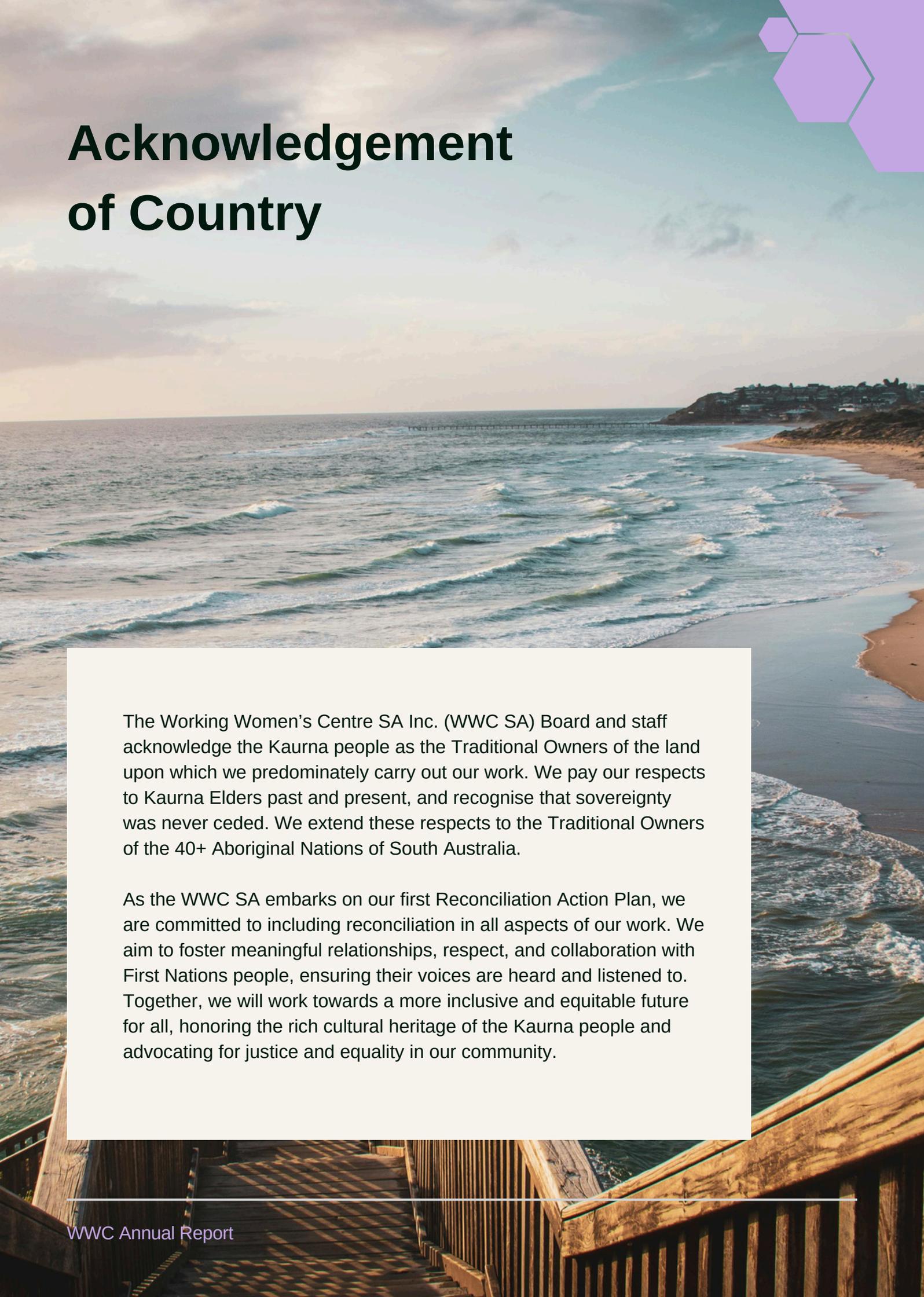


# ANNUAL REPORT

01 July 2024 - 30 June 2025

Working Women's Centre South Australia Inc

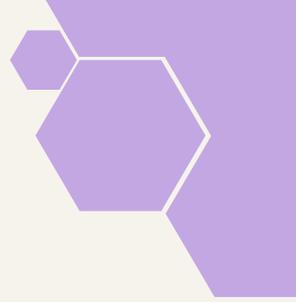




# Acknowledgement of Country

The Working Women's Centre SA Inc. (WWC SA) Board and staff acknowledge the Kurna people as the Traditional Owners of the land upon which we predominately carry out our work. We pay our respects to Kurna Elders past and present, and recognise that sovereignty was never ceded. We extend these respects to the Traditional Owners of the 40+ Aboriginal Nations of South Australia.

As the WWC SA embarks on our first Reconciliation Action Plan, we are committed to including reconciliation in all aspects of our work. We aim to foster meaningful relationships, respect, and collaboration with First Nations people, ensuring their voices are heard and listened to. Together, we will work towards a more inclusive and equitable future for all, honoring the rich cultural heritage of the Kurna people and advocating for justice and equality in our community.



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# Objects

The principal purpose for which the Association is established is to be a charity whose purpose is the relief of poverty, suffering, distress, misfortune, disability, and helplessness in the context of women in the workplace.

The Association pursues its principal object by:

**2.1** Enhancing women's participation in and contribution to workplace arrangements that improve their economic prosperity and welfare, focusing in particular on:

**2.1.1** women working in areas which may be precarious and/or low status employment, casual and part-time employment, award-free areas, homebased employment and low paid work;

**2.1.2** Aboriginal and Torres Strait Islander women;

**2.1.3** Women from non-English speaking backgrounds;

**2.1.4** Women who have a disability;

**2.1.5** Women in regional, rural and remote areas;

**2.1.6** Women with family responsibilities;

**2.1.7** Women on visas;

**2.1.8** Women of mature age;

**2.1.9** Young women, and;

**2.1.10** Such other people as may experience particular disadvantage in the workforce.

**2.2** Increasing women's knowledge of the legal, policy, and institutional frameworks that promote workplace reform; fair and efficient arrangements for remuneration; employment conditions, and; working patterns in a safe working environment.

**2.3** Providing a safety net of industrial relations related services including by providing legal services to women who are otherwise unable to access them and participate effectively in the labour force.

**2.4** Enhancing work-related services provided by other organisations to women.

**2.5** The Association may do all such other things as may be incidental to the attainment of the principal object.

# People

## Working Women's Centre South Australia

<b>Director</b> Nikki Candy	<b>Advocacy and Education Manager</b> Maddie Sarre
<b>Deputy Director</b> Anne Purdy	<b>Advocacy Officer</b> Emma Webb
<b>Principal Lawyer</b> Emma Johnson	<b>Education and Training Officers</b> Emma Ashley Maddie Diamond
<b>Senior Lawyer</b> Alice Bitmead	<b>Communications Officer</b> Thais Martins
<b>Lawyers</b> Corinne Grant Angela Scarfo Dharani Rana Grace Hensel Caitlin Feehan	<b>Finance Officer</b> Jacqueline Shaw
<b>Legal Assistant</b> Morgan Archinal	<b>Client Services Coordinator</b> Sarah Devenport
	<b>Executive Assistant</b> India Candy Genevieve Carey

## WWC Board

<b>Chair</b> Ann-Marie Hayes	<b>Treasurer</b> Wan Zhang	<b>Community Representatives</b> Claire O'Connor SC Melissa Stokes
<b>Deputy Chair</b> Isobel Phoebe Montgomery	<b>Union representatives</b> Louise Firrell Roushan Walsh Meredith Farmer	<b>Small Business representative</b> Sarah Gun
<b>Secretary</b> Claire Thomson		

## Working Women's Centre Australia

<b>Chief Executive Officer</b> Abbey Kendall
<b>Advocacy and Policy Officer</b> Aira Firdaus
<b>Policy and Administration Officer</b> Kirsty Faulder
<b>Communications Officer</b> Thais Martins
<b>Finance Officer</b> Jacqueline Shaw





# Chair's Report

BY ANN-MARIE, CHAIR

As predicted, we have had a busy but positive year of expansion, and hard work! This last financial year brought with it ongoing change and a significant growth in the size and function of WWC SA as foreshadowed in last year's report.

We now have a stable and highly effective leadership group with Director Nikki Candy and Deputy Director Anne Purdy leading the Centre management team.

From a board perspective is it heartening to see the three areas of work all funded and functioning at a high level – Training & Education, Advocacy and Legal. We agreed that our focus this last year in WWC SA would be stability and consolidation and where possible this has occurred, apart from inevitable Board and staff changes.

A big thank you to Director Nikki Candy who has provided such diligent and careful leadership through a time of significant development and growth.

## **Reconciliation Action Plan (RAP)**

The completion and launch of the Reconciliation Action Plan (RAP) has been a significant milestone for us at WWC. Thanks to our staff RAP working group, Board discussion, and amazing work from Nicole Gollan from Nik & Co - we now have a tailored reconciliation vision with actions.

Thank you to all the staff who have been involved over time in developing such an important and critical piece of work for the Centre.

## **Governance**

The Board has continued to have a focus on governance this year and to that end have undertaken further workshops and a timely review of our constitution following a Board workshop in July. This has now been completed with a big thank you to Claire Thompson who has led the review from the Board, with additional assistance from Board member Claire O'Connor SC and our Director, Nikki. Thank you to the whole Board for the enormous contribution, your insights, energy, work and thoughts over the last year - your commitment and contribution to the organisation are highly valued.

As you will see from the Financial and the Director's report, WWC SA have fulfilled all funding and accreditation requirements and continue to function well and remain compliant on all administrative and financial matters.

## **WWC Australia**

WWC SA auspices the interim subcommittee leading Working Women's Centre Australia (WWCA) and provides oversight and direction in both strategic and financial areas. I have continued to chair the subcommittee this year with Claire Thompson (Board Secretary of WWC SA) and we have representation from Working Women's Centre's across Australia, with a clear operational plan ratified by the WWC SA Board.

The development of a peak for Working Women's Centres has been both exciting and a lot of hard work by Abbey as CEO and the small team comprised of Kirsty, Aira, Thais and Jacqui. WWCA has a coherent, strong network of Working Women's Centre Directors across Australia with agreed focus areas. A draft constitution has been developed, and further tasks have been identified to ensure that within the next six months there will be a stand-alone WWC Australia peak!

Well done to Abbey and the whole team. It is such a privilege to be involved in the development of a new and important peak for working women and vulnerable workers across Australia.

## **Farewell & thank you**

To that end we say farewell & thank you to Board members who have left us this year:

### Board Office bearers

Wan Zhang – Treasurer for the last three years. Your diligence and knowledge of finance and accounting practice have been very much appreciated.

### Board members

Sarah Gunn - thank you for your input on small business and the broader not for profit sector.

Claire O'Connor SC- thank you for your knowledge and expertise of the law and broader networks within the legal systems.

Meredith Farmer – Thank you for bringing your knowledge and expertise around the intersection of unionism, feminism and education.



# Director's Report

BY NIKKI CANDY, DIRECTOR

This year has been one of transformational change for the Centre. At the end of the previous financial year we received the exciting news that the WWC SA had secured new funding from the Department of Employment and Workplace Relations (DEWR) to expand the Centre's services. In addition, we received further incredible news that WWC SA had also won the tender to establish the national body for Working Women's Centres; WWCA.

In June 2024 WWC SA's then Director Abbey Kendall was appointed CEO of the brand-new WWCA, vacating the directorship of SA. I was fortunate to win the role of Director of WWC SA and from July 2024 accepted the challenge of leading the Centre through a significant period of change.

In the months following the funding announcement, the upscale of the Centre commenced and we saw a change of leadership, the introduction of a completely new organisational structure (with additional levels of management and new positions created that had never been performed in the Centre before), and an overall doubling of the total number of staff members. From July to October 2024 we recruited, inducted, and trained 12 new staff members, while packing up the office at Station Arcade and moving to our beautiful new office space at 81 Flinders Street to accommodate our growing team.

At the same time, we were embarking on implementing our first Reconciliation Action Plan, reviewing and amending our constitution, commencing a database upgrade project, running the Centre's first ever sexual harassment matter in the Federal Court of Australia, reviewing and implementing our new education and training strategy, undertaking a trial of a four-day work week, and negotiating our enterprise bargaining agreement.

The volume and pace of the work I inherited is a testament to the Centre's ambitions under Abbey's leadership. In five years under her direction, WWC SA became an accredited community legal centre and legal practice, diversified its funding streams, increased funding by approximately 350%, and grew from a staff group of six to twenty-two. Abbey's incredible leadership left WWC SA in the strongest financial position it's ever been in, with a plan for expansion laid out in front of us, and two extra-large boots to fill.

Abbey's vision, tenacity, and dedication to the broader mission of Working Women's Centres was pivotal in securing funding, not only for SA and the national peak, but also for the establishment of centres across other states and territories. While this achievement was collective, Abbey's leadership was central. Abbey leaves a legacy of remarkable achievements and I'm grateful to have had the opportunity to work alongside her, learn from her, and to have picked-up a lifelong friend.

In September 2024, the Centre welcomed Anne Purdy to the role of Deputy Director. Anne's exceptional standard of work and professionalism have been an asset to both the Centre and to me personally, providing strong leadership, strategic insight, and invaluable support during a period of significant organisational growth and change.

After a year of significant transformation and growth, the Centre is now entering a period of consolidation and stability. With our expanded team, new structures, and systems in place, we are focused on embedding sustainable practices, strengthening internal processes, and ensuring that our services continue to be delivered at the highest standard. This next period will allow us to build on the foundations established over the past year, support our staff in their roles, and provide a stable platform for the Centre's long-term impact and success.

At the end of June, the Centre proudly launched its new Reconciliation Action Plan, marking an important step in our ongoing commitment to reconciliation. The plan provides a clear framework for strengthening relationships with First Nations peoples, embedding cultural respect into our work, and ensuring our services are accessible, inclusive, and responsive. This milestone reflects our dedication to creating meaningful change within our organisation and the broader community, and we look forward to implementing the actions outlined in our plan.

The Centre's three year funding agreement from the Fair Work Ombudsman's Community Engagement Grant Program ended on 30 June 2025. The Fair Work Ombudsman has introduced a new grant program, Cooperative Initiatives Grant Program and applications for funding under that program were due to be submitted in August 2025. WWC SA made an application for funding under the new program with a project to increase our capacity to assist migrant workers in partnership with the Australian Migrant Resource Centre. We expect to receive news of the outcome of the application in November 2025 and we're hopeful we will continue to receive funding from the Fair Work Ombudsman.

It has been a mammoth year for the Centre that has asked a lot from our staff and Board members. I would like to give a big thank you to all WCC SA staff members. We have asked the staff to accept and adapt to a huge amount of change over the past year.

We've had changes to our leadership, organisational structure, staff make-up and size, and even location. The WWC SA team are passionate, skilled and continue to step-up to every challenge that comes before them, while consistently delivering the Centre's services for our clients.

I would also like to thank the Board for all their hard work and commitment to the Centre's mission and objectives. Our Board members are volunteers. All the work and time they commit to the Centre is because of their passion for the Centre's work, and dedication to improving the lives of working women. I would also like to thank them for their ongoing support and belief in me to do this big job. A special thank you to our Chair, Ann-Marie Hayes, for fielding so many phone calls and requests for advice from me.

We extend our sincere thanks to our funders—Fair Work Ombudsman, Office for Women, Attorney-General's Department of South Australia, and Department of Employment and Workplace Relations—for their continued support for the Centre and the work we do.





# Treasurer's Report

BY WAN ZHANG, TREASURER

I am pleased to present the Treasurer's Report for the 2024–25 financial year. This has been a year of major strategic growth, reflecting the continued trust of our funders and the Centre's strengthened national relevance in protections for working women.

The Centre's total revenue for the year reached close to \$3.2 million, a substantial increase from the \$1.8 million recorded in the previous year. This significant increase primarily came from the Department of Employment and Workplace Relations, which — included allocations not only to support WWCSA's state-based operations but also contributions to the national Working Women's Centres body, marking a pivotal moment in the Centre's leadership role across the country.

In addition, fee-for-service training income almost doubled, increasing from approximately \$60,000 in 2023–24 to over \$110,000 in 2024–25. This growth clearly reflects the strong uptake of our workplace education programs, and the Centre's success in community legal education and employer training on gender equity, workplace rights, and respectful workplaces.

In line with the expansion in service delivery and scope of operations, employment and operational costs increased proportionately. These increases were anticipated and carefully aligned to program outputs and funding agreements, following our established discipline of monthly financial monitoring against budget.

I am pleased to report that the Centre concluded the 2024–25 financial year in a balanced position with a small surplus. Looking ahead, we are energised by the continued opportunities to influence systemic change through our work — both in South Australia and nationally.



# Legal Report

The 2024-2025 year saw Emma Johnson move into the role of Principal Lawyer, and Alice Bitmead take on the role of Senior Lawyer. In October 2024 Corinne Grant joined our team as a lawyer.

Emma led the team through a busy year during which we represented clients in multiple jurisdictions, including the South Australian Employment Tribunal, the Fair Work Commission, the Equal Opportunity Commission and the Australian Human Rights Commission. In addition, the team worked to resolve disputes relating to conditions and entitlements that resulted in our clients remaining in their workplaces with the safe and supportive working environment that they deserved: for these women, the return to a safe and secure workplace was the ultimate achievement. This year as well, we ran our first case in the Federal Court of Australia, instructing barristers to represent our client in a significant matter involving underpayment, sexual harassment, and discrimination. After eight days of hearing, the judgment is now reserved.

In June, the legal team held a planning day to reflect on their work and strategise for the year ahead. With our Centre's rapid growth and recent recognition as a community legal centre, the need for new systems, processes, and precedents has become clear. Every member of the team has shown a deep commitment to continually improving our legal work, contributing generously and tirelessly to strengthening our practice. We are excited to continue this work.

Just outside of this reporting year in August, we were sad to farewell Emma as she departs her role as Principal Lawyer and now moves to contribute her skills to the Independent Education Union. Emma's leadership of the team was marked by deep empathy for our clients and a steadfast commitment to feminist principles, setting a tone of compassion and integrity across our work. While we are sad to say goodbye, we know Emma will be an asset to the union members she now serves.

Happily we were able to recruit our new Principal from within our existing team and welcomed Corinne to this role. Corinne brings tremendous energy to her work; she is absolutely passionate about winning the best possible outcomes for our clients. We're excited to see Corinne step into her leadership role and look forward to the impact she'll continue to make as she grows and thrives in it.

## Law Student Volunteer Program (LSVP) 2024/2025

Law Student Volunteer Program (LSVP) was introduced by the Centre in 2022/2023 and was designed to provide law students and recent law graduates with firsthand experience working with clients and assisting with legal matters in a community legal centre.

The LSVP required law students in their final or penultimate year of law school to commit to volunteering one day per week at the Centre for the duration of the university semester.

Client Service Coordinator, Sarah Devenport, and Lawyer, Angela Scarfo assisted in the coordination of the program. The program was designed to train law student volunteers to undertake initial client intake and assist the legal team with appropriate legal tasks.

The program aimed to offer the law students the opportunity to witness the full life cycle of client's legal claim at the Centre. A typical day for our volunteers might include:

- Responding to new enquiries for requests for legal assistance received via telephone or web inquiry;
- Booking appointments for new clients with our legal team;
- Observations of legal advice appointments, conciliation conferences and court appearances by Centre lawyers;
- Drafting legal documents, including letters to clients and documents for commissions and tribunals;
- Legal research; and
- Calculating underpayment of wages claims.

In Semester 1, 2025 the Centre hosted law student volunteers Martha Trayans and Violetta Challis. We are incredibly grateful for Martha and Violetta's commitment to assisting clients of our Centre and thank them for generous contribution to the Centre's work.

Due to changes in our funding obligations effective 30 June 2024, the Centre has ceased the LSVP while we review our capacity to host volunteers and plan the recommencement of a volunteer program in our Advocacy Team in 2025/2026.

## Practical Legal Training Students

The Centre was pleased to host Jade Standish as she completed her Practical Legal Training placement with us as part of her Graduate Diploma in Legal Practice through the College of Law. During her time at the Centre, Jade made a valuable contribution to the work of our legal team. It was a privilege to work alongside Jade during this important stage of her career, and a special honour for our Director, Nikki Candy, to move her admission to practice.



# SNAPSHOTS

# STATISTICS

We opened

**191**

legal cases

We held

**1496**

legal advice  
appointments

This year we recovered  
a total of

**\$944,874**

for our clients!

This amount includes unpaid wages, general damages for sexual harassment and discrimination complaints, and compensation for clients who were unfairly dismissed or terminated from their workplace.

# CLIENT TESTIMONIALS

“ —

I felt protected and supported by the service. It helped me understand my rights, which is so important—especially in situations where we feel vulnerable or treated unfairly. Sometimes, due to a lack of knowledge, we don't have the opportunity to defend ourselves. Fortunately, this service was recommended to me, and it was excellent. They were attentive to my case from beginning to end. Even though I had some language limitations, they were always professional and supportive. I'm truly grateful, and I believe every woman should have access to this kind of help.”

“ —

The service was very supportive, informative and very professional. everyone that I had contact with were kind and very thoughtful.”

“ —

I would like to express my sincere appreciation for the support I received. The Client Services Officer, was incredibly helpful—promptly providing clear and relevant information sheets that addressed my concerns. The lawyer I spoke with, was deeply empathetic. She listened attentively, validated my experiences, and offered thoughtful and practical legal advice.”

“ —

I'm forever grateful for the assistance I received, and without your help, I wouldn't have been able to obtain justice for what the management did to me.”

## Outreach and Community Legal Education

Our purpose for our outreach over the past financial year was to build the power of workers and reduce exploitation, through targeted rights-based and critical education for workers. We met all our requirements for outreach under grants and made many positive connections with other community organisations.

We ran 16 workshops, stalls or presentations to groups of workers about their rights in the workplace. Groups included: IntoJobs, TAFE SA, Women's Information Service, University Senior College, YouX Uni of Adelaide, MAX Solutions, Adelaide Women's Prison, OzHarvest, Uniting Communities, and the Legal Services Commission. We reached approximately 250 workers through these sessions. Feedback collected from participants was positive.

In addition to these sessions for workers, we delivered a session on employment rights and obligations to SACOSS member organisations.

We also developed fact sheets on a number of topics, which are available on our website. Topics included different avenues for filing a complaint for discrimination or sexual harassment, the right to disconnect, a pecuniary penalties explainer, gender equity in workplaces, the positive duty to prevent sexual harassment, and parental leave obligations.

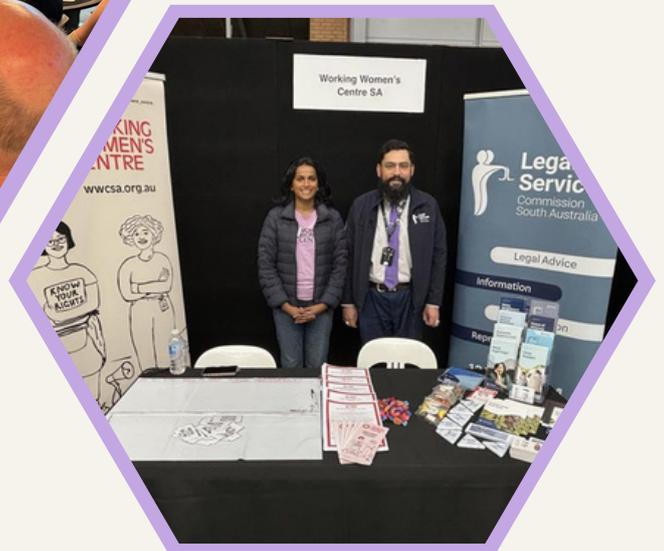
In November 2024, the WWC SA travelled to Murray Bridge for a regional outreach trip. This was the WWC SA's first outreach trip to Murray Bridge, and it was extremely fruitful. We met with a variety of local community and government organisations, and our meetings and interactions with these organisations were very positive and productive. We discussed the work of our respective organisations, the needs of the local community, setting up referral pathways to fill gaps, and ways to collaborate in the future. For example, the Murraylands Migrant Resource Centre expressed interest in the WWC SA returning next year to hold a community legal education session for their clients. Overall, the organisations we met with were excited to hear about the WWC SA's work and services, and they stated many of their clients would benefit from our assistance.

In May 2025, the WWC SA travelled to Port Augusta and Whyalla for regional outreach. The WWC SA was excited to be an exhibitor and stallholder at the 2025 Career Roadshow in Port Augusta and Whyalla. On both days, we met hundreds of students, teachers and members of the public to chat about workers' rights and entitlements and

## Outreach and Community Legal Education

making workplaces safer for women and other marginalised workers. Our 'Above or below the Line' activity on the stall was a great way to have interactive conversations with young people about what constitutes workplace sexual harassment. On this trip, we also met with some clients in the region, spoke on community radio about our service, and delivered training sessions to local organisations.

In addition, we have been working to increase community recognition of our service via online communications channels. We developed a new communications strategy for WWC SA, beginning in February 2025. We have increased our social media content focused on workers' rights, and we have started a WWC SA newsletter. We have had an increase in our social media reach as a result.





# Advocacy Report

With the start of a new advocacy team, we created an advocacy plan to set out the direction of our advocacy work, taking into account the legacy of the WWC SA and current opportunities for law reform. Behind all our advocacy is the vision that workplaces should be safe places for all – free of sexual harassment, discrimination, and bullying and violence.

We continued working on the important issue of historical stolen wages from Aboriginal domestic workers. We have been meeting regularly and learning from Dr Natalie Harkin who published her book *Apron-Sorrow / Sovereign-Tea* earlier in 2025. We encourage everyone to read her book to better understand the stories of Aboriginal women's domestic labour and servitude, often ignored in the official histories of South Australia. The WWC SA will continue to support efforts towards justice on stolen wages.

In the reporting period, we took part in a number of events, including International Women's Day, the May Day rally, and Reconciliation Week. The WWC SA also loaned our Women in Trades banner to the Art Gallery of South Australia for their Radical Textiles exhibition, and the WWC SA team enjoyed a visit to the exhibition.

In the reporting period we made a number of law reform submissions. We filed a submission to the Royal Commission into Domestic, Family and Sexual Violence, focusing on the experiences of our clients. We also wrote a letter urging the government to include superannuation on the new Portable Long Service Leave Scheme for the community sector.



We had several advocacy meetings with other advocacy groups, as well as members of parliament including the Hon Kyam Maher MLC (Attorney-General), Minister Katrina Hildyard (Minister for Women), the Hon Jing Lee MLC, the Hon Connie Bonaros MLC, the Hon Tammy Franks MLC, and Senator Barbara Pocock.

We had the pleasure of connecting with comrades in the Asia-Pacific region this year through visits from multiple international groups. We met with representatives of the IUF Asia-Pacific, a union for workers in food, farms, hotels and more across Asia and the Pacific. We also did a presentation to an Australia Awards Fellowships delegation from Indonesia. We had the joy of welcoming two incredible leaders from Timor-Leste, Abelita and Etelevina, as part of the Anna Stewart Memorial Project. We congratulate the Working Women's Centre Timor-Leste on the launch of the very first domestic workers union in Timor-Leste in June 2025. The launch of the domestic workers union is a moment that will go down in history.



## Spotlight: Ending the misuse of NDAs

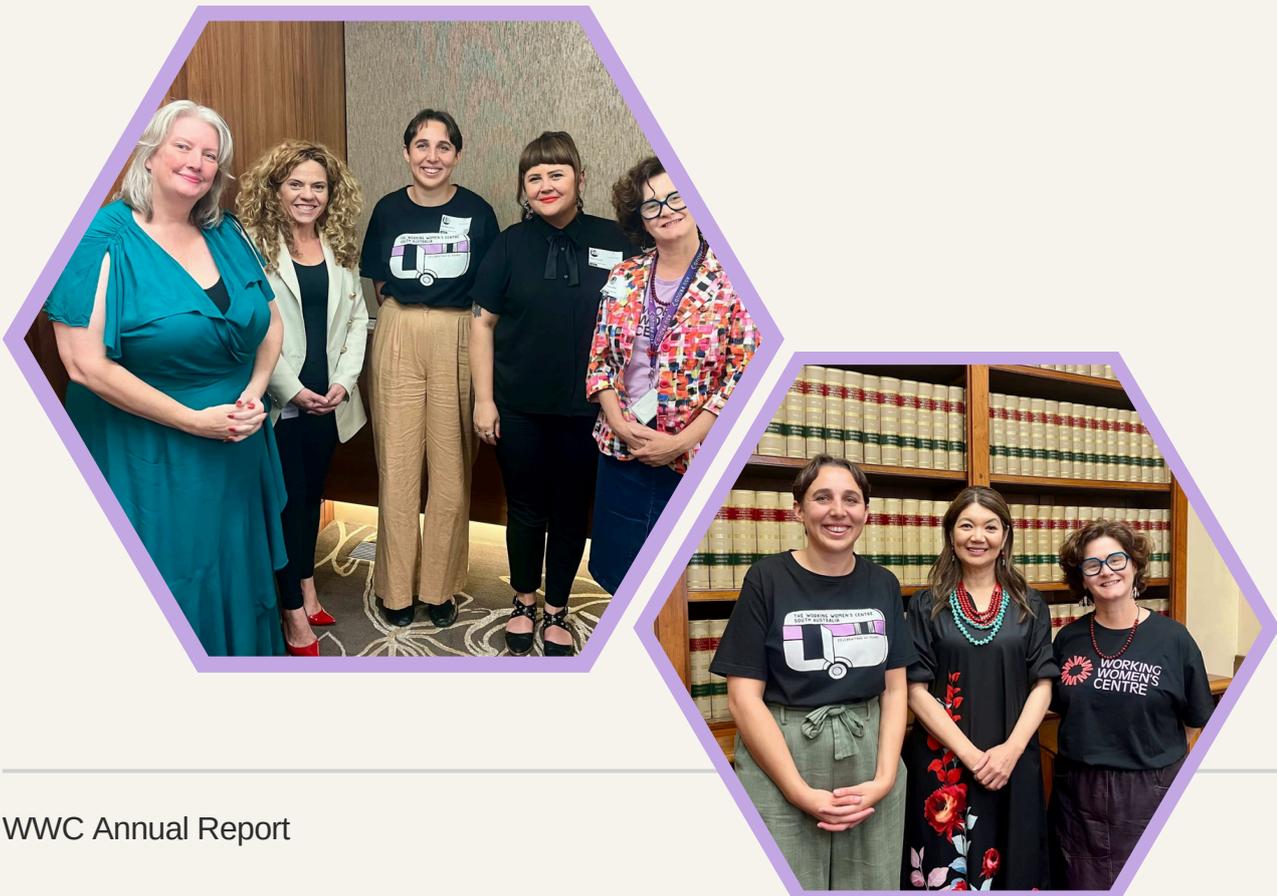
In line with WWC SA's focus on ending sexual harassment in the workplace, we launched our campaign to reduce and regulate the use of non-disclosure agreements (NDAs) in sexual harassment and discrimination matters. This campaign sits alongside the work of unions and Working Women's Centres interstate to fight for reform in this area.

NDAs are legal contracts which require someone to keep secret the details of the harassment they experienced, often for the rest of their life. In sexual harassment matters, victims often feel like they have no choice but to sign an NDA to resolve their complaint. By ensuring victim-survivors have the choice to be able to tell their story, we can create stronger accountability and positive change in workplaces.

As part of this campaign, we met with the Honourable Attorney-General Kyam Maher, and the Honourable Minister for Women Katrine Hildyard, to discuss the potential for law reform on NDAs in South Australia.

Several women have stepped forward to share their own experiences of the harmful effects of NDA misuse, by joining the WWC Australia Lived Experience Activist Network.

The campaign to end the misuse of NDAs is an ongoing priority.





# Education & Training Report

We had a break in our training program during 2024 while Kate Coleman completed a comprehensive review of the Centre's training and education program. Following the Review, new Education and Training Officers Emma Ashley and Maddie Diamond commenced working at WWC SA.

We ran a total of 36 workshops across the year, including 14 sessions on domestic and family violence at work, 21 sessions on gender equity and preventing sexual harassment, and one session on systemic advocacy. This included a number of industries including trades, government, aviation, community services, and insurance. In the reporting period, we trained approximately 300 employees.

We made \$77,760 in fee-for-service training revenue for the year, hitting our goal for revenue.

We continued with a partnership with the Aboriginal Legal Rights Movement (ALRM) to deliver workshops to Aboriginal Community Controlled Organisations (ACCOs) on sexual harassment and discrimination. We delivered workshops to two ACCOs and these workshops were co-facilitated by Khatija Thomas.

We also collaborated on a project run by the Communications, Electrical and Plumbing Union (CEPU) to support women to start electrical contracting apprenticeships. We delivered workshops to participants of the program, conducted a number of sessions to CEPU delegates, and trained companies in the industry.

We are proud to say that we have implemented the majority of the recommendations from the Education and Training Review Report. Overall, we have worked to make our training program more purpose-driven, embedding feminist values into our education work.

## Spotlight: Respect the Line program

In the reporting period, we developed a new workshop on preventing and responding to workplace sexual harassment: Respect the Line. Our goal was to design a workshop that genuinely prevents workplace sexual harassment, which requires shifting attitudes and workplace culture to change behaviour. Workplace sexual harassment is driven by unhelpful stereotypes and attitudes, so education needs to go a step beyond sharing information, and work to shift attitudes and beliefs.

Our approach to training is based in group learning through discussion, sharing, and listening. The normalisation of workplace sexual harassment is social and cultural, which means that simply addressing attitudes at an individual level risks missing the crucial learning. We need to give workers the opportunity to learn from each other and make a collective commitment to set a higher standard of behaviour and care. It also allows a group of workers to reset their culture and practices together, make commitments, and tackle any specific risk-factors in their workplace.



It is well established that sexual harassment is a gendered issue. The Australian Human Rights Commission's Fifth national survey found that women experience sexual harassment at higher rates, and most incidents are perpetrated by men. The Respect the Line training names and makes visible the unequal power imbalances that drive harassment. By skilfully leading discussions on gender inequality, we provide the opportunity for workers to dismantle problematic beliefs about gender. Our approach recognises that people do not learn through shame; they learn through support, mutual respect, and by finding common ground within their own lived experiences.

Whilst Respect the Line is relatively new, we know from the sessions that we have delivered so far that it is working. For example, 67% of participants surveyed indicated that the workshop prompted them to reflect on their own attitudes, behaviours or biases. We also received this feedback from an organisation who recently undertook the training:



**The facilitators created a safe, engaging, and respectful environment where our team could openly discuss what can often be a complex and sensitive topic. The training prompted meaningful conversations and empowered our team to reflect on their role in contributing to a positive and inclusive workplace. One of the most powerful outcomes was the creation of a collective commitment statement crafted by our staff that now stands as a shared standard of behaviour across our business. We're grateful to Emma, Maddie, and the team at the Working Women's Centre for their professionalism, expertise, and the respectful way they led our people through this important learning experience."**

85% of the participants surveyed post our Respect the Line workshop felt confident in applying the skills and strategies learnt, and 74% felt optimistic about their workplace culture changing in a positive way.

The next steps for our training team are to continue promoting the Respect the Line training to businesses and organisations of all sizes. We are particularly interested in delivering training to organisations in high-risk industries including retail, hospitality, energy, IT, telecommunications, creative industries, sports and fitness. We are able to offer the workshop free of charge to small-to-medium sized businesses.

To book our training or find out more, please contact us at [training@wwc.org.au](mailto:training@wwc.org.au).

# Working Women's Centre Australia



WWCA was established in July 2024 with support from the Department of Employment and Workplace Relations. From the outset, the focus has been on bringing Centres together into a national network that is connected, coordinated, and powerful.

The network now brings together three long-standing Centres South Australia, the Northern Territory, and Queensland, with five new Centres in New South Wales, Victoria, Tasmania, Western Australia, and the Australian Capital Territory. These new Centres are being established by experienced Women's Legal Services and Community Legal Centres, and the commitment and planning behind their establishment is evident. A central role of WWCA is to coordinate and support these Centres, and the benefits of a national approach are already clear.

Interim governance has been guided by experienced national leaders. Ann-Marie Hayes has chaired with clarity and steady focus, supported by Claire Thomson as Secretary. They are joined by Helen Creed from Western Australia, with decades of experience in trade unions and women's advocacy, Trish Crossin, former Northern Territory Senator and founder of the NT Working Women's Centre, and Professor Rae Cooper, a nationally recognised expert on gender and work. Their expertise and guidance has been critical to setting a strong foundation as WWCA moves toward independence.

## Member Engagement

Much of WWCA's work has centered on building engagement between Centres. Early in the year, Abbey co-wrote "Working Women's Centres: A History of Advocacy and Action" with Jenni Deveraux, tracing the development of Centres from 1972 and their trade union beginnings to the organisations they are today. A summary is now available on our website. Documenting this history provides a clear foundation for the network, anchoring the work of Centres in the long legacy of advocacy and resilience that has shaped Working Women's Centres.

At the planning day in December 2024, Kat Ironside presented on the history of Women's Legal Services, highlighting parallels with the journey of Working Women's Centres. These historical perspectives connect the network, provide context for current work, and strengthen the foundations for ongoing collaboration.

In September 2024, a national consultation tour engaged Centres across the country to identify priorities and inform planning. Feedback from this tour has been used to shape WWCA's structure, focus, and activities, ensuring that the work of the network aligns with the needs of all Centres.

The Members' Advisory Board has met monthly and in person twice this year. These meetings provide Centres with structured opportunities to shape WWCA's work, share strategies, and collaborate on national priorities. They are followed by two Communities of Practice: The Legal and Social Work group meets monthly, and the Training and Education group meets every two months. These forums provide opportunities for Centres to share expertise, problem solve collectively, and strengthen consistency across the network.



## Advocacy – Our Silence is not for Sale

Alongside building its structures, WWCA has taken up advocacy on issues of immediate concern to Centres. At the first national meeting, the misuse of non-disclosure agreements (NDAs) in cases of workplace sexual harassment and discrimination was identified as a priority. Centres reported frequent experiences of working women being coerced into silence through NDAs, and WWCA has joined the global campaign Our Silence is not for Sale to push for reform.

WWCA advocacy also addresses the broader silencing of women at work, including the weaponisation of defamation laws and the use of Strategic Lawsuits Against Public Participation (SLAPP litigation), legal tactics designed to intimidate and exhaust those who speak out. These issues remain a focus of national advocacy to ensure working women are able to speak out and be heard.

## Looking Ahead

WWCA has brought Centres together into a network that strengthens their work individually and collectively. The WWC SA team continues to provide daily operational support and resource sharing. Aira, Thais, Kirsty, and Jacqui have provided expertise, strategy, and support critical to the work of WWCA.

The next stage of WWCA's development will see the network move toward full independence, with a national board established to lead operations. The network will continue to build capacity, support the development of new Centres, and advance advocacy on issues that matter most to working women.



# OUR CLIENTS

## STATISTICAL SNAPSHOT

The WWC SA provides a free 30-minute Legal Advice Appointment with a lawyer to all callers who have a workplace issue and meet our eligibility criteria. The following data and statistics provides detail of who we assisted and the type of matters they sought advice on.

Number of individual clients

**1496**

Multiple issues (2 or more issues)

**967**

Number of legal advices given to clients

**3006**

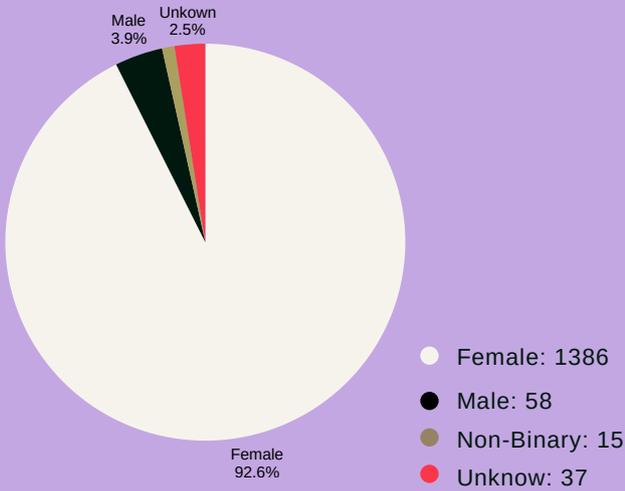
Explainer: 65% of clients provided with a legal advice appointment presented with more than one issue requiring legal advice.

Explainer: the majority of clients that contact our Centre present with multiple legal issues. Each legal issue where a client received advice is recorded as an individual advice statistic.

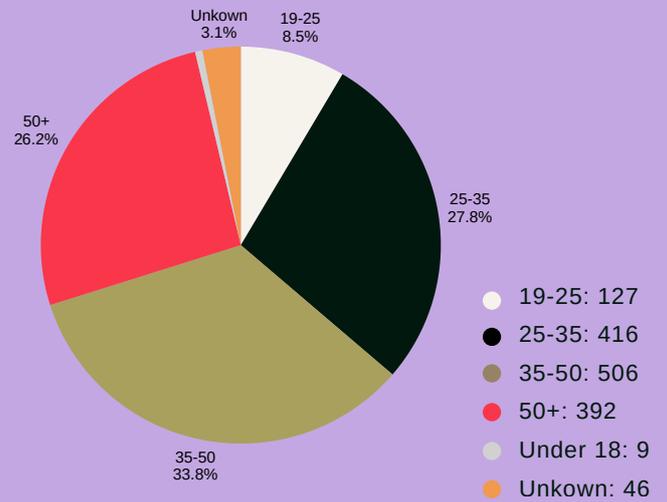
Advice Types			Advice Types		
Issue	Total	%	Issue	Total	%
Dismissal / Redundancy	555	18%	Contractual Issues	134	4%
Entitlements and Employment Conditions	395	13%	Workplace Bullying and Harassment	111	4%
Wage Matters	370	12%	Enforcing Legal Rights / Legal Processes	106	4%
General Protections	274	9%	Disciplinary Action	103	3%
Workers Compensation	262	9%	Sexual Harassment	91	3%
Union Information	246	8%	Work Health Safety	47	2%
Discrimination Matters	235	8%	Other	77	3%

# STATISTICAL SNAPSHOT

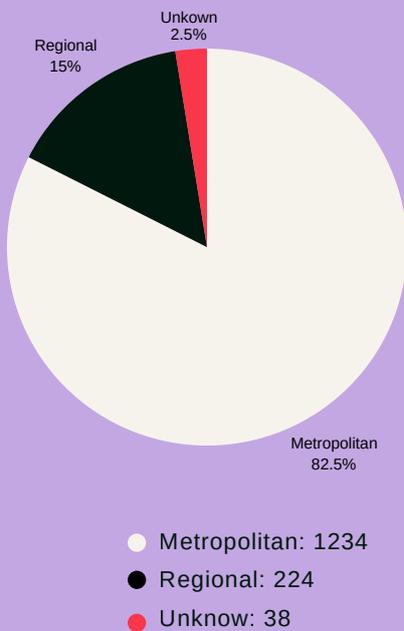
## Gender Identity



## Age Group



## Residence

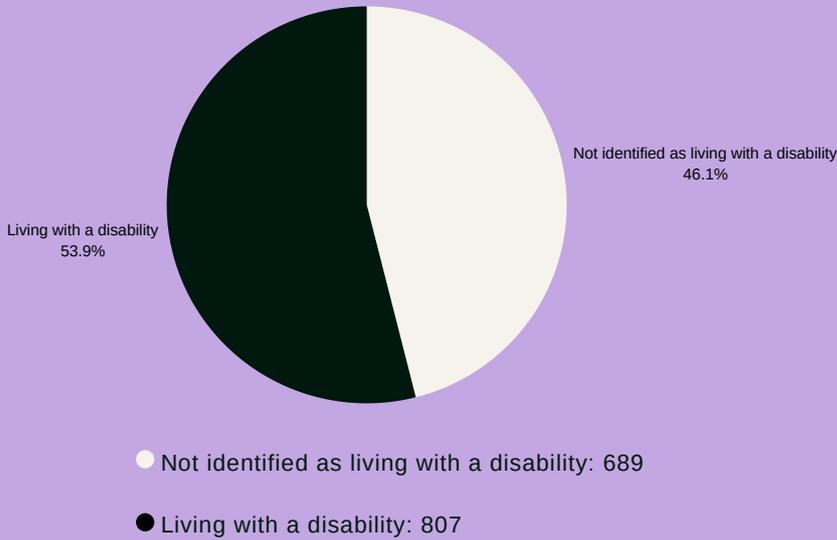


## First Nations Identity



# STATISTICAL SNAPSHOT

## Disability

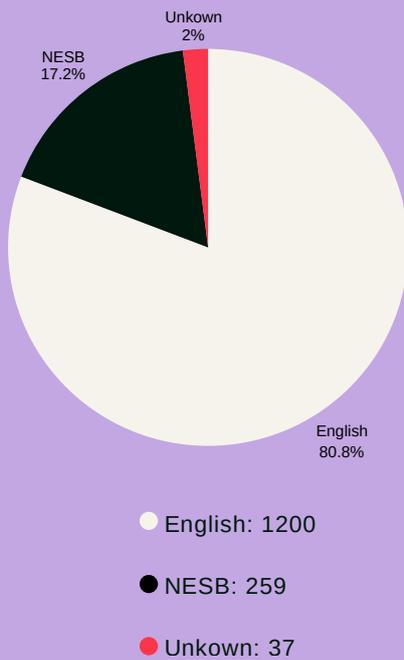


**Explainer:** During our client intake process, we determine whether the caller identifies as having a disability, including any mental health conditions such as depression or anxiety.

## Disability type

Type	Total	%
Psychiatric	544	36%
Physical	116	8%
Neurological	94	6%
Sensory	27	2%
Intellectual	18	1%
Cognitive	8	1%

## Language Spoken at Home

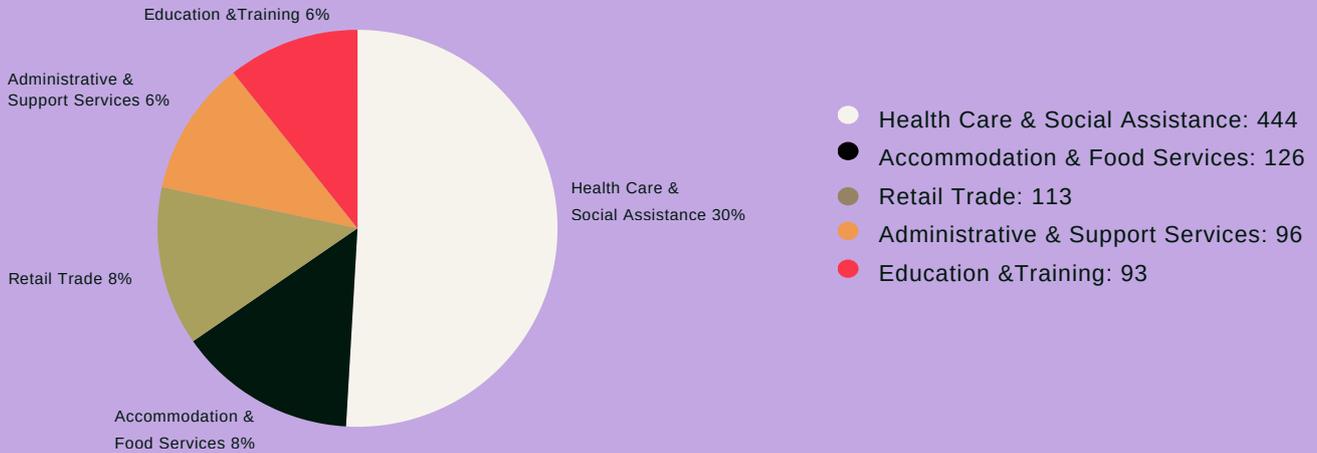


## Top 6 languages spoken by our clients (excluding English)

- Spanish: 2%
- Mandarin: 2%
- Italian: 1%
- Cantonese: 1%
- Hindi: 1%
- Portuguese: 1%

# STATISTICAL SNAPSHOT

## Top 5 Industries



Industries		
Industry	Total	%
Health Care and Social Assistance	444	30%
Accommodation and Food Services	126	8%
Retail Trade	113	8%
Administrative and Support Services	96	6%
Education and Training	93	6%
Public Administration and Safety	78	5%
Other Services	68	5%
Unknown	56	4%

Industries		
Industry	Total	%
Manufacturing	62	4%
Arts and Recreation Services	48	3%
Professional, Scientific and Technical Services	47	3%
Construction	46	3%
Transport, Postal and Warehousing	38	3%
Financial and Insurance Services	35	2%
Agriculture, Forestry and Fishing	33	2%

Industries		
Industry	Total	%
Mining	29	2%
Information Media and Telecommunications	28	2%
Electricity, Gas, Water and Waste Services	23	2%
Rental Hiring and Real Estate Services	21	1%
Wholesale Trade	11	1%
Legal	1	0%

**Explainer:** Statistics show that the most common industries our clients work in are feminised and low paid industries. These industries also have high rates of discrimination and sexual harassment.

# OUR CASEWORK

## STATISTICAL SNAPSHOT

Where a client has a workplace issue, and the circumstances of the client and our Centre meet our casework policy, we may provide additional assistance and open a case. Additionally, where a client's workplace issue is in line with our litigation strategy we may offer full legal representation throughout the duration of our client's matter. In other circumstances we may assist a client to self-represent.

Number of cases  
opened

**191**

Number of matter  
types

**621**

**Casework Matter Types**

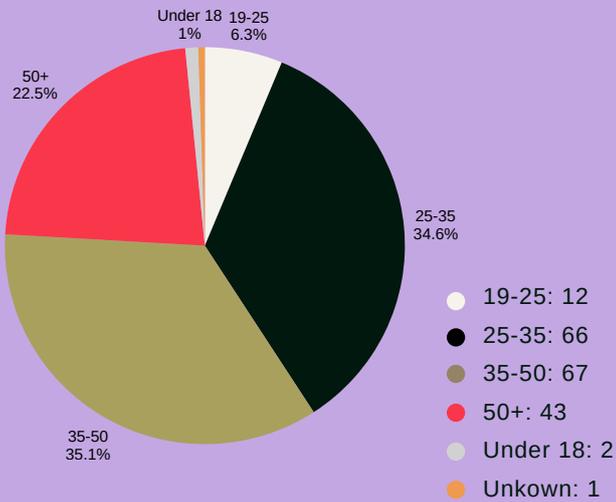
Matter Type	Total	%
Dismissal / Redundancy	102	16%
Wage Matters	90	14%
Discrimination Matters	85	14%
Entitlements and Employment Conditions	81	13%
General Protections	58	9%
Workers Compensation	53	9%
Sexual Harassment	42	7%

**Casework Matter Types**

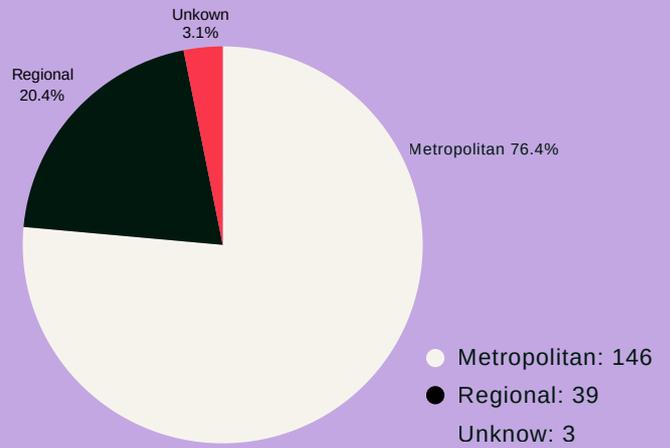
Matter Type	Total	%
Contractual Issues	29	5%
Other	22	4%
Workplace Bullying and Harassment	17	3%
Enforcing Legal Rights / Legal Processes	17	3%
Disciplinary Action	13	2%
Work Health Safety	7	1%
Union Information	5	1%

# STATISTICAL SNAPSHOT

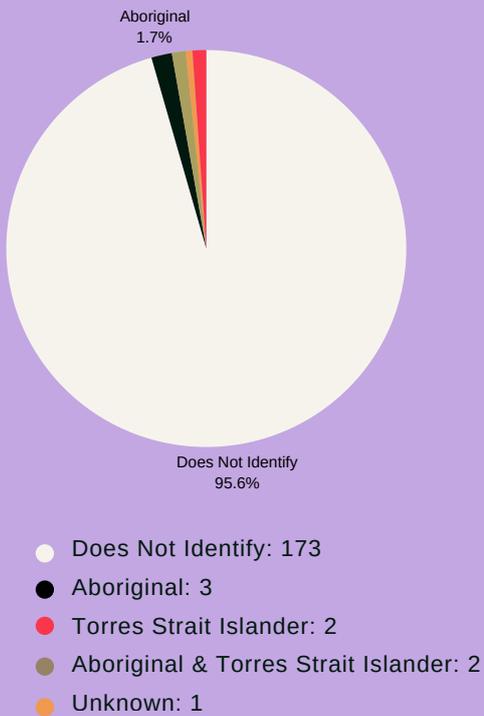
## Age of Casework Recipients



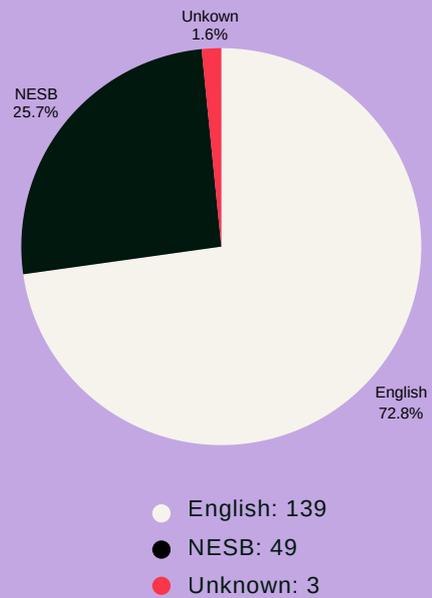
## Residence



## First Nations Identity of Casework Clients

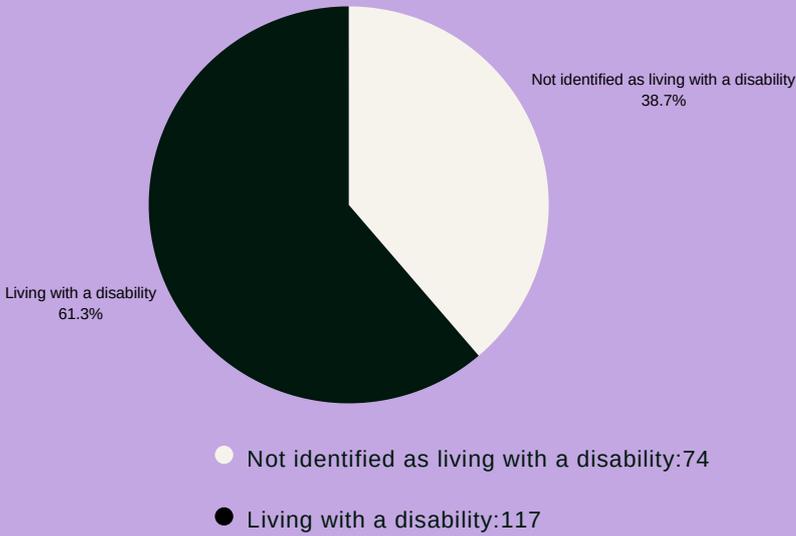


## Language Spoken at Home



# STATISTICAL SNAPSHOT

## Disability



## Disability type

Type	Total	%
Psychiatric	84	44%
Physical	17	9%
Neurological	8	4%
Sensory	5	3%
Cognitive	2	1%
Intellectual	1	1%

## Employment Industries of Casework Clients

Industry	Total	%
Health Care and Social Assistance	44	23%
Retail Trade	23	12%
Accommodation and Food Services	19	10%
Manufacturing	13	7%
Mining	12	6%
Other Services	11	6%
Transport, Postal and Warehousing	11	6%

Industry	Total	%
Education and Training	8	4%
Construction	7	4%
Administrative and Support Services	7	4%
Administrative and Support Services	7	4%
Professional, Scientific and Technical Services	5	3%
Public Administration and Safety	5	3%
Arts and Recreation Services	5	3%

Industry	Total	%
Agriculture, Forestry and Fishing	4	2%
Rental Hiring and Real Estate Services	4	2%
Electricity, Gas, Water and Waste Services	4	2%
Financial and Insurance Services	4	2%
Wholesale Trade	2	1%
Unknown	2	1%
Information Media and Telecommunications	1	1%

# Financial Report

Working Women's Centre Inc  
ABN 54 253 257 443  
For the year ended 30 June 2025

## Contents

- 3 Statement of Profit or Loss
- 5 Statement of Financial Position
- 7 Notes to the Financial Statements
- 8 Statement of Cash Flows
- 9 Movements in Equity
- 10 Board of Management Reports
- 11 Auditor's Report

# Statement of Profit or Loss

## Working Women's Centre Inc For the year ended 30 June 2025

	2025	2024
<b>Income</b>		
<b>Income from Grants</b>		
Grant Revenue - Minister for the Status of Women	555,738	536,945
Grant Revenue - Office of the Fair Work Ombudsman	328,257	336,618
Grant Revenue - Attorney General's Department - Frontline Support To Address Workplace Sexual Harassment	751,812	765,425
Grant Revenue - Attorney General's Department - Workforce Pay Parity	31,955	-
Department of Employment and Workplace Relations - South Australia	857,177	113,495
Department of Employment and Workplace Relations - National Body	664,042	51,241
<b>Total Income from Grants</b>	<b>3,188,981</b>	<b>1,803,724</b>
<b>Donations</b>		
Donations	2,478	13,038
<b>Total Donations</b>	<b>2,478</b>	<b>13,038</b>
<b>Other Income</b>		
Fee For Service Training Revenue	110,576	63,430
Interest Received	61,386	26,341
Centrelink PPL Funds	16,471	-
Other Revenue	380	593
<b>Total Other Income</b>	<b>188,812</b>	<b>90,364</b>
<b>Total Income</b>	<b>3,380,272</b>	<b>1,907,125</b>
<b>Expenditure</b>		
Advertising & Promotion	3,180	7,753
Audit Fees	3,570	2,180
Bank Account Fees	1,803	616
Board Expenses	5,324	13,946
Car Parking	-	190
Cleaning	12,501	3,332
Computer & Software Expenses	27,499	26,229
Consulting & Accounting	21,000	15,000
Electricity	6,404	4,231
Equip Lease - (Copier)	1,314	1,433
Functions	6,185	1,377
HR Consultation & Development	3,850	-
Insurance	24,554	21,054
Outreach Events	5,092	12,328
Postage & Courier	938	452
Printing & Stationery	7,844	3,870
Project Fees (Consultants)	73,875	3,450
POC Consultancy	-	6,600
Prov'n for Equipment/Furniture Purchases	(10,737)	40,000
Prov'n for IT Equip/Database Upgrade Expense	23,000	63,000

The accompanying notes form part of these Financial Statements.

# Statement of Profit or Loss

## Working Women's Centre Inc For the year ended 30 June 2025

	2025	2024
<b>Income</b>		
<b>Income from Grants</b>		
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HR Consultation & Development	3,850	-
Insurance	24,554	21,054
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Prov'n for IT Equip/Database Upgrade Expense	23,000	63,000

The accompanying notes form part of these Financial Statements.

Statement of Profit or Loss

	2025	2024
Prov'n for Relocation Expenses	(16,219)	40,000
Reconciliation Action Plan	28,394	10,750
Rent & Occupancy	120,584	92,266
Hindley Street Rent/Occupancy Costs 2024-25	74,509	-
Repairs & Maintenance	1,413	694
Staff Training & Development	31,849	24,396
Sundry Expenses	4,207	2,907
Telephone/Fax/Internet	12,611	12,418
Translating & Interpreting Services	1,826	1,355
Travel & Accommodation	31,545	3,548
Website Development & Updating	33,473	828
Database Maintenance & Support	14,365	-
<b>Employment Expenses</b>		
Wages & Salaries	2,122,539	1,156,493
Prov E/ee Entitlements - An Lv	93,339	(1,749)
Prov E/ee Entitlements - Lng Sv L	45,616	29,771
Prov E/ee Entl - Redundancy	108,973	60,482
PPL EA Provision	112,702	73,856
Staff Amenities	1,280	1,706
Superannuation	278,194	143,225
Workcover Levy	39,863	21,544
Vicarious Trauma Allowance	3,600	3,900
<b>Total Employment Expenses</b>	<b>2,806,106</b>	<b>1,489,228</b>
<b>Total Expenditure</b>	<b>3,361,859</b>	<b>1,905,431</b>
<b>Current Year Surplus/ (Deficit)</b>	<b>18,413</b>	<b>1,695</b>

The accompanying notes form part of these Financial Statements.

# Statement of Financial Position

## Working Women's Centre Inc As at 30 June 2025

	30 JUNE 2025	30 JUNE 2024
<b>Assets</b>		
<b>Current Assets</b>		
<b>Cash and Cash Equivalents</b>		
Westpac Community Solutions One	1,002	-
Bank SA Society Cheque Account	44,915	68,527
Bank SA Business Access Saver Account	2,193,561	1,993,313
Bank SA Term Deposit - 1 - 2760	338,537	323,000
Bank SA Term Deposit - 2 - 8260	157,350	150,002
Bank SA Term Deposit - 3 - 7460	157,350	150,000
Westpac Term Deposit - Flinders Street Lease - 5556	34,015	-
Bank SA Term Deposit - Hindley St Lease - 1560	19,097	19,097
Bank SA Visa Business Card 2 - WWC	2,882	-
<b>Total Cash and Cash Equivalents</b>	<b>2,948,708</b>	<b>2,703,939</b>
<b>Trade and Other Receivables</b>		
Accounts Receivable	22,860	5,940
Prepayments	21,246	40,993
Accrued Interest on Investments	18,878	17,022
<b>Total Trade and Other Receivables</b>	<b>62,984</b>	<b>63,955</b>
<b>Total Current Assets</b>	<b>3,011,693</b>	<b>2,767,894</b>
<b>Total Assets</b>	<b>3,011,693</b>	<b>2,767,894</b>
<b>Liabilities</b>		
<b>Current Liabilities</b>		
<b>Credit Cards</b>		
Bank SA Visa Business Card 2 - WWC	-	1,808
<b>Total Credit Cards</b>	<b>-</b>	<b>1,808</b>
Accounts Payable	(1,648)	13,588
GST Payable	22,605	169,762
<b>Payroll Liabilities</b>		
Payroll Clearing - RTWSA A/c	(4,640)	(1,349)
PAYG Withholdings Payable	73,121	19,457
Superannuation Payable	14,895	5,953
<b>Total Payroll Liabilities</b>	<b>83,376</b>	<b>24,061</b>
<b>Accruals</b>		
Accrued Expenses	23,815	-
Accrued Salaries & Wages	92,106	44,550
<b>Total Accruals</b>	<b>115,921</b>	<b>44,550</b>
<b>Grants in Advance</b>		
Grant in Adv - Department of Employment and Workplace Relations - South Australia	777,313	760,417

The accompanying notes form part of these Financial Statements.

Statement of Financial Position

	30 JUNE 2025	30 JUNE 2024
Grant in Adv - Department of Employment and Workplace Relations - National Body	484,718	548,759
<b>Total Grants in Advance</b>	<b>1,262,031</b>	<b>1,309,176</b>
<b>Revenue In Advance</b>		
Donations to the Anna Stewart Project in memory of Michelle Hogan	5,274	5,274
Donation from Professor Robert Hattam	10,774	10,774
Revenue In Adv-Augusta Zadow Scholarship	8,900	8,900
Revenue In Adv-Fee For Service Training	-	10,200
Revenue In Adv-IWD Collective	2,887	2,887
Revenue In Adv-Reclaim The Night	1,274	1,274
<b>Total Revenue In Advance</b>	<b>29,109</b>	<b>39,309</b>
<b>Provisions</b>		
Provision for Annual Leave	155,777	62,438
Provision for Furniture Replacement	-	40,000
Provision for IT Equip/Database Upgrade	23,000	63,000
Provision for Long Service Leave >5 Yrs	57,467	54,245
Provision for Paid Parental Leave	186,559	73,856
Provision for Relocation Expenses	-	40,000
<b>Total Provisions</b>	<b>422,803</b>	<b>333,540</b>
<b>Total Current Liabilities</b>	<b>1,934,196</b>	<b>1,935,794</b>
<b>Non-Current Liabilities</b>		
Deferred Rent Liability - 81 Flinders Street	75,616	-
<b>Provisions</b>		
Provision for Long Service Leave < 5 Yrs	80,251	37,856
Provision for Employee Redundancy Payments	340,552	231,579
<b>Total Provisions</b>	<b>420,803</b>	<b>269,435</b>
<b>Total Non-Current Liabilities</b>	<b>496,419</b>	<b>269,435</b>
<b>Total Liabilities</b>	<b>2,430,615</b>	<b>2,205,230</b>
<b>Net Assets</b>	<b>581,077</b>	<b>562,664</b>
<b>Member's Funds</b>		
Opening Balance	562,664	560,970
Current Year Earnings	18,413	1,695
<b>Total Member's Funds</b>	<b>581,077</b>	<b>562,664</b>

The accompanying notes form part of these Financial Statements.

# Notes to the Financial Statements

## Working Women's Centre Inc For the year ended 30 June 2025

### Summary of Significant Accounting Policies

These Financial Statements are a special purpose financial report prepared in order to satisfy the requirements of the Associations Incorporation Act 1985 (as amended) and the Australian Charities and Not-for-profits Commission Act 2012. It has been determined that Working Women's Centre Inc is not a reporting entity as defined in Statements of Accounting Concepts 1; Definition of the Reporting Entity, and therefore, as there is no requirement to apply accounting standards in the preparation and presentation of these Financial Statements, only the following have been adopted:

- AASB 101, *Presentation of Financial Statements*
- AASB 107, *Statement of Cash Flows*
- AASB 108, *Accounting Policies, Changes in Accounting Estimates and Errors*
- AASB 124, *Related Party Disclosures*

The Financial Statements have been prepared on an accruals basis of accounting in order to recognise the transactions in the period to which they relate. The Financial Statements show more than just the receipts and payments for the year.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these Financial Statements.

### Non-Current Assets and Depreciation

Furniture and Equipment assets were traditionally recorded at cost and depreciated using the straight line method over the period of their useful lives. All existing assets were fully depreciated a number of years ago. All subsequent asset purchases were treated as an expense in the year incurred.

For disclosure purposes only, the sum insured for assets owned by the Centre is \$165,000.00.

### Provision for Employee Entitlements

The provisions for employee entitlements relates to amounts expected to be paid to employees for long service leave, annual leave and redundancy and are based on legal and contractual entitlements and assessments having regard to experience of staff departures and leave utilisation. Current rates of pay are used in the calculation of these provisions.

### Provision for Future Expenditure

All government funded organisations are now expected to fund their own capital, maintenance, equipment upgrades and redundancy expenditure. For this to occur in an orderly fashion it is necessary to allocate a portion of each year's revenue to a specific provision account in the Statement of Financial Position.

### Income Tax

Working Womens Centre Inc is exempt from Income Tax.

### Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in Statement of Financial Position.

# Statement of Cash Flows

## Working Women's Centre Inc For the year ended 30 June 2025

	2025	2024
<b>Operating Activities</b>		
Receipts from grants	3,109,881	3,147,084
Receipts from donations	2,478	13,038
Cash receipts from other operating activities	137,566	81,732
Payments to suppliers and employees	(2,992,756)	(1,607,707)
Interest received	60,042	26,341
GST - Net	(115,315)	171,753
<b>Net Cash Flows from Operating Activities</b>	<b>201,896</b>	<b>1,832,241</b>
<b>Other Activities</b>		
Other activities	44,682	(52,302)
<b>Net Cash Flows from Other Activities</b>	<b>44,682</b>	<b>(52,302)</b>
<b>Net Cash Flows</b>	<b>246,577</b>	<b>1,779,938</b>
<b>Cash and Cash Equivalents</b>		
Cash and cash equivalents at beginning of period	2,702,131	922,192
Net change in cash for period	246,577	1,779,938
Cash and cash equivalents at end of period	2,948,708	2,702,131

## Movements in Equity

### Working Women's Centre Inc For the year ended 30 June 2025

	2025	2024
<b>Equity</b>		
Opening Balance	562,664	560,970
<b>Increases</b>		
Surplus for the Period	18,413	1,695
<b>Total Increases</b>	<b>18,413</b>	<b>1,695</b>
<b>Total Equity</b>	<b>581,077</b>	<b>562,664</b>

# Board of Management Reports

## Working Women's Centre Inc For the year ended 30 June 2025

### STATEMENT BY THE BOARD OF MANAGEMENT

The Financial Report set out on pages 3 to 9 present fairly the results of the activities of Working Women's Centre Inc for the year ended 30th June, 2025 and its state of affairs as at that date.

Having made sufficient enquiries, the Board of Management has reasonable grounds to believe that Working Women's Centre Inc will be able to meet its debts as and when they fall due.

This Statement is made in accordance with a resolution of the Board of Management

### REPORT BY THE BOARD OF MANAGEMENT

In accordance with Section 35(5) of the Associations Incorporation Act, 1985 (as amended), the Board of Management of Working Women's Centre Inc hereby states that during the year ended 30th June, 2025 -

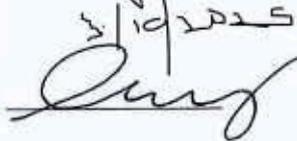
- (a) (i) no officer of the Association;
- (ii) no firm of which the officer is a member; and
- (iii) no body corporate in which an officer has a substantial financial interest,

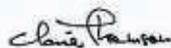
has received or become entitled to receive a benefit as a result of a contract between the officer, firm or body corporate and the Association.

- (b) no officer of the Association has received directly or indirectly from the Association any payment or other benefit of pecuniary value.

This Statement is made in accordance with a resolution of the Board of Management.

Signed in accordance with a resolution of the Board of Management on:

  
3/10/2025  




## INDEPENDENT AUDITOR'S REPORT

### To the Members of Working Women's Centre Inc

#### Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Working Women's Centre Inc, which comprises the statement of financial position as at 30 June 2025, the statement of Profit or Loss, the statement of cash flows and the movements in equity for the year then ended, notes to the financial statements, including a summary of significant accounting policies, and the statement by the Board of Management.

In our opinion, the financial report of the Association has been prepared in accordance with the requirements of the *Associations Incorporation Act (SA) 1985*, including:

- (a) giving a true and fair view of the Association's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (b) complying with the *Associations Incorporation Act (SA) 1985* and to the extent described in Note 1 to the financial report.

#### Basis of Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

#### Emphasis of Matter - Basis of Accounting

The financial report has been prepared for the purpose of fulfilling the Association's financial reporting responsibilities under the *Associations Incorporation Act (SA) 1985*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

#### Management and the Board of Management's Responsibility for the Financial Report

Management of the Association is responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Associations Incorporation Act (SA) 1985* and the needs of its members. Management's responsibility also includes such internal control as they determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, Management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless

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Management either intend to liquidate the Association or cease operations, or have no realistic alternative but to do so.

The Board of Management are responsible for overseeing the Association's financial reporting process.

#### **Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Management.
- Conclude on the appropriateness of Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Board of Management regarding, among other matters, the planned scope and timing of the audit and any significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

LEE GREEN



DAVID CHARLESWORTH  
Principal

Dated this 8<sup>th</sup> day of October 2025

190 Fullarton Road  
Dulwich SA 5065

