and other organisations – resulting in an extension of her bridging visa.

Isabella is now accessing free help from an immigration lawyer and has saved enough money to apply for entry to New Zealand.



EVERYWHERE - JESSICA CRUICKSHANK



THREE WOMEN - MICHELLE PEREIRA

Tahnee

After escaping domestic violence, Tahnee and her three children (7, 10 and 14) were sharing a single room at Tahnee's mother's house. Soon after she came to our office in Redfern seeking support, Tahnee and her kids moved into one of our transitional houses.

Tahnee continued to work four days a week, saving money to get her family back on track. After a year in transitional housing she applied for a home loan and after several months of house-hunting, Tahnee was able to put a deposit down on her first ever home.

Sarah

“My name is Sarah, I am a 35-year-old female, born in Australia, near Coffs Harbour. I grew up in a dysfunctional home, two alcoholic parents and mother’s family has history of severe mental illness on her father’s side. I encountered regular violence and abuse/neglect in early childhood.

I first came into contact with WAGEC in 2018 after graduating rehab, I spent just over two years in treatment. It was suggested upon my graduation that I engage with further support.

Prior to rehab I had spent 14 months in prison for drug supply charges. Prior to incarceration I had no charges, no prior offenses, never been in treatment of any kind, mental health or otherwise. I was diagnosed with complex PTSD and anxiety disorder while in rehab and suggested that I start medication and regular therapy which has helped a lot.

Upon my release from prison I was homeless and so housing has always been a source of stress and when I finished rehab, I still did not have stable accommodation. It was suggested that if I engage with a support service like WAGEC I will be more likely to get accepted into housing. A WAGEC case manager met with me and was very kind and understanding and helped me with my interactions with a temporary community housing provider. She attended appointments with me and supported me at these meetings, which would cause me a lot of stress.

I also entered into employment during this time, my first job since my arrest/incarceration about four years ago. I eventually left that job and am now working in the community services sector – which is a course of study I completed during my time at rehab.

My goal was really to help navigate the process of gaining long-term housing. I put an application with community housing providers while I was at rehab, and it was accepted this year. I am moving into my new apartment, early 2020. It is really a dream come true to have my own, safe space. I thank my supportive case managers at WAGEC because this is an area I know I would have not been able to manage on my own. My tendency is to become defensive and hopeless/withdrawn and this response can sometimes ruin relationships, so having someone with me during these meetings helped me to feel heard and seen.”



FORCE - REBECCA ENYA LOUREY

WE'RE FOR ALL WOMEN

Many of the women who come to WAGEC for help are from other countries, and many are living in Australia on temporary visas.

These women often have no income, and often have no family or friends to turn to. They may not understand our legal system, our culture or even our language. For these and other reasons, it can be extremely difficult for them to leave an abusive relationship. And when they do, they have even less support than Australian women.

Women and children who aren't Australian permanent residents are blocked from accessing many of the services available to Australian citizens, such as basic medical, housing and financial assistance.

WAGEC firmly believe that women on temporary visas experiencing domestic and family violence deserve the same protection and rights as Australians. We are committed to providing these women access to crisis accommodation and case management services, just as we do for Australian women.

We have called upon the Commonwealth, State and Territory governments to amend immigration policy and remove barriers that prevent women from reporting violence and accessing support. The safety of women and children must be prioritised over their immigration status.

WHAT IS YOUR HOPE FOR THE FUTURE?

"I WANT TO WORK ON MY CAREER."

"MY GOAL IS TO GET A PLACE – I AM ALREADY BLESSED WITH A JOB."

"I WANT TO IMPROVE MY WRITING AND READING SO THAT I CAN DO A COURSE AND DO SOMETHING DIFFERENT WITH MY LIFE."

"I WANT TO GO BACK TO SCHOOL, BUT I'M NOT ELIGIBLE FOR TAFE BECAUSE I'M NOT A PERMANENT RESIDENT."

"I WANT TO GO BACK TO MY COUNTRY OF BIRTH."

"I WANT HOUSING. WE DON'T KNOW IF WE WILL GET SAFER PLACES, WE DON'T KNOW HOW LONG WE WILL BE HERE."

"I WANT TO GET MY VISA."

"IF MY VISA COMES, I WILL GO OUT ON MY OWN."

"I WANT TO GO TO WORK AND GO TO SCHOOL."

"I WANT TO BE HAPPY IN THE COMMUNITY AS I AM HAPPY HERE."

"AS A SINGLE MOTHER, TO NAVIGATE THE ROLES OF MOTHER AND FATHER AND MEET MY CHILDREN'S NEEDS"

"TO HAVE A SAFE HOME FOR MY CHILDREN."

"TO BE AN INDEPENDENT WOMAN!"



THE SISTERHOOD - JESSICA MEYRICK

OUR SUPPORTERS

OUR PRIMARY FUNDER



Communities
& Justice

OUR ALLIANCE PARTNERS



OUR DONORS AND SUPPORTERS

- Accor Hotels
- Acmena
- Aesop
- Airbnb
- Armadillo & Co
- Art Gallery of NSW
- Australian Philanthropic Services Foundation
- Australia Post
- Ball & Dogget
- Bannerama
- Beauty Crew
- Bec Lazenby – Paragrafix
- Big W Top Ryde
- BlackRock
- Bohemia Media Group
- Burwood Council
- Business Chicks
- Canada Bay Council
- CAPI Soda
- Chambers Russell Lawyers
- CHOICE
- City of Sydney
- Commonwealth Bank
- Confetti Rebels
- Darkstar Digital
- Darlinghurst Theatre Company
- Department of Defence
- Domestic Violence NSW
- Empire Hotel Annandale
- Employsure
- Finsbury Green
- For The People
- Frostbland
- Gourmet Dinner Service
- Grace & Taylor Coffee Company
- Habitat for Humanity
- Hare Family Trust
- Hassos
- Hidden Door
- Hillsong
- IKEA
- Inner West Council
- K&T Legal
- Laing O'Rourke
- Lendlease
- Lions Club Sydney Pacific
- Many Happy Returns
- Maritime Union of Australia
- Milk Crate Theatre
- Millon Wines
- Not Just a Girl
- NSW Education Standards Authority
- Olive Tree Acupuncture
- Oranges and Sardines
- Pacific Magazines
- Pepper Money Australia
- Perpetual Blooms
- Primary OSH Care
- Primer
- Redfern Continental
- Red Kite
- Ripples of Love
- Ron's Upstairs
- Save the Children
- Share the Dignity
- Solutions Management Services
- Solvay
- Sony Pictures
- Stevie Rodgers, Playwright
- Stop Gap
- Streetsmart
- Sydney Community Foundation
- Sydney Women's College
- Sydney Women's Fund
- The Australian Heritage Hotel
- The Body Shop
- The Darling Parlour
- The Girls Academy
- The Glenmore Hotel
- The Gifter Brewing Company
- The Hon. Shaoquett Moselmane MLC
- The Old Clare Hotel
- The Sydney Platter Society
- Thomas Hare Investments
- Tim Jones Photography
- Tridant
- Two Good Co.
- UTS Social Impact team
- Vanity Group
- Vincent De Luca Cr AOM
- Westpac

And the hundreds of individual supporters, donors, volunteers and champions of WAGEC's work.