

ANNUAL REPORT

2021-22



ACKNOWLEDGEMENT OF COUNTRY

Women's and Girls' Emergency Centre (WAGEC) acknowledges the traditional custodians of country and recognises their continuing connection to land, waters, and culture. WAGEC works on the lands of the Gadigal and Wangal people of the Eora Nation and we pay our respects to their Elders past and present.

WAGEC recognises the intergenerational trauma and structural racism that colonial Australia has and continues to inflict on First Nations people and our position within a system whose history is one of removal, oppression, and racism.

We pay tribute to the generations of Aboriginal and Torres Strait Islander women who have led, and continue to lead, the way in creating safe futures for women and children and safe spaces for the community. We acknowledge their strength and resilience and promise to do our best as allies in the fight for safety, equality, and justice.

Australia was, is and always will be Aboriginal land.



Illustration by Charlotte Allingham



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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Illustration by Joy Li

INTRODUCTION

Illustration by Ilana Bodenstein



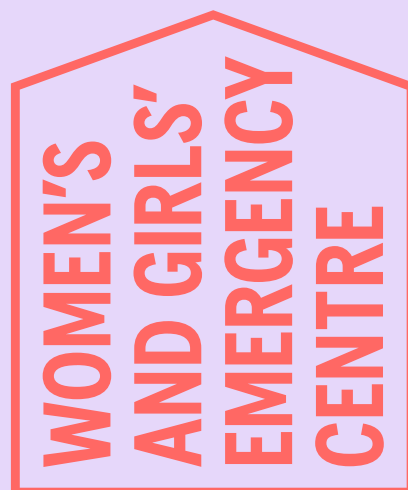
After almost three years of surviving in crisis mode and navigating the uncertain storm that was and is COVID-19, WAGEC has emerged strong; but like all frontline services, we are tasked with the responsibility to heal, reconnect, and adjust with an ever-changed community and sector. While we have experienced unprecedented growth over the past year across our staff, programs, scope of work and capacity to support women and families, we have also had to look inwards and nurture the existing garden that is WAGEC.

While the act of looking back while continuing to move forward always brings both challenges and opportunities, it is pertinent given the celebration of our 45th year of supporting women and families in Sydney. As we reflected on the enormous growth and transformation WAGEC has experienced since the years of Jeannie Devine and her small team of workers down on Pitt Street, we asked our now national WAGEC community what they hope to see happen for women and families in the next 45 years. Here is what our clients, staff and supporters said:

**SAFETY EQUALITY SUPPORT
COMMUNITY EMPOWERMENT
RESOURCES RESPECT BELONGING
JUSTICE RECOGNITION ACCESS
FREEDOM FROM VIOLENCE HOPE
CELEBRATION UNDERSTANDING
COMPASSION STRENGTH STABILITY
HAPPINESS SELF-DETERMINATION
INDEPENDENCE CONNECTION
COURAGE COSY HOUSING EQUITY
NON-JUDGEMENT LIBERATION**

It is up to each of us to take action in our own ways to work toward a future that looks like the words our community has shared. As we all reflect, heal and continue moving forward, it is everyone's responsibility to keep safe futures for all women as a priority.

**WE'RE CREATING SAFE
FUTURES FOR WOMEN
AND FAMILIES
BY ENDING GENDER-
BASED VIOLENCE IN
A GENERATION.**



MEET THE BOARD



ELIZABETH WILKINS, CHAIR

Elizabeth has worked as a company director for 24 years as well as a board member of other NFP organisations. Her previous business career spans senior executive roles in both publicly listed and private companies, and as consultant to other NFP organisations in aged care, disability services, family services, and community services. She runs her own business providing executive coaching to senior people, business facilitation and leadership development, strategic advice, change management and corporate communications consulting. Elizabeth holds a Master of Commerce (E-Commerce), an MBA and is a graduate of the Australian Institute of Company Directors. She has served on the WAGEC board since 2016.



DAVID ALLEN, VICE CHAIR

David is Wesley Mission's Executive Manager, Community and Family Care. He currently manages a range of community programs including housing, child protection and family and youth targeted early intervention programs, financial and gambling counselling, and mental health. David has over 10 years of executive management experience with Wesley Mission and over 25 years of experience working in the community development sector. David was on the board of Homelessness NSW as Treasurer from 2007 until 2019.



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 NFP sector assisting women. Meera's outstanding contribution to the financial governance of WAGEC was recognised in 2017 in the CBA's NFP Treasurers' Awards Honour Roll.



CLAIRE BEATTIE, ORDINARY BOARD MEMBER

Claire is a proud Yorta Yorta woman and prominent senior NSW Public Servant with over 22 years of experience in government across agencies such as Transport, Treasury and Education. Claire has been a three-time finalist in the Premier's Awards, a Finalist in the Australian of the Year, Young Australian of the Year Awards and Finalist in the Women's Agenda Awards. Claire is an advocate for young people and the community and embodies the spirit of inclusivity and diversity.



HELEN DEAS, ORDINARY BOARD MEMBER

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 several organisations. Outside of this, Helen is active in sport and exercise, is a surf lifesaver and proud mum of two gorgeous girls.



CLAUDINE LYONS, ORDINARY BOARD MEMBER

Claudine is the CEO of Claudine Lyons Consulting. She is a public policy specialist with almost 20 years' experience in the public and NFP 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 SHS (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.



CLARE GARDINER-BARNES, ORDINARY BOARD MEMBER

Clare runs an executive coaching and consulting business, CGB Consulting. Prior to that she worked as Head of Strategy, Planning, and Innovation at Infrastructure NSW and as Deputy Secretary, Freight, Strategy and Planning at Transport for NSW. Clare provided advice to government, transport and construction sectors on safety, funding priorities, planning, freight, and national policy. Clare held board positions at the NSW Telco Authority, Austroads and Roads Australia. She has worked in government executive positions including Qld Education and was the CEO of the Department of Transport and the Department of Children and Families in the NT. Clare is an advocate for diversity and inclusion, women in leadership and workforce flexibility.



CAROLINE STEWART, ORDINARY BOARD MEMBER

Caroline is a philanthropic leader with over 25 years of corporate, legal, governance, diversity, and NFP experience. Caroline is the CEO of Ecstra Foundation, a grant making organisation committed to building the financial wellbeing of Australians. She previously led the UBS Australia Foundation, a Corporate Private Ancillary Foundation. Caroline also served on the board of Philanthropy Australia; the peak body for giving in Australia and was Chair of the Audit & Risk Management Committee.



VAUGHAN STIBBARD, ORDINARY BOARD MEMBER

Vaughan is a strategic leader and entrepreneur, with a career spanning banking, insurance and management consulting, construction and business transformation who is currently consulting to public and private sector, specialising in developing the strategic case for businesses and leading the realisation of the objectives. Vaughan's interest in the NFP sector was formed through the values of his family which focused on the health, education and safety of women and children. Vaughan has a young family, an interest in travel and actively pursues ocean paddling and team sports.

A MESSAGE FROM THE CHAIR

ELIZABETH WILKINS

This year marked the exciting unveiling of our wonderful new headquarters in the heart of Redfern. The inauguration of WAGEC's new home was the culmination of many years of hard work, effort, and service to people in their greatest time of need by



WAGEC's incredible management and staff. The heartfelt Welcome to Country which was so warmly delivered by Yvonne Weldon AM and the wonderful smoking ceremony facilitated by Brendan Kerin from the Metropolitan Local Aboriginal Land Council, was the perfect opening

to our morning of celebrations in September 2022, attended by the local community, supporters and special visitors. Yvonne is an independent councillor for the City of Sydney and the first Indigenous councillor of the City of Sydney in 180 years. She also serves as the deputy chair of the Metropolitan Local Aboriginal Land Council. The MLALC have entrusted WAGEC to operate from its building as our new headquarters, and to care for the land and building where WAGEC is now situated. The WAGEC Board and management extend sincere thanks to the Land Council's CEO, Nathan Moran, and the Land Council's Board, recognising that this building is so much more than bricks and mortar and has been a significant space for the local Aboriginal community. On behalf of WAGEC we welcome the strengthened sense of partnership and allyship between our two organisations.

From WAGEC's humble yet effective beginnings 45 years ago, our organisation has continued to grow and develop as we focus on our mission to provide safety, housing and services for women and children impacted by domestic and family violence. The challenges faced by WAGEC's dedicated people over the past three years have been as complicated and complex as any of us could have imagined. It is no secret that the COVID-19 pandemic and its aftermath has profoundly intensified the incidences of domestic violence and amplified the ravages of its after-effects.

Since 2017, WAGEC has experienced exponential growth relating to the number of clients receiving services, the geographical reach extended to those in need, the staff and volunteer numbers who manage and work in the organisation and the quantity and quality of the vital services offered. WAGEC now positively impacts 75% more clients than just five years ago – a statistic that speaks volumes in terms of the scope of the issues faced by vulnerable

women and children in our society. In response to this concerning demand, WAGEC's staff numbers have almost doubled in the past two years, and we now have a pool of more than five hundred skilled volunteers ready to help us with critical aspects of WAGEC's operations from fundraising to events management to clinical work and more.

'WAGEC now positively impacts 75% more clients than just five years ago'

For growth to be sustainable and long-term in any organisation, the vital foundational work must be sturdily cemented in place. Following the extended period of challenges which have been faced over the past 3 years, it is now time for WAGEC to consolidate and embed new systems and processes, induct, train and develop recently recruited staff members to deliver excellence to our clients, continue to build, drive and develop leadership in our sector, strengthen and advance our positive stakeholder partnerships and ensure we foster and advance our organisation's culture of clinical excellence, fairness and inclusion, and innovation in systems and processes.

On behalf of the Board of WAGEC I wish to extend both admiration and gratitude to every member of WAGEC's management and staff for the amazing efforts and results that are achieved around the clock, every day. Particularly, I extend a special thanks to Chief Executive Officer, Helen Waters Silvia, who continues to lead WAGEC with such expertise, compassion, innovation, and zeal.

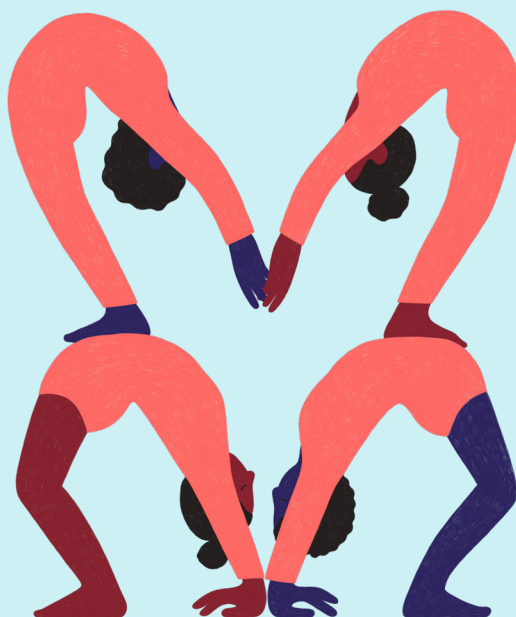


Illustration by Carla McRae

CEO REPORT

HELEN WATERS SILVIA

We have seen and felt the reality that crises affect us all far beyond the time of immediate impact.

The 2021-2022 year began with a sweep of COVID-19 lockdowns forcing us to lean on our experience



from 2020, to respond to the increase in demand of women and children accessing our services, while managing multiple COVID-19 outbreaks throughout the year and keeping our staff and clients safe.

For the women and children we support, this year

has been one of equal challenge and impact. The external structural and systemic barriers faced by women experiencing homelessness and domestic and family violence has immense and far-reaching impacts. A widespread lack of affordable housing and secure long-term tenure, the cost of supporting a child on very low to no income and a lack of access to affordable childcare have a profoundly adverse impact. This cumulative impact is experienced even more deeply by First Nations, migrant and marginalised groups of women. This is the reality our services face working alongside our clients.

It is for this very reason that WAGEC continues to strengthen our programs of support, our systemic advocacy, and our efforts in addressing the drivers of gender-based violence and working towards gender equity and social justice.

It has been both humbling and challenging to lead WAGEC through this time. For it has been a year filled often at times with uncertainty that required an unprecedented need to exercise agility. It has also been a year of immense growth and expansion. As WAGEC has grown the breadth of our work and stretched ourselves to meet the growing demand for our services, we have also looked inward to ensure our internal systems, risk management and capabilities are strengthened to support this growth.

It is with immense pride that I report on some of this year's key achievements:

- With the support of the Department of Communities and Justice COVID-19 Partnership Funding, WAGEC quickly mobilised and set up the COVID-19 Support Line within a month. Between September 2021–January 2022 we provided information, advice and importantly, financial assistance to 477 women and families in our

community who were directly impacted by COVID-19.

- We strengthened WAGEC's internal capability to drive innovation and quality. Through the financial support and investment of trust from some of our key philanthropic supporters, we have been able to; commence the development of CARE, onboard Dr Tamsin Leppin to deliver on our commitment to the evaluation and implement our wellbeing program for staff.
- We prioritised practical support and investment in our workforce through the introduction of external clinical supervision for all front-line staff. We also implemented an organisation wide self-care planning tool and staff self-care allowance as well as the provision of individualised learning and development allowance for all staff.
- We expanded the team delivering our SEED Program for children and young people. This has ensured the safeguarding of children, inclusion of children's voices and the recovery from trauma for both children and their mums/carers.
- In collaboration with Sam Donnelly and using the Design Guide for Refuge Accommodation for women and children, we have undertaken significant uplift work on our crisis accommodation to ensure our physical spaces are trauma informed and the principles in the Guide are applied.
- We expanded our work in gender-based violence prevention. As part of our critical work across communities and systems, we launched the All In project which will work with 12 early childhood centres across NSW as well as delivered bystander and ally training to workplaces and with local government.
- We have continued to deliver on our commitment to the economic security of women through the continuation of our ACCESS Mentoring Program and LEAD Project. Together they are developing the leadership of women while empowering workplaces to become accessible for and supportive of women who have experienced domestic, family, and sexual violence.

The strength of our people is our greatest enabler in our ability to deliver on our vision and make impact. From the strong governance of our volunteer Board, led by our Chair Elizabeth Wilkins, to the drive and resilience of our leadership and management teams and most importantly, to every one of our staff, who demonstrate dedication and passion in all they do, WAGEC's achievements are people powered.

Of course, without the ongoing support from our NSW and Commonwealth Government funders, the generosity of our philanthropic and corporate partners, and the magnitude of our community of supporters, none of this would be possible. We are guided by our feminist principles and ethical framework and will continue the critical work of our organisation with the trust you have bestowed to us, for together we are stronger.

TREASURER REPORT

MEERA IYER

It is a pleasure to present my Treasurer's Report for the year ended 30 June 2022.

The financial statements have been prepared in accordance with the appropriate accounting

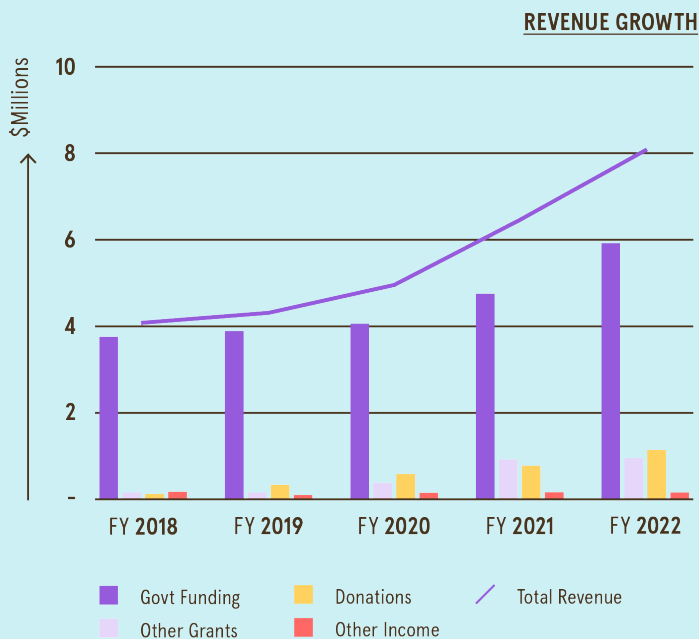


standards and other mandatory professional standards and have been independently audited by Alison Swansborough, Associate Partner – Audit & Assurance, Crowe Australasia.

2022 was a year of challenges and opportunities.

Despite the uncertain economic times and the ongoing impact of the COVID-19 pandemic, WAGEC has had another remarkably successful financial year. The net operating surplus for the financial year was \$1.96m (2021: \$1.59m). Our surplus was significantly influenced by unearned grant income where the services under the grant contract will be performed in subsequent financial years.

Our gross revenue for FY22 was more than \$8m, an increase of 25% from the preceding year. Our total revenue has continued to grow over the past five years:



Our reliance on government funding is gradually reducing as we strive towards our goal of becoming a strong and sustainable organisation. In 2022 financial year, our core government funding increased by 21%. Additional government funding in response to COVID-19 allowed us to support an increased number of clients, as well as upgrade our technology for greater flexibility in the way we provide our services.

Meanwhile, the generosity of our community of supporters allowed us to relocate our Redfern head office to a more spacious premises with minimum impact on our operating budget, as well as fund and deliver programs designed to help empower women; fund an in-house psychologist and educational scholarships, provide short-term personal development courses and offer enriching activities for children and young people.

In line with the increases in revenue, we have invested more in staffing and direct client expenditure. We have now transitioned out of all subcontracting arrangements and all services are provided in-house in the new financial year. As always, I would like to thank all WAGEC staff and supporters for their ongoing dedication and commitment, especially during the challenging times created by the COVID-19 pandemic. I would also like to thank my fellow board members for their generosity of time ensuring the continued growth and success of our wonderful organisation.

Illustrations by Ilana Bodenstein



CLIENT OPERATIONS REPORT

NICOLE YADE

Every day at WAGEC, our Client Services team work with women and their children during some of the most challenging times of their lives. In my role as Director of Operations, and as part of the broader Client Services team, I am honoured to witness



the extraordinary courage, resilience and determination of the women and children who walk through our doors.

Recently, we met a woman named Amira*. Amira had come to WAGEC with her two children after the family experienced severe physical and sexual violence as

well as many years of coercive control. The family were referred to us by the hospital where mum was being treated for her physical injuries. Amira told us that she felt lost and alone, and that she did not know what to do or where to go. Amira had no family in Australia to help and after years of financial abuse did not have her own bank card or identification. Amira had very few things with her, but like many mums we meet, had prioritised carrying things for the kids. When we first met this family, they were exhausted. The kids were scared and found it hard to look any of the staff in the eye. They hid behind mum anytime anyone said hello. Amira herself was overwhelmed but relieved; they were all together, they had survived, and Amira was still standing strong and determined.

‘Every night WAGEC provides 200 women and children with shelter’

Refuge life is busy. No two days look the same. From bags and suitcases lining the hallways, the sound of babies crying and keyboards tapping, delicious smells coming from the kitchen and a little face peering at you from around the corner, there is always movement and a long list of things to do at the refuge. Our job as Case Managers is to help the women and children and make sense of that lengthy list. Our work assists people to better understand their options and choices because we genuinely believe that women are the experts in their own lives. We prioritise safety, we help people plan and set goals. We focus on healing and listening to women deeply because we know healing looks different for everyone. In our work, we witness the very worst and the absolute best of people – sometimes all in the same morning!



Illustration by Yan Yan Candy Ng

My favourite times at refuge are when I hear the children laughing or I see a team member take a quick pause and a gentle sigh of relief. So often at refuge new beginnings are born.

Every night WAGEC provides 200 women and children with shelter, but more than that we help the families we work with imagine a different future and to take steps to rebuild a life that is free from violence. After only a couple of months staying at refuge, Amira and her children are doing much better. The kids are giving high fives and are having fun again. The Children and Young Person's team have been patient and have done an excellent job. Amira's Case Manager is supporting Amira to work through her goals, and they are stepping out a steady plan together. When Amira's confidence waivers, every member of the team is ready with a cuppa and a supportive word. Amira is moving out of the refuge and into Transitional Accommodation with the kids – there is a new worker helping and a house to fill with pots and pans, toys, and furniture. The phone is running hot with Case Managers advocating fiercely and gathering more community support to ensure this new place feels like home.

Sadly, we know we still have a long way to go until all women and children like Amira and her kids – can live free from domestic and family violence in our community. With a problem so big, some days it is hard to know if we are making a difference to the safety of our community. All I know is that for the women and children in front of us, we are making a difference, and that is where we must start. We will continue to show up, and chip away because that is what it is going to take to make change. That is what we see the women we support do and it is their example we must follow.

To all my colleagues in Client Services, I am so incredibly grateful and proud of the hard work and commitment you display every day. Your dedication honours the women and children we serve.

*Name has been changed for privacy.

CARE; WAGEC CLIENT SERVICES FRAMEWORK

KELSIE HEDGE

Domestic and family violence (DFV) is a leading cause of homelessness for women and children in Australia. Women who have experienced DFV and/or homelessness often have diminished sense of control over their own lives and when they come



to WAGEC, are often traumatized and can face real threats to their safety, well-being and economic security. We see it is our job to address the impacts of violence and structural oppression not only through practical avenues like housing, study and employment

pathways and material aid but also through building self-confidence and nurturing well-being.

This is why we saw the need to create a client services model that focused on implementing a more holistic and integrated approach that strives to restore voice, choice and independence to the women and children at WAGEC. CARE identifies women and children, our clients, as the experts of their own experience, safety, and healing journey.

‘CARE identifies women and children, our clients, as the experts of their own experience, safety, and healing journey.’

It places the client in the driver’s seat and sets out an approach in which workers and clients work collaboratively and in partnership towards the client’s needs and goals for the future.

The CARE Model project focuses on working with, and providing to WAGEC staff the tools, resources, and capacity – whether that be professional development, external supervision, or self-care allowances – to offer more quality service to women and kids accessing WAGEC for support. We have taken a collaborative approach to this work with all of our staff and some volunteers to enable us to hit some key milestones!

In year one of the project, CARE has enhanced clients’ experiences with WAGEC through the following activities:

- Research, planning and development of integrated CARE Model.
- Supporting the development and implementation changes to our staff structure and capabilities to better enable this approach.
- Review and development of tools, resources and support provided to staff including group supervision, internal training, self-care allowance and training allowance.
- Lived experience consultation with WAGEC clients and staff.
- Uplift project improved the spaces at WAGEC’s refuges ensuring spaces are trauma informed.
- Child safe committee and accessibility committee reinstated.



Illustration by Zoe Lovell

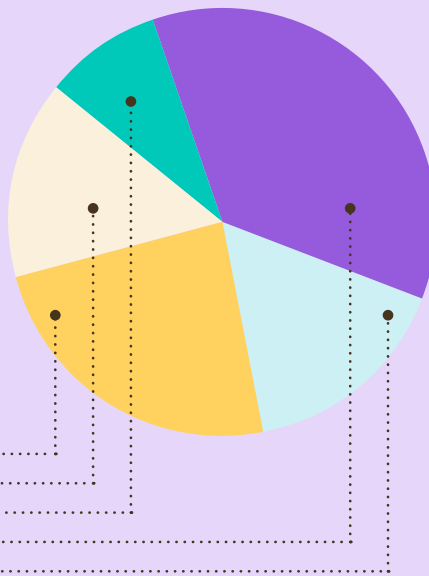
None of this would have been possible without the support of the Siddle Family Foundation who have provided funding for CARE. Given the increasing number of women needing support following COVID-19, CARE has ensured we are providing a quality and consistent level of care across our services. In addition to enhancing the experience that our clients have with WAGEC, funding from the Siddle Family Foundation has served as a protective factor as we have been navigating the ongoing impacts of COVID-19 and the uncertainty of the context in which we work. We sincerely thank the Siddle Family Foundation for their support and look forward to updating the WAGEC community as CARE continues to be rolled out across the next year.

1866

women and children received support from WAGEC across our client programs and services

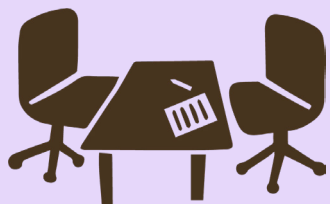
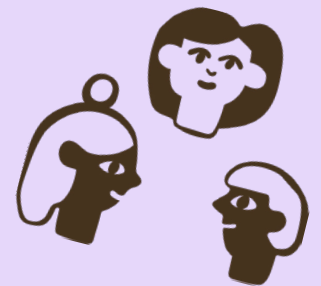
0-8
9-17
18-25
26-45
46-65+

Ages of women and children



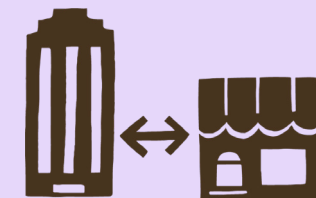
183%

increase in clients supported through our after-hours domestic violence service, compared to our contract target



24.35%

of clients identify as Aboriginal and/or Torres Strait Islander



1 IN 5

gained employment during their period of support at WAGEC



192

residents at WAGEC's refuges benefited from our Refuge Uplift Project

395

women and children each day across our crisis services



70+

different nationalities are represented across WAGEC's client group

30+

different languages are represented across WAGEC's client group

THE SEED PROGRAM

From little things, big things grow! This applies to the children and young people of WAGEC growing up through our SEED Program, as well as the team who deliver these enriching program activities.

Starting off with a small team, we have almost doubled in size, expertise, and energy. The SEED or Child and Young Person Team now comprises of



two Child and Young Person Development Workers, two Child and Young Person Practitioners, an Occupational Therapist and a Child and Young Person Manager and our incredible volunteer team of over 40 SEED volunteers. The team are now able to facilitate daily

programs for the children, young people and their caregivers at our crisis refuges. The team write and implement specialised therapeutic programs, case manage children and young people as well as provide additional therapeutic care and support to carers and children.

Each child and young person that comes through our refuges is provided with a wellbeing assessment to identify their strengths, interests and areas of support needed, which influences the case plan that is written with them and their caregivers, and then the therapeutic support provided. The team work collaboratively and with an integrated therapeutic approach, getting to know each child and working with them to build their confidence, sense of safety and overall wellbeing.

Child safety and protection are always the broader team's number one priority. Directed by the Child Safe Committee, WAGEC continues to be committed to improving child safety standards across our entire organisation. Confidence building, social skill development and secure attachments are the foundations of our programs. Throughout 2021-2022, the SEED Program supported 193 individual children and young people and 130 parents and carers.

193

CHILDREN AND YOUNG PEOPLE SUPPORTED

130

PARENTS AND CARERS SUPPORTED

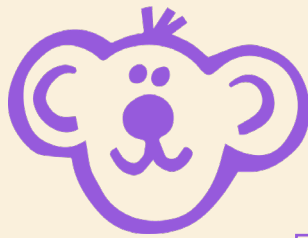
- Online tutoring and mentoring.
- Personalized, developmentally focused activity packs delivered to families during isolation.
- Online schedule of educational and recreational activities for children and young people.
- Structured school holiday program including incursion and excursions for children and young people and their carers across our accommodation.
- Families provided with vouchers to support family activities and children to be able to access recreational activities in the holidays.
- In-person and remote art therapy.
- Occupational Therapist assessments and OT led programs.
- External referrals to paediatric specialists and allied health specialists.



Illustration by Nina Drakalovic



Illustration by Lotte Smith



In addition to our regular programs such as parenting program, online and in-person tutoring, wellbeing group, therapeutic support, school holiday program, and supportive playgroup, we have introduced two new activities this year:

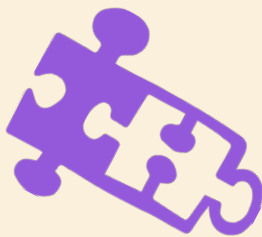
FRIENDSHIP PROGRAM

In March 2022 we started our Friendship Program, run weekly for primary-school aged children. The program focuses on learning about our internal body cues and developing self-regulation through the identification, recognition, and response to shifts in our state of arousal. The weekly sessions have enabled the young people to navigate their surroundings, notice their internal state, identify and label feelings accordingly and utilise regulatory tools to support themselves if required.



WEEKLY PROGRAM

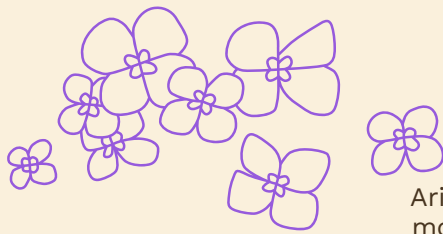
Another focus of SEED this past year has been the development of daily programs for families and children living in crisis. Our weekly program is themed as follows: Messy Mondays (sensory play), Together Tuesdays (socialising and attachment activities), Wiggle Wednesdays (gross motor skill, rhythm and movement), Rhythm Time Thursdays (early learning literacy and fine motor skill development) and Flower Fridays (nature play). Designed to create routine for the families, children and carers and support the divergent development needs of all participants, the daily programs have fostered a sense of predictability, familiarity and safety while living in crisis.



It takes a village, or rather a forest, to raise, nurture and support children and young people. The SEED team make a concerted effort to guarantee that our community partnerships are prioritised. Ensuring connections to community services, including early learning centres, schools, medical professionals, local councils, the Department of Communities and Justice, means that our women and their children have an understanding, trauma-informed, collaborative network around them, ensuring sustainability and stability throughout the transitional phases of their journeys.



The SEED team are privileged to be working with children, young people and their families at such an integral part of their lives. We are grateful for the community and philanthropic support we receive to make this work possible. Special thanks to Perpetual Trust, Pepper Money, VGI Partners Foundation, Sydney Community Foundation, and Frostbland who have provided funding for SEED this year. We believe that through the combination of programs and services that SEED provides, children and young people have a great chance of breaking the cycle of trauma, experiencing healthy and positive relationships and of great, limitless growth!



ARI'S STORY

Ari* was born in 2013 in a detention centre in Brisbane, Australia. His mother, who had been pregnant throughout her 3-month journey from India, had come to Australia by a boat which had passed through the islands of Indonesia and then was intercepted by Australian Border Police. Ari's mum was 22 when she arrived as a refugee in Australia. She was 4 months pregnant and accompanied by Ari's father, a man who had already begun to be violent even before they had left their small village in India.

For 2 years, Ari and his parents waited to be given asylum in Brisbane. By then, the family had welcomed their second child, a little girl Sita, this time in a detention centre in Darwin where they had been sent to wait out their final weeks.

When the family was finally issued bridging visas, they moved to Sydney where Ari's father had been offered work. The violence Ari's mum was experiencing had steadily been getting worse but at 24, with two young children and limited proficiency in English, she did not see a way to leave. They were finally settled in Australia and as Ari's mum said, "we had been through so much together, India, the boat, detention and our children, I felt bound to him." But as the months passed and Ari's mum became pregnant with her third child, she knew she had to leave.

Ari and his family are now living at one of WAGEC's crisis refuges. Ari is now 8 years old and growing into a beautiful, energetic young boy. During the summer holidays earlier this year, WAGEC, as part of the SEED Program, organised an intensive swimming program for the school aged kids who were living at the crisis refuges. Ari desperately wanted to learn to swim but his mum was hesitant and nervous. Ever since her experience on the boat she had avoided bodies of water. But Ari was persistent, and she agreed to go if she could sit and watch.

Each session she sat and watched as Ari learnt to hold his breath, to tread water and on day 3, to float above the surface. As Ari's mum sat on the bench beside the pool, watching her son play and float eyes closed above the water, she began to speak about her experience on the boat, the flashbacks, and the fear. She showed photos and spoke about her desire to confront the water now that she had seen Ari become so comfortable.



"Why don't we start in the shallow pool?" She agreed and we walked over. Slowly she rolled her tights up and stepped in. She signalled for Sita* to join her, and they walked further in so that their legs were covered. When Ari was finished his lesson, he ran over and joined his mum and sister in the pool. Slowly they got deeper, and Ari's mum bent down to drag her hands through the water.

On the drive back to the refuge, while Ari and the rest of the kids were chatting in the back about their lesson, Ari's mum leaned over in the front seat and asked if there were any swimming lessons for mums. "I think I would like to try it" she said.

*Names have been changed for privacy. Story has been shared with the permission of Ari's mum.

THE ACCESS PROGRAM



It has been an exciting year of growth and strength for ACCESS with the expansion of our core mentoring program and the beginning of our new leadership program, Lead, which helps create safe and supportive workplaces for victim-survivors of domestic violence. ACCESS's growth and expansion has meant we have been able to cast a wider net over the WAGEC community, match more mentees with mentors and engage workplaces, organisations and businesses to support women to take the next step towards economic security and an independent future.

MENTORING PROGRAM

Through ongoing monitoring and evaluation of the mentoring program, we have strengthened our understanding of the multiple and often complex challenges experienced by women when looking to either begin or return to study and work. Caring for children, confidence in English-speaking and a lack of affordable childcare, continue to act as barriers for women wanting to access employment, education and training. Feedback from mentees and mentors also identified mental health, wellbeing and confidence as equally, if not more important, focuses of the program and mentor relationship. It is for this reason that in 2021-2022 we chose to expand the eligibility requirements for ACCESS to include all women who want to identify their strengths, build self-confidence and set goals for the future.

Some of the key highlights that we have achieved in ACCESS's mentoring program this year include:

- 105 mentee applications, 60% of which have been matched and are currently completing the program.
- 137 mentors completed comprehensive 12-hour training and were recruited to the program.
- 100% of surveyed mentors reported they felt supported by WAGEC and had increased their understanding of gender equality and homelessness and their confidence to support someone through resources and referrals.

- The creation of an ACCESS promotional video which will be used to recruit mentees into the program. A big thank you to the team from Paper Moose who produced the video and helped capture the voices of ACCESS mentees.
- In partnership with Good Shepherd and the Inner West Council, we delivered two days of financial independence training for women in the community.
- Thread Together and Dress for Success continued to support mentees with the provision of new clothes.
- In partnership with the OzHarvest NEST Program, we offered a 6-week healthy eating program for women at WAGEC.
- Through the support of TAFE NSW, ACCESS supported women in WAGEC's crisis accommodations to complete a six-week course to help them identify practical steps to achieving personal and career goals. After the course, a number of women then enrolled in TAFE!
- ACCESS supported four women to secure meaningful and stable employment through our work with Lendlease.
- ACCESS, through the support of The Darling Harbour Rotary Club, helped secure a total of \$8000 in scholarships for women which will help them purchase essential work and study items like laptops, stationery and textbooks.
- 80% of WAGEC clients who requested a device to complete work or study received a donated device through ACCESS's WAGEConnect.
- None of this would be possible without funding from Australian Government Department of Prime Minister and Cabinet, Office for Women and the financial support from Perpetual Trust, Sydney Community Foundation's Sydney Women's Fund and Be Kind Sydney and Westpac Foundation and contributions from community fundraising. A special thank you for your ongoing support.



Illustration by Zoe Lovell



Illustration by Nani Puspasari

LEAD – WOMEN’S LEADERSHIP AND DEVELOPMENT PROGRAM



Illustration by Zoe Lovell

1 in 6 women in the workplace have or are currently experiencing some form of domestic and family violence (Australian Human Rights Commission). Domestic violence is an important workplace issue and demands education, training and structures to ensure victim-survivors are safe and supported at work. This is why in addition to creating pathways to employment, training and education and readying women for their next step, ACCESS also identified the need to create safe and supportive workplaces for victim-survivors of domestic violence.

Lead, our new six-week Women’s Leadership and Development program, engages leaders from a range of Sydney-based NFPs to identify one area across recruitment, employment and culture, that their workplace can focus on initiating and improving.

The program includes three in-person workshops and two online support spaces per workplace and requires a commitment from each participant to dedicate 7-hours of individual work time to the program.

Since March 2022, the program has recruited twenty leaders from The Girls and Boys Brigade, Medical Technology Association of Australia, Metro Assist, Consent Labs, Asylum Seekers Centre, Heart Research Institute, Marrickville Legal Centre, Sydney Multi-cultural Community Services and Women’s and Girls’ Emergency Centre.

The LEAD program is funded through the Australian Government Department of Prime Minister and Cabinet, Office for Women. We look forward to providing updates on the program as it continues to be rolled out across workplaces.





LILY, ACCESS MENTEE

“I wasn’t sure if I can study, but then she encouraged me to go with a small step ahead each time.”

ERIN, ACCESS MENTEE

“I can do anything. It’s just I need to be encouraged. My mentor said to me once that you are a survivor, you are not a victim. That was the most encouraging thing for me.”

YAN, ACCESS MENTEE

“We have a coffee, and we do exercise because one of my goals is getting fit. I find that, that was really motivating. We have a session on Monday morning each week so she can give me a kickstart in the beginning of the week.”



ACCESS

supports women to identify their strengths, build self-confidence and set goals for the future.

SHARMI, ACCESS MENTEE

“My goals for the program revolved around establishing financial stability and achieving my educational goals. Most of my obstacles were internal because at that point I had very low self-confidence. Sometimes we don’t always see ourselves as other people do. And it’s great to have another perspective. At the beginning of the program, I couldn’t see more than two weeks ahead of me, and now I get to decide the life I want to create in five years, in 10 years. I’m in a much better position now to think about long term goals.”

AGNES, ACCESS MENTEE

“My mentor from the beginning never seemed to judge me or anything like that. I don’t think there’s any reason not to sign up to the program. Nobody’s there to judge. And it doesn’t matter where you come from or what you do.”



CLINICAL AND GOVERNANCE REPORT

KATIE YOUNG

There is no denying the compounding nature the impact of the pandemic has had on our community. Experiences of domestic and family violence (DFV) and homelessness increased in complexity and women and family's wellbeing and mental health was



multifaceted – the combined impacts likening to a shadow pandemic (Pfitzner et al. 2020).

Throughout all of this, it was crucial WAGEC was flexible and responsive to the circumstances of women and children, created as many opportunities

as possible to support families escaping DFV and continued to offer a caring and supportive service. WAGEC responded by seeking further funding opportunities to enrich our services and provide a more therapeutic and integrated response to our client's wellbeing and mental health.

Throughout 2021 and 2022, WAGEC continued to build on and improve on our integrated, holistic therapeutic service that allows clients the space to share, learn and give meaning to their experiences. In addition, WAGEC's counselling and psychology service continued to address many of the issues that make referrals to outside counselling services problematic, including cost, waiting lists, accessibility and finding an appropriate service, which have all increased since the beginning of the pandemic.

During the last year, the clinical team have supported clients to address a wide range of mental health challenges for themselves and their children. Some of these include parenting support, working to understand and resolve challenging behavior in children, complex trauma, depression and anxiety. Many of these challenges were identified by women as long-standing and had often not been addressed by previous engagements with mental health services.

WAGEC's teams have worked tirelessly and passionately over the last year to continue to build an integrated organisation and fill the service gaps related to counselling, psychology and other allied health services. The enormous benefit of integrating the in-house therapeutic service, used by the psychologists and the Children and Young Person team (CYP) team, into the broader WAGEC service provision has been seen and felt with a considerable increase in internal and external case consultations regarding client care and support.

Women often identified that due to their strong and trusting therapeutic alliance with their Case Manager, they were more inclined to access the psychology service than they might have been otherwise. The regular presence of the psychology team, and physical integration of the psychology service, into the WAGEC refuges has also supported clients to feel safe to access the service.

The integration of the psychology service has made WAGEC's overall service provision more holistic and therapeutic and has shown clients that while housing is important, their healing and recovery from trauma are equally paramount not only to themselves but to WAGEC.

A huge thank you to our funders from Macdoch Foundation who have enabled women, children, and young people to access much needed psychological and therapeutic support – support they likely would not have been able to access otherwise. Furthermore, a huge thank you to the research team at ANROWS who supported us every step of the way over the last two years, as we continued to integrate and deliver this new service. We look forward to the results of their final evaluation report in the new year.

The daily work that happens at WAGEC is admirable and working as part of a multi-disciplinary team is truly special. I want to acknowledge the incredible staff and their teams at WAGEC, those who are still at WAGEC, those who have moved teams into new roles and the ones who have moved on. The last few years living and working through a pandemic has been challenging for all of the community but especially those working in the homelessness and DFV space. I am so proud of us all for holding on together during a time of huge change. I can say with absolute confidence that despite the difficult and challenging circumstances, we all did an incredible job of supporting our clients and each other.

55

WOMEN SUPPORTED

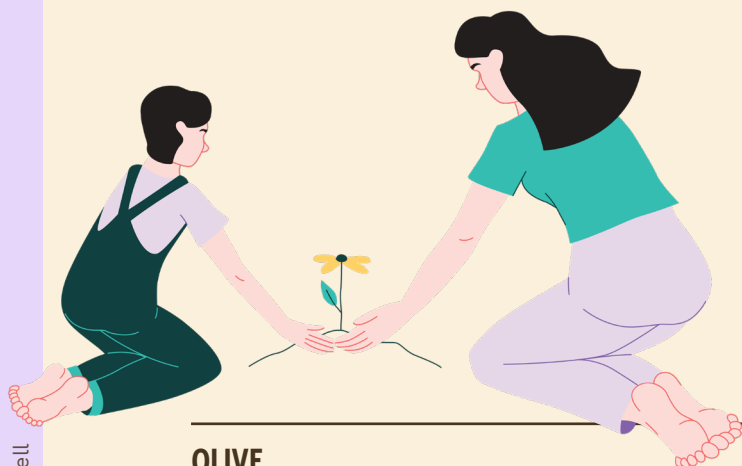
22

CHILDREN SUPPORTED

844

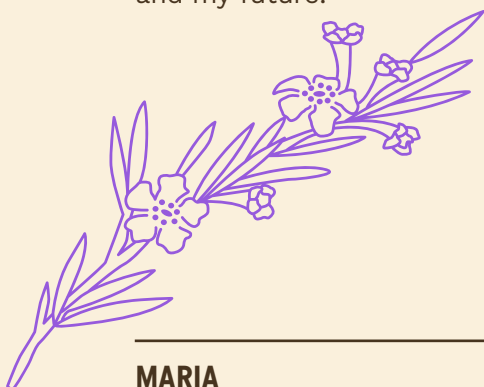
SESSIONS ATTENDED





OLIVE

“It helps me keep perspective. [The counsellor] ask[s] me good questions that I have to think about. It helps me stay focused on my goals for my son and my future.”



MARIA

“The WAGEC counselling helps me to recognise my negative thoughts and teach how to deal with negative thoughts that cause stresses. It educates me the importance of basic self-care. It also helps me by giving information for solutions or supports about various problems that I am facing in my life.”

IMANI

“I just calmed down a lot because I was so anxious before. I couldn’t be present with my son. And so having somebody to talk to and work through things, and kind of rebuild my confidence, made it a lot easier for me to be present with him again.”

THE IN-HOUSE PSYCHOLOGICAL SERVICE

supports women and children to nurture health and wellbeing and recover from trauma.

JUDY

“The last couple of years have been rough. And I just feel good mentally, physical, you know, just letting everything out talking about everything that I’ve bottled in over the years.”

AMAYA

“She helped me to be a better, better mum to my kids. So that’s both me and my kids could recover from that domestic violence issue. She came up with a plan to help us better. She organised a team of different professionals and the caseworkers to, to help all of us. And that’s very important to me.”

KIM

“My ex-partner, he used to degrade me quite a lot and I used to blame myself for the way that he treated me. And [the counsellor] helped me realise that I’m not all those things, bad things that he was saying to me.”



PRIMARY PREVENTION REPORT

MOO BAULCH

WAGEC's prevention work has had significant reach across communities, private and public sector partners this year. Primary prevention is all about stopping abuse before it starts by working to change attitudes and behaviours that excuse or minimise



the impacts of gender-based violence. We have continued building on the successes of the previous year to develop a range of training, development and discussion spaces that help spark critical and challenging conversations in a diversity of settings.

Some of our favourite moments include:

EDUCATION AND TRAINING:

- Partnering with City of Sydney to expand our Bystander and Ally training to 2 new cohorts of community members (approx. 60 people).
- Expanding on our training for Bras and Things retail staff and working with Hanes Australasia as they expand and build on their responses to DFV for staff and customers.
- A high school forum for Student Support Officers in partnership with Inner West Council with a spectacular panel of young people from local schools on imagining a "whole of school" approach to prevention.
- Continuing our support for Rainbow Families prevention webinars and training videos for early childhood and primary educators.
- Partnership with Iltja Ntjarra /Many Hands Art Centre x Biennale of Sydney.
- Lunch and learn sessions for Paul Ramsay Foundation, Pepper Money, City of Sydney workforces and others.

WE TOOK PART IN A NUMBER OF PUBLIC EVENTS INCLUDING:

- MC for a panel series for GPs in partnership with Central and Eastern Sydney PHN, Nepean Blue Mountains PHN, and Hunter New England Central Coast PHN.
- Chairing panels on Financial Abuse and Prevention at the DVNSW (Domestic Violence NSW) sector conference.
- MC for ANROWS (Australia's National Research Organisation for Women's Safety) conference panel.
- Future Women's award-winning podcast –

- Specialist training for DFAT people leaders with Liberty Domestic Violence Services on "Responding to Domestic and Family Violence as a Workplace Issue."
- Working with Inner West Council and City of Canada Bay Council to deliver Bystander and Ally training to citizens living in their LGAs.
- Prevention training with Ballina High School year 12 group about gender-based violence and its impact on the community.

MEETINGS WITH STATE AND FEDERAL MINISTERS:

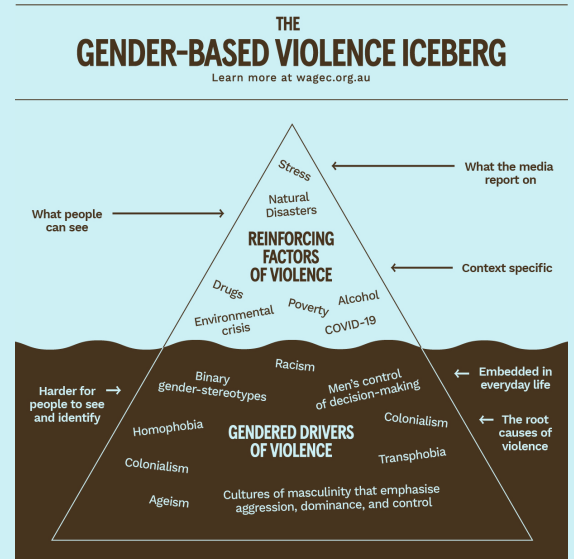
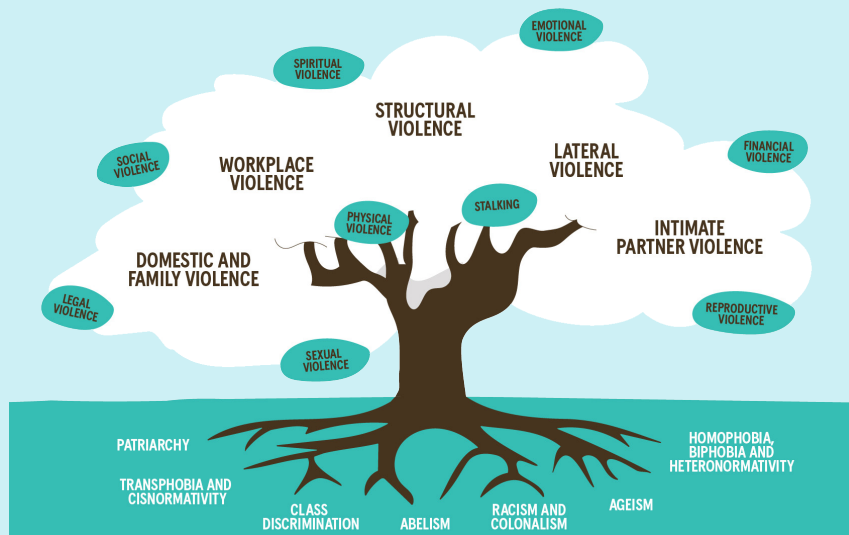
- Hon. Natasha McLaren Jones - NSW Minister for Families and Communities
- Hon. Natalie Ward - NSW Minister for Women's Safety and the Prevention of Domestic and Sexual Violence
- Hon. Bronnie Taylor - NSW Minister for Women
- Hon. Amanda Rishworth - Commonwealth Minister for Social Services
- Hon. Anne Ruston - Former Commonwealth Minister for Social Services
- Hon. Alastair Henskins - former NSW Minister for Families and Communities
- Ms Abigail Boyd, MLC - Member of the NSW Joint Select Committee on Coercive Control
- Hon. Mark Speakman - NSW Attorney General

SYSTEMS ADVOCACY:

- Response to the draft National Plan to end violence against women and their children.
- Submissions and input into NSW Government's Coercive Control exposure bill.
- Support for Rebbeck's review for NSW Department of Communities and Justice (DCJ) into SHS responses to COVID-19.
- Feedback on DCJ's Make No Doubt campaign.
- Participation in Monash University's Respectful Relationships Education National Stocktake.
- Participation in DAHLIA international research project on impacts of COVID-19 on specialist women's services.

There's No Place Like Home.

- Interview for the XY Financial Advisor podcast.
- Interview for Ladies Talk Money podcast.
- Ochre Ribbon Day with local First Nations women at Redfern Community Centre.
- Presentation to the Inner West Domestic Violence Committee on early childhood prevention.
- Panel member for the national launch of Our Watch's Change the Story 2nd edition.
- NAPCAN (National Association for Prevention of Child Abuse and Neglect) National Child Protection Week webinar.



In addition to WAGEC’s Primary Prevention activities, in early 2022, I was asked by the federal Minister for Social Services, the Hon. Anne Ruston and the former Victorian Minister for Women and the Prevention of Family Violence, the Hon. Gabrielle Williams, to be chair of Our Watch, the national organisation for prevention of violence against women and children. I’m deeply honoured to be able to bring the practice and wisdom from WAGEC’s work to the governance of such an important organisation.

WHAT IS AHEAD?

In the latter half of 2022, we kicked off an exciting new project that builds on the work that we undertook with the Moore Park Gardens Childcare Centre team – a project called All In that works with early childhood centres to deliver primary prevention activities. All In wouldn’t have been possible without the powerful and ground-breaking collaboration between WAGEC, Sharn and Zoe and the rest of the team from Moore Park Gardens Childcare Centre and Natalie Webster (former WAGEC Case Manager and staunch Gamilaroi woman) who dreamt up All In based on two decades worth of experience of working with children and families - we are so grateful for her contribution to WAGEC over the last 7 years. We look forward to sharing more details of the next iteration of All In in next year’s annual report.

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE



VIDEO: A 16-day campaign is underway against gender-based violence, urging us to "ask the question"

Posted Mon 29 Nov 2021 at 4:14pm



In a 5 part animated series, the Women's and Girls Emergency Centre hopes the campaign will educate and empower viewers to join the movement to end gender-based violence.

More on:

AUSTRALIA CHILDREN DOMESTIC VIOLENCE
FAMILY AND CHILDREN RURAL WOMEN WOMEN

Share

A 16-day campaign is underway against gender-based violence, urging us to "ask the question"

As part of 16 Days of Activism against Gender-Based Violence, we called on our community to #AskTheQuestion and then turn to our End Gender-Based Violence series for the answer.

We developed our End Gender-Based Violence series after identifying the need for quick, accessible, and educational videos that explain and answer:

1. What is gender-based violence?
2. What is the impact of gender-based violence?
3. How to prevent gender-based violence?
4. Healthy relationships and red flags.
5. Active bystanders and allies.

The campaign, which spanned from 25th November – 10th December 2021, identified that each of us have the power to question the gender inequalities we see in our everyday lives. For 16 days, we shared questions across social and public media, our website and electronic direct mail, to prompt the community to #AskTheQuestion.

- Why does dad always sit at the head of the table?
- Why does he get paid more than me when we are in the same role?
- Why can't my son wear nail polish?
- Why is gender-based violence a woman's problem to solve?
- Why does a man need to have a daughter to care about women's rights?
- Why can't I walk home at night like he does?
- Why are men deciding on the laws that govern the bodies of women, non-binary trans and gender diverse people?
- Why do people call her a slut and people praise him for sleeping around?
- Why did your mum have to take money out of her super during lockdown?
- Why does your girlfriend have to be the one to pay for or take contraception?

The campaign also provided guides on how to take action as an individual, workplace and school and resources to use across the 16 Days and into the future.

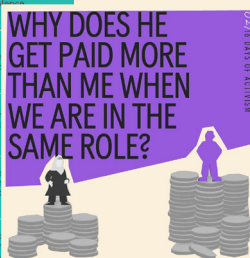
HOW CAN I BE A SAFE ACTIVE BYSTANDER OR ALLY?

- 1 → **RECOGNISE** red flags of an unhealthy relationship or domestic and family violence
- 2 → **RESPOND** by asking, listening, documenting, supporting, and standing up
- 3 → **REASSURE** the person you are supporting that violence is NEVER the fault of the victim-survivor
- 4 → **RESPECT** whatever decision they make to allow them to regain a sense of control over their life. They will not know what is safest.
- 5 → **REFER** by educating the person about the different support services available **1800 RESPECT**
- 6 → **RECOVER** by taking care of yourself. Domestic and family violence is upsetting and after hearing about it you may feel sad, angry, or helpless. Self-care is key.

WOMEN'S AND GIRLS' EMERGENCY CENTRE

If you want to join the movement to end gender-based violence in a generation visit wagcc.org.au

If you or someone you know needs support in Australia call **1800 RESPECT** (1800 157 732) or go to wagcc.org.au



#ASKTHEQUESTION CAMPAIGN

FUNDRAISING AND COMMUNITIES REPORT

CHLOE SARAPAS

Supporters make us stronger. In the 2021-2022 Financial Year, the WAGEC Community continued to show up for women and families as we all reconnected and adjusted to a different version of “normal.” After nearly three years of lockdowns,



changed plans and uncertainty due to COVID-19, the commitment and passion we see from supporters to helping end gender-based violence remains unwavering. It is their generosity integrated with the planning and efforts of our Fundraising & Communities team,

the dedication of WAGEC’s staff and the resilience of the women we support that make us strong now and sustainable into the future.

Our 2021-2022 non-government fundraising revenue totalled \$2,000,000, which was WAGEC’s most successful year in fundraising to date. This revenue included support from Trusts & Foundations, Corporate Partnerships & Support, Community Fundraising, Gifts in Wills, Regular Giving, and Individual Donations. This funding will deliver current and future programs that enable women and children to build safe futures.

In addition to these vital funds, the community gave \$467,061 in material support and our individual and corporate volunteers gave \$411,786 in time and pro bono services. We are grateful for each person who contributed in the past year – we need and appreciate your passion, strength, and support in all its forms.

\$2M

NON-GOVERNMENT FUNDRAISING
REVENUE RAISED

\$467,061

VALUE MATERIAL AID DONATED

50

COMMUNITY FUNDRAISING INITIATIVES

125

BUSINESSES THAT SUPPORTED WAGEC
THROUGH DONATIONS, VOLUNTEERING,
FUNDRAISING OR PRO-BONO SERVICES



While these numbers highlight the year’s success, it is the experiences we shared with our supporters that show the depth and strength in our community and the collective action that we took, and will continue to take, together toward social change and safer futures:

- At our third Walk for WAGEC, over 500 community members walked together and raised \$258,269 (three times the amount raised from our first Walk in 2019) so that women and their families can walk away from violence.
- During WAGEC’s move to our new Redfern premises, individuals and businesses gave time, expertise, material, and funds to help WAGEC create a trauma-informed and purpose-built space for women and families.
- 50 fundraising initiatives took place throughout our community, raising vital funds and starting important conversations about ending gender-based violence.
- 102 supporters shared their insights in our annual supporter survey, which helps to inform our community engagement and create mutual benefit for women, children and the WAGEC community.
- We continued building on our multi-year partnerships with Bras N Things, Pepper Money, and Stella Insurance, each of whom we work with in a multi-faceted way toward safer futures.
- We deepened ongoing relationships and welcomed new supporters and our special thanks goes to The Siddle Family Foundation, Macdoch Foundation, Oranges & Sardines, Paul Ramsay Foundation, The VGI Partners Foundation, The Hare Family, The Millett Family Foundation, Sydney Community Foundation, The Sky Foundation and Edward C Dunn Foundation. Along with many others, these supporters bring us a step closer to ending gender-based violence in a generation.

After completing our 2022 Fundraising Strategy, which exceeded our goal of doubling our fundraising revenue between 2019-2022, we are now excited to have embarked on our next three-year Fundraising Strategic Plan that seeks to continue year-on-year growth of our revenue and community of values-aligned donors, ensure WAGEC’s sustainability, provide an enriching experience to our supporters, and create meaningful social impact with our community while further developing and refining our feminist approach to fundraising. As is the case with all WAGEC’s work, we will not be able to achieve any of this alone.

Thank you to each of you who have helped build strength and resilience in WAGEC this year. We love working with you and we cannot wait to continue this journey together.



OUR WAGEC COMMUNITY OF SUPPORTERS

makes us
stronger.

MATEO, REGULAR GIVER

“WAGEC is a fabulous organisation. Domestic violence is an epidemic that has to be tackled and addressed as much as possible. Being able to donate to an organisation that serves to protect and empower individuals to find their sense of self and power makes me happy.”

YASMINE, REGULAR GIVER

“I’m proud to be a regular supporter of WAGEC. They’re doing great work on the ground supporting women and children today and educating society to create a safer, harmonious world for everyone tomorrow.”

HYRA, WAGEC FUNDRAISER

“Trying in a small way to make a difference in someone’s life so they know that someone cares about them and the world can be a special place”

REGAN, WAGEC FUNDRAISER

“I support WAGEC because as a man, I see it as an opportunity and my duty to end gender-based violence and inequality. A failure to do so, is a failure of my own humanity.”

DARYA, WAGEC FUNDRAISER

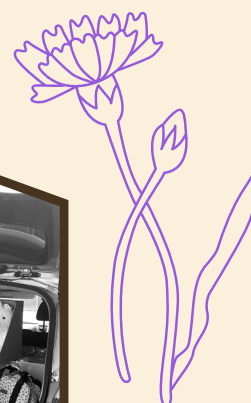
“Domestic and family violence is one of the greatest ‘hidden’ issues in society. It is time to end the violence, that is why I support WAGEC”

CATHERINE, DONOR

“Trying in a small way to make a difference in someone’s life so they know that someone cares about them and the world can be a special place”

FRAN, WAGEC FUNDRAISER

“I am glad I can be a part of a movement to change the lives of vulnerable people”



WALK FOR WAGEC

“What a beautiful community of engaged and passionate people. It really brings joy and hope to the world to see real advocates for change.”

Kay, In-person walker

“It was my first experience with WAGEC, and I was so happy to be involved. I enjoyed the flexibility option as was not sure if I would be available to attend on the day due to COVID-19 and having a family. My neighbour and I walked 10kms and used it as a time to discuss all things affecting women and mothers as well as experience nature. I felt amazing after the walk.”

Bonnie, Virtual walker



“What an amazing experience by an organisation that does so much for women and children in need. Blessed to have had the opportunity to be a part of something that is close to my heart. See you next year!”

Andrea, In-person runner

On 1st May 2022, the WAGEC community came together for the third year to walk so that women and children could walk away from violence. Walk for WAGEC 2022 was another enormous success with 719 participants who collectively raised \$258,915 for WAGEC's vital programs. Beyond the dollars raised, the overwhelming feeling of community connectedness was palpable on event day with groups of friends, workplaces, families, children, and dogs all gathered to stand in solidarity with WAGEC's vision to create safe and equal communities. Along with the incredible community who turned out to Centennial Park, Sydney, we also had participants walking and running virtually and raising awareness of WAGEC and gender-based violence in their own social circles, workplaces, and communities.

Thank you to Yvonne Weldon for her beautiful Welcome to Country and Her Excellency the Honourable Margaret Beazley AC QC for her impassioned speech on the day. To our generous event sponsors MBM, Centennial Parklands, ReLove, MaCher, Sydney Water, The Safety Officer, Shape, Primer, and Weld Stories, we could not have put on this event without your support. We also send our gratitude to the family foundation and anonymous donor who each matched \$30,000 in donations, totalling \$60,000 in funding, raised during Double Your Impact, the 72-hour gift matching period during the Walk for WAGEC campaign. A big thank you to our dedicated purple shirts - our WAGEC volunteers - who supported the event by setting up, processing registrations, selling merch, and coordinating participants. We feel so grateful to have you all as part of our WAGEC Community.

A final thanks you each of you who walked, fundraised, donated, and spread the word about Walk for WAGEC 2022. The funds raised are dedicated to our vital programs that build financial independence, nurture healing and wellbeing, enrich the lives of children and young people and prevent violence from happening in the first place. We look forward to welcoming you all back for Walk for WAGEC 2023.



\$258,915

RAISED

\$60,000

RAISED DURING DOUBLE YOUR IMPACT

85

TEAMS PARTICIPATED

72

VOLUNTEERS ON THE DAY

540

IN PERSON WALKERS AND RUNNERS

169

VIRTUAL WALKERS AND RUNNERS



“It was a wholesome family day where people seem to feel good about being a part of something so important and meaningful.”

Matthew, In-person walker



“It was such a wonderful experience, there was an incredible vibe and the community spirit strong. It made me feel very proud to be at WAGEC.”

Lulu, Client of WAGEC



PARTNERSHIPS

BRAS N THINGS

With one year under our belt, the WAGEC X Bras N Things partnership has grown from strength to strength as we continue to work together to create safe futures for women and children. Intersecting throughout all areas of our work, the partnership has been a steady source of support for both staff and clients at WAGEC.

In 2021-2022, Bras N Things have continued their corporate financial support to WAGEC's gender-based violence prevention work as well as supporting for our front line services through the donation of curated summer and winter care packs, both of which were designed in consultation with the women living in WAGEC's crisis accommodation sites.

A key tenant to the WAGEC x Bras N Things partnership is training delivery from WAGEC to 1307 (and counting!) Bras N Things and Hanes Group staff members internationally. This has included the development of bespoke training modules for new recruits on bystander intervention and healthy relationships and specialised training for retail and state-based/regional managers and leaders.

Another important aspect of the partnership that shone through was Bras N Things support of WAGEC's advocacy campaigns and appeals including Walk for WAGEC 2022, International Women's Day and 16 Days of Activism Against Gender-Based Violence. Whether it was through raising funds in-store, providing marketing and public relations support, participating in Walk for WAGEC or encouraging their national customer base to #AskTheQuestion and challenge the normalisation of violence in our community, the team at Bras N Things has lifted our voice and helped us move one step closer to ending gender-based violence in a generation.



Illustration by Elin Matilda Andersson

CHOICE

A big thank you to our long-standing supporters from CHOICE who have been steady fundraisers and donors for over three years now! It is thanks to the team from CHOICE that we can provide brand new technology, white goods and appliances to our clients and crisis refugees – crucial goods that make a tangible impact to the lives of women and families at WAGEC. The team from CHOICE also participated for another year in Walk for WAGEC, walking virtually and raising over \$8000 for women and children.



PEPPER MONEY

Our partnership with Pepper Money has always had a strong focus on WAGEC's programs and this year Pepper helped to fund our SEED Program for children and young people. Driven by the vision to support women, families, children and young people, in our three years of partnership so far, Pepper Money has engaged over 260 employees, donated 573 volunteer hours, totalling over \$25,000 in time volunteered, and raised over \$3,000 through employee initiatives in addition to the yearly program funding they provide.

In February 2022, we had the pleasure of working with many of Pepper Money's engaged staff members when our Director of Primary Prevention Moo Baulch delivered a session on primary prevention to some of the Pepper Team. We were also delighted to visit one of the Pepper offices in North Sydney for a panel discussion about WAGEC's work and the importance of corporate and community engagement.

Over the course of our partnership, through volunteering, fundraising, donation collections and practical support, Pepper Money has directly benefited the lives of over 400 women and children.

Our heartfelt thanks to the Pepper Team for your huge impact, we cannot wait to continue our work together supporting women and families into the future.



RELOVE

A big thank you to our long-standing community partner ReLove who helped furnish the homes of 103 of WAGEC's clients this past year.

While the prospect of moving out a crisis accommodation and into a new home is an exciting step in a woman or family's journey, it can also be extremely overwhelming, financially, logistically, and emotionally exhausting, especially for women who have children and are coming to terms with their next move. It is for this reason that we feel so lucky to be partnered with ReLove on an ongoing basis. Over the last year, ReLove have donated a total of \$947,000 in material aid to WAGEC clients – a phenomenal amount that has had a tangible impact on the lives of women and families by helping them move in and furnish a new home and created long lasting social change in the community. We look forward to continuing to work together to support our shared community.



STELLA INSURANCE

Over the past year, we entered a new chapter of our partnership with Stella Insurance, which aims to drive social change through support and empowerment of women and children. Over the course of the year, Stella Insurance generously donated \$5 from every new car insurance policy they sold to support WAGEC's Donations Program; a program that ensures women and families receive the essential items they need following experiences of crisis (whether that be non-perishable food, linen and towels, toiletries and technology). Stella's contribution totalled over \$34,000 in funds donated to WAGEC which will be crucial to providing much needed material aid and by extension, empowerment, dignity, confidence and hope to the women and children at WAGEC.

CORPORATE SUPPORTERS

SHEIKE

SHEIKE marked International Women's Day by donating \$1 from every transaction made online and in store to support women and children at WAGEC. Over the week of IWD, SHEIKE raised an incredible \$10,595 and to celebrate, hosted us to speak at their IWD event. Our heartfelt thanks to the team from SHEIKE for choosing to support WAGEC.

PRIMER

Primer has been a supporter of WAGEC for over three years; raising awareness through their online channels and collecting funds through fundraisers, donation drives and material aid. As a purpose-driven media company, Primer and their online community have raised a total of \$50,000 for WAGEC over the last three years and have undertaken extensive pro-bono work including providing public relations support, profiling, and photographing staff and creating digital content for social media. Their support makes us stronger, and we feel lucky to have them in as a key part of WAGEC's Community.

ALLENS

Allens Sydney Summer Clerks got creative and 'Moved for WAGEC' this year by walking, running, swimming, and cycling for 1734km to represent the number of women and children that WAGEC supported in 2020-2021. One star fundraiser even decided to run the word WAGEC through their local area and map it out on Strava! A big thank you to all the clerks across Sydney, for your creativity and commitment and for raising a total of \$12,506 for WAGEC!



It takes a community approach to end gender-based violence in a generation and collaboration with corporate supporters is key to WAGEC's work. In addition to the corporate supporters spotlighted, we would like to say a special thank you to GPT Group, Vivcourt, Frostbland, Lorica Partners, and the 125 workplaces and businesses who have supported WAGEC and given back to their community this financial year.

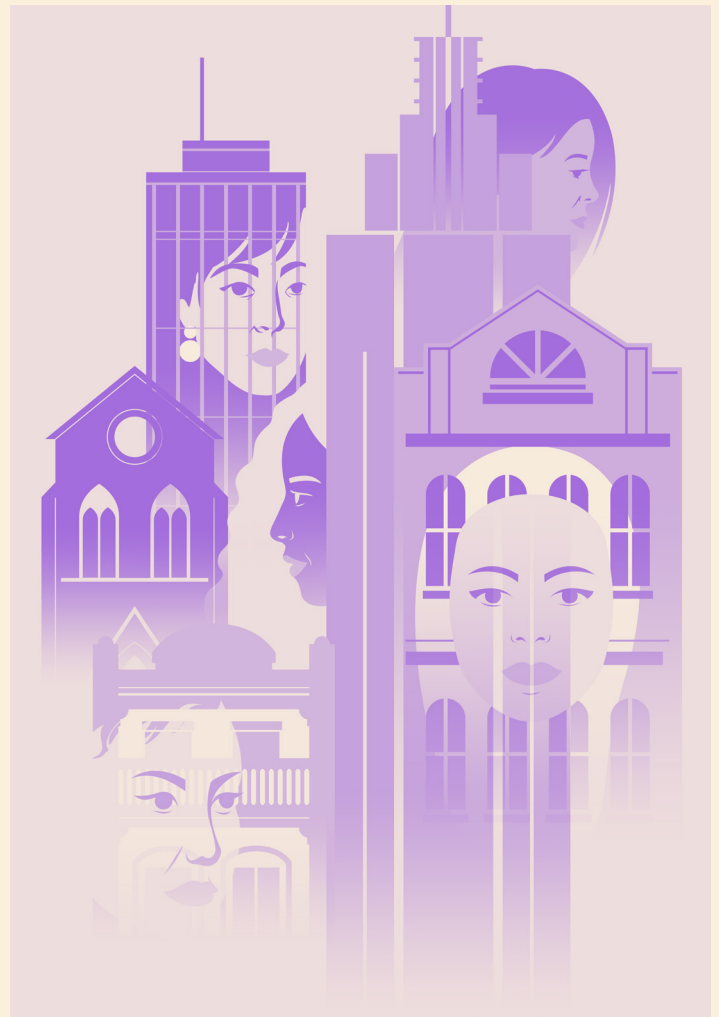


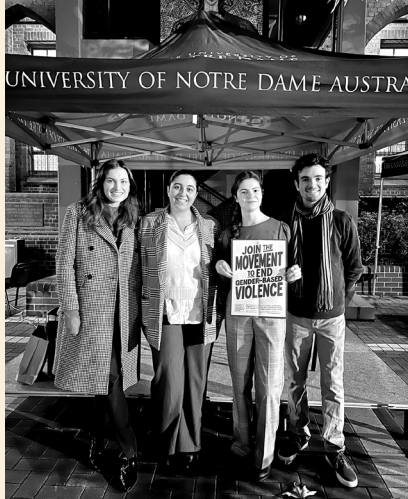
Illustration by Jessica Cruickshank

ICAP

This year we were lucky to be nominated and chosen as one of the charities for ICAP's Charity Day! This is a day where the team from ICAP donate their revenues and commissions to positively change the lives of people in the community. This year, ICAP raised a total of \$25,000 for WAGEC, a phenomenal amount of funds that will support women and families at WAGEC.

COMMUNITY FUNDRAISING

Every year we are blown away by the creativity, innovation, and commitment of our community fundraisers in their efforts to raise funds and awareness about WAGEC. Along with the brilliant community fundraisers highlighted here, WAGEC sends our special thanks and gratitude to Gabbi



Lancaster's Moon2Moon creativity experience, the University of Notre Dame's Winter SleepOut, the students at Sydney University's Women's College and St John's College who supported us through their Annual Cake Auction and Lights on the Lawn event, the Darling Harbour Rotary's International Women's Day event, Chloe

Rose Gauntlett's Move your Body Challenge and Goodspace, who held an incredible exhibition with proceeds going to WAGEC and everyone who participated in the 50 community fundraising initiatives throughout the WAGEC Community this year. Fundraisers like you make the work we do at WAGEC possible, and we cannot thank you all enough.

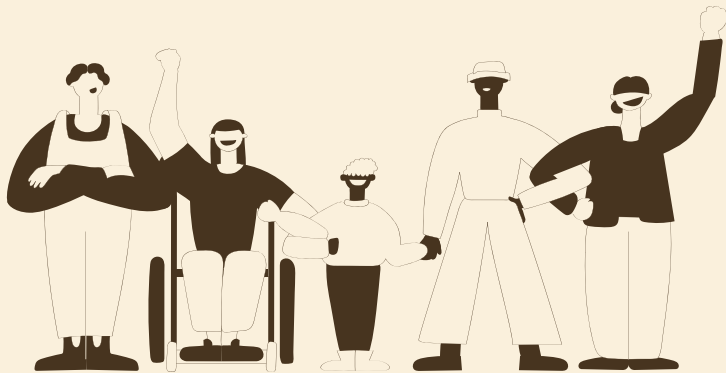


Illustration by Rebecca Cini

RAMBLIN' RASCAL TAVERN

A big thank you to one of our most consistent fundraisers, the Ramblin' Rascal Tavern, who support WAGEC through their weekly meat raffle! This past year the team, along with their dedicated community of punters, raised over \$5,000 for WAGEC. We look forward to your weekly posts about WAGEC and how much your community gets onboard to support the work we do. It is regular, consistent fundraisers like you who make the work we do possible.

SCLAA

A huge thank you to The Supply Chain & Logistics Association of Australia (SCLAA) who held an International Women's Day fundraising breakfast event this year in support of WAGEC. In alignment with their theme Building Resilience, WAGEC's CEO Helen Waters Silvia spoke about the resilience of the women and children we support every day at WAGEC. The event raised over \$10,000 for WAGEC and was a beautiful celebration of community strength.

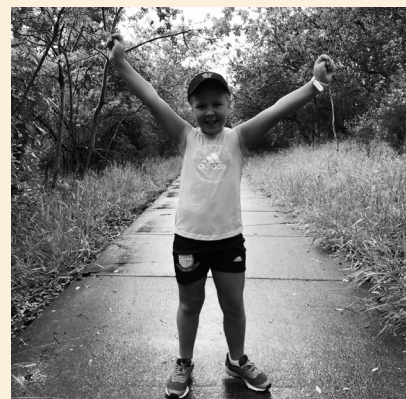
ANTIPODES

Antipodes has done it again! In their most recent fundraising efforts for WAGEC, the team has completed two long distance historic rallies in cars over 30 years old! Liz, Greg, Marijke, and Jim set off in October with the goal of raising \$10,000 for WAGEC. They will finish their rally at the end of this year after completing the 2022 Historic Endurance Trial and the 2022 Perth-Sydney Marathon.



LIV'S RUN FOR WAGEC

Can you imagine being 8 years old and running 100km and raising \$10k for charity? This is what the incredible little Liv did with the support of her friends, family, and community. Over the period of 8 months Liv ran in support of the children and young people at WAGEC. In November 2021 we were delighted to watch her run her last 5km in Centennial Park with her friends and family cheering her on. A big thank you to Liv for her outstanding fundraising efforts, we cannot wait to see where your little feet take you next!



VOLUNTEER PROGRAM

What another incredible year for WAGEC Volunteers! Every year, it gives us immense pleasure to report that our community of dedicated volunteers continues to grow both in numbers and capacity to support women and children at WAGEC. As our volunteer program now enters its third year, we are honoured to have witnessed 330 wonderful volunteers and over a dozen workplaces support women and families at WAGEC in

\$411,786

VALUE IN TIME VOLUNTEERED

330

VOLUNTEERS

6611

VOLUNTEER HOURS

a multitude of ways from the point of crisis to the time they exit our service.

Some highlights from this year's volunteer initiatives have included:

- Volunteering to help with SEED Program activities
- Coming together on 1st May in a sea of purple t-shirts in the early hours of the morning to set up and support Walk for WAGEC
- Helping our teams and sites with donation sorting and delivery
- Providing administrative support
- Organised and posting out merchandise from WAGEC's shop
- Completing handyperson work
- Offering specialised legal advice
- Providing dental work
- Delivering yoga workshops
- Supporting event coordination

Much like every other aspect of our professional and personal lives, the pandemic has inevitably impacted volunteer work across the sector over the last three years. As we navigated our way through all the fear and confusion surrounding COVID-19 and did what we could do to keep our clients and team safe, our volunteer programs were either shifted online or suspended indefinitely. Throughout this time, however, an invaluable source of support, connection and mutual benefit for our clients, staff and volunteers alike never faltered, with volunteers continuing to show up and support a cause they believe in. We extend our heartfelt gratitude out to each of our incredible volunteers who remained wholly engaged with WAGEC from a distance during this difficult period - all their passion, commitment and flexibility has had such a huge contribution and will be remembered for years to come.

As the world now enters its post-pandemic recovery, we are excited to look forward to the future and work together to ensure there are brighter, better things to come for the women and families we support. WAGEC's volunteer program is no exception. While we acknowledge the sector now faces the challenge in reinvigorating volunteering, WAGEC is wholeheartedly committed to rising to it.

Bring on 2023 - we hope to see you there!



CORPORATE VOLUNTEERING

WAGEC is delighted to have received support from over a dozen workplaces who have attended our crisis refuges for working bee days or provided pro bono support and skilled volunteering. In addition to the workplaces highlighted below, we would like to say a special thank you to Minter Ellison, who have continued to provide significant pro bono services to WAGEC this past year, and each of the businesses and employees who have given time, skills and expertise to WAGEC in 2021-2022.

MIRVAC

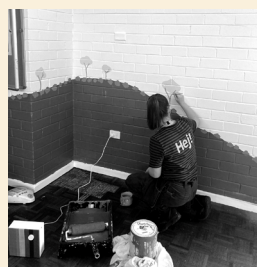


A big thank you to Mirvac and the team who completed a volunteer working bee at one of our transitional accommodation sites earlier this year to help a mum of

four clean up and move out. The house was left spotless and was a huge help to a mum of four who was facing a potential \$1000 fine for not leaving the property empty, despite only being given a couple of days to clear it out. It is times like this that we really could not do our work without the support of volunteers. A big shout out to the Mirvac team for their enthusiasm and dedication towards creating safe futures for women and families.

IKEA

A big thank you to the Ikea team of seven volunteers who helped redesign and renovate one of our crisis accommodation site's dining hall and 'zen' room in June 2022. We're so grateful for your project design, coordination of contractors and generous donation of beautiful new furniture - the project truly transformed the space! It is thanks to supporters like you that we can continue to keep our refuge environments clean, child-safe and empowering for the women and families living in crisis.





WAGEC VOLUNTEERS

support us
to create
safe futures
for women
and families.

JESSIE, WAGEC VOLUNTEER

“Supporting WAGEC allows me to sleep better at night knowing that I contribute in my own small way to assisting Australian women and children.”

EVELINE, WAGEC VOLUNTEER

“Being a supporter of WAGEC is great. I feel very fortunate to give time each week to an organisation that is so passionate and effective in how it supports and cares for women and children experiencing homelessness and domestic violence. It truly is a privilege to work with the incredible staff and other volunteers.”

JORDAN, WAGEC VOLUNTEER

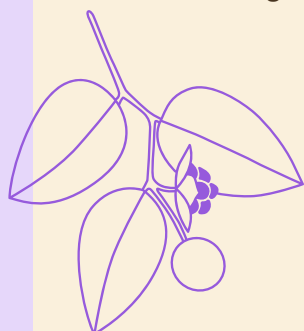
“I have learnt that you can never make an assumption about a person you do not know, the women I have worked with teaching to cook are so unique and special. To me community means coming together, team members, volunteers, staff all working together to make families feel safer and to hopefully create a loving experience.”

CAMILLIE, WAGEC VOLUNTEER

“I got sick of reposting statistics and infographics on social media because I couldn’t see how I was actually helping anyone. After the last two years, much felt futile and an unpleasant apathy for the state of the world had arisen in me. I wanted to reconnect to my community, and to do something for the better of those that surround me. Ever since my first shift - I fell in love with the warmth, sincerity, generosity and welcoming space that is WAGEC. I feel privileged to be a part of such an incredible place that does so much good. Volunteering with WAGEC has irrevocably altered my outlook and my career direction - I can confidently say it has quickly become a favourite part of my week.”

IVETA, REGULAR VOLUNTEER AND ACCESS MENTOR

“I am glad I can contribute to a community of people driving social change.”



REDFERN OPENING

“The Redfern support office was the first place I went after I left. I had walked past the building before and noticed the sign, ‘Women’s and Girls’ Emergency Centre.’ I remember thinking, ‘If I ever leave, this will be the place I go.’ When I rang the front doorbell two weeks later, a woman came to meet me at the door. She asked me ‘do you want to come in for a cuppa and a chat.’ I didn’t even have to say anything, she just knew I needed help.”
Nat



After a year of being settled in our new Redfern space on George Steet, colloquially now called ‘The Fern,’ we were finally able to welcome the WAGEC community in an open day to see the space and celebrate WAGEC’s next chapter of supporting women and children.

A special thank you to Yvonne Weldon AM for her moving Welcome to Country, Brendan Kerin for leading the morning’s smoking ceremony and the wonderful Buuja Buuja Butterfly Dance Group who performed a traditional dance. Thank you to everyone in our wider community who came and helped us celebrate. It felt special and important to finally connect in person, meet new faces and welcome in old faces after what has been an unpredictable couple of years.

We would also like to thank the Metropolitan Local Aboriginal Lands Council, who are the owners of WAGEC’s new Redfern office, and acknowledge their ongoing custodianship of the building. We feel honoured and privileged to work in a space so connected to the Redfern community.



“I have two small children so going anywhere is hard. But when I first arrived at WAGEC, after a week in a hotel, the ladies at Redfern knew exactly what my kids needed to stay entertained. This meant I could sit with a worker and go through my options. It meant I was able to concentrate and not worry about if they were okay. The next day I moved into one of WAGEC’s crisis refuges.”
Wendy





“When I arrived, all I had was a small bag and my suitcase. I had been staying a friend’s house for over two months and she had told me I needed to move out soon. I was scared and still in denial that I needed help. I didn’t even know what my options were. As soon as I walked into WAGEC in Redfern, a worker asked me if I would like something to eat and if I needed any toiletries or fresh undies. I had expected to walk in and begin filling out paperwork but when she asked about these smaller things it just made me slow down and realise that someone cared about my needs as person not just as a box to tick. It was the woman at the Redfern office that made me feel less scared about what I needed to do next.”

Kirra



THANKS TO OUR SUPPORTERS

OUR PRIMARY FUNDER



Communities
& Justice

OUR DONORS AND SUPPORTERS

- Abacus Property
- Accru Felters
- Aesop
- Aje
- Alexander & Co
- Allens
- Are Media
- Australia Post
- Australian Banking Association
- Australian Graphic Design Association (AGDA)
- Australian Payments Network
- Australian Performing Arts Grammar School
- Bespoke Financial Advisory
- Bloom Pty Ltd
- Bloomberg
- Blue Jacar
- Bondi Hardware
- Bonds
- Botica Family
- Bourke St Public School
- Bras N Things
- Brie Leon
- Bubify
- Built Construction
- Bunnings
- Byora Foundation
- Canada Bay Council
- Canva Foundation
- Centennial Parklands
- Chambers Russell Lawyers
- Choice
- City of Sydney
- Clifford Chance
- Coca-Cola Amatil
- Coffey Family Foundation
- Commonwealth Bank
- Cr Vincent De Luca OAM
- Curatorial and co
- Darling Harbour Rotary Club
- Deloitte
- Department of Social Services
- Design Nation
- Diageo
- DXC
- Emerson Health
- EMF Griffiths
- Energetics Pty Ltd
- ERAN Pty Ltd
- Fat Poppy Coffee
- FLK IT OVER
- Frostbland
- Gadens
- Glenmore Hotel
- Gowrie Erskinvill Early Childhood Education and Care
- Grifter Brewing Company
- Hatchery Hub
- Hidden Door
- HMAS Brisbane
- Hotel Harry
- How We Roll
- Humming Puppy
- ICAP
- IKEA Rhodes
- Infrastructure NSW
- Inner West Council
- IntoWork
- ITV Studios Australia
- John Holland Group
- Kambala
- Kylie Kwong
- Laing O'Rourke
- Lander & Rogers
- Leif
- LemonAID
- Lendlease
- Lewis & Bolland
- Lorica Partners
- Lotus Dining Group
- Lovekins
- Lowenden Foundation
- Macdoch Foundation
- MaCher
- Maurice Blackburn Lawyers
- MBM
- Megan's Vegan Eats
- Millett Family Foundation
- Minter Ellison
- Mirvac
- Monday Hair Care
- Mott Macdonald
- Multiplex
- Nandos
- Next Gen Health and Lifestyle Club
- North Sydney Girls High School
- One Daydream
- One Sydney
- Oppil Bar
- Oranges & Sardines Foundation
- Paul Ramsay Foundation
- Pedestrian Group
- Pepper Money
- Primer
- Rachel Emma Ferguson Foundation
- Ramblin' Rascals
- Randwick OOSH
- ReLove
- Resident Medical Officers Association - RPA Hospital
- Ritmo BCN
- Rocket Agency
- Rose Bay Rotary Club
- Sekuro
- Service NSW Haymarket
- Sheike
- Sheridan
- Sofas International
- St Catherine's School
- St John's College
- St Andrew's College
- Stella Insurance
- Stoneturn Mortgage Broking
- Strathfield Council
- Street Smart
- Styling Project
- Summers Family Stewardship Trust
- Sunshine Inn
- Supply Chain and Logistics Association of Australia (SCLAA)
- Sydney Community Foundation
- Sydney University Women's College
- Sydney Water
- T Rowe Price
- Tatiana Active
- TEAM LEWIS
- The Cut Agency
- The Edward C Dunn Foundation
- The GPT Group
- The Hive Bar
- The Kindness Giving Circle
- The Protective Group
- The University of Sydney
- The VGI Partners Foundation
- Thomas Hare Investments Pty Ltd
- Thread Together
- Transdev
- Trend Micro
- Two Good
- Ultrasound Care Australia
- University of Notre Dame
- University of Technology, Sydney
- Utturn
- Van Der Veen Estate
- Vivcourt
- We.Recruit Group
- WeirAnderson Foundation
- Weld Stories
- Wesley College, The University of Sydney
- Westpac Foundation
- WestpacGroup
- Wilson Asset Management
- You Can Sit With Me