



**WOMEN'S HEALTH
& WELLBEING**
Barwon South West

2024-2025 Annual Report

Improving women's lives through
best practice health promotion



Contents

Acknowledgement of Country	1
A note from our Chair	2
A note from our CEO	3
Our work	4
Our partnerships	4
Strategic priority 1	6
Strategic priority 2	8
Strategic priority 3	12
Strategic priority 4	14
Thank you	16
Financial statements	17

Acknowledgement of Country

We respect First Nations peoples and their enduring connection to country – to the land, air, waterways, oceans, animals, and plants – and recognise the wisdom and culture that has seen them thrive for thousands of years.

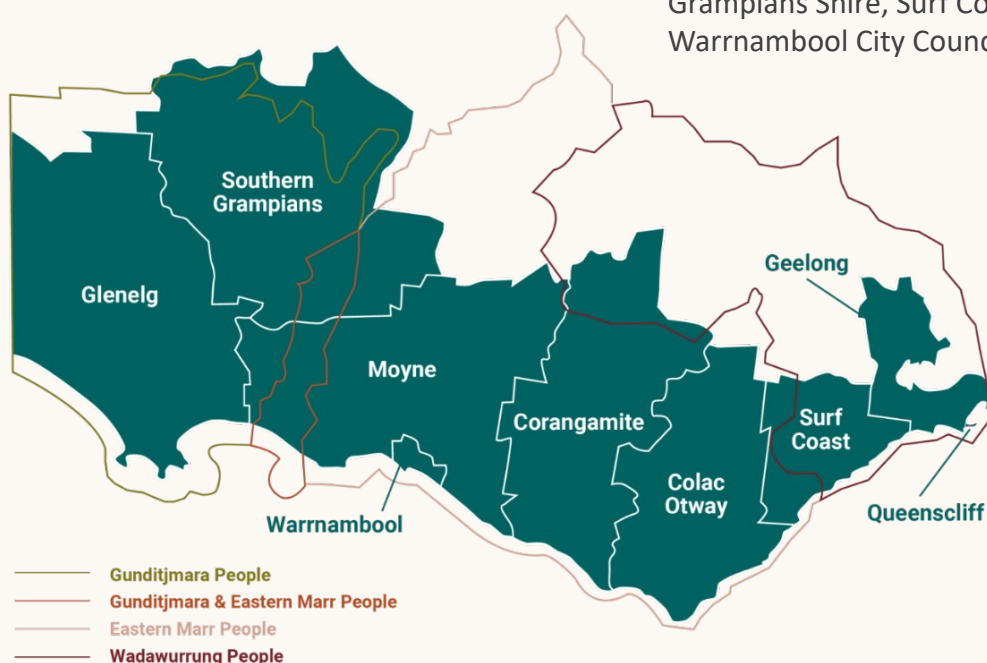
We recognise that sovereignty was never ceded, and, with humility and courage, wholeheartedly commit heads, hearts and hands to a path of healing, restitution and justice, embracing the wisdom of those who can guide us. We will fulfil our responsibility with honesty and integrity, we will challenge injustice, and - in all of this - we will hold ourselves accountable.

Design elements from artwork titled 'Coleraine Country' by Wadawurrung artist, Chloe Chatterton.

Our region

The Barwon South West region spans the lands of three Traditional Owner groups – the Gunditjmara, Eastern Maar and Wadawurrung – and the clans that reside within them.

The region includes nine local government areas: Borough of Queenscliffe, City of Greater Geelong, Colac Otway Shire, Corangamite Shire, Glenelg Shire, Moyne Shire, Southern Grampians Shire, Surf Coast Shire and Warrnambool City Council.





A note from our Chair Jo McBain

I am proud to reflect on another year of growth and impact as we continue to work towards our vision: Women and girls are healthy, safe, and equal.

Our dedicated team continues to inspire, creating safe and inclusive spaces for conversation and change. I extend my heartfelt thanks to our staff, volunteers, practitioners and board members. Your passion and professionalism ensure that women — regardless of background, identity or circumstance — feel seen, heard and supported.

It remains a privilege to serve as Chair of this board, working alongside an amazing group of women who bring diverse experiences, perspectives and skills. A defining strength of our board — and our broader organisation — is a culture of openness. This openness creates space for honesty, learning and respectful dialogue, enabling us to lead with integrity, courage and accountability.

This year, we farewelled Alison Kemp and acknowledged her valued contributions over three years, including time as Deputy Treasurer. In May, we welcomed Sarah Bubb-Dempster to the board in a casual vacancy role.

A major focus for the board in 2024 was setting the strategic direction for the next three years, culminating in the launch of our *Strategic Plan 2025–2029* in January 2025. Developed collaboratively by the board and senior management — with input from staff, consultation with partners, and analysis of regional needs — this plan reflects the voices and needs of our community.

I want to acknowledge our CEO, Jodie Hill, whose leadership is already evident in the delivery of our strategic goals. Together with her team, and in partnership with funders and supporters, she is continuing to build trust, strengthen collaboration and extend our reach. Over the past year, she has elevated our presence within the media, led regional conversations on issues affecting women, advocated for sustainable funding, strengthened partnerships, supported the board in its governance role, and empowered our small but mighty team. Her contribution is valued by the board and within the women's health network.

Finally, to the women who engage with our research and services—thank you. Your stories, strength, and feedback shape everything we do. You remind us why this work matters and continue to inspire us toward a more just and equitable future.

As we look ahead, we remain grounded in our values and ambitious in our vision.

Jo McBain
Chair



A note from our CEO

Jodie Hill

Reflecting on the past year, I am immensely proud of what we have achieved, the strength we have built, and the impact we continue to have across our region. This year has been defined by collaboration and connection as we strengthened existing partnerships, welcomed new collaborators into our networks, and expanded our communities of practice.

Our advocacy gained momentum as we added our efforts and voices to initiatives with the South West Victoria Alliance, The Parenthood, Women in Local Democracy, and Real Deal Geelong.

We joined forces to deliver new programs with local health professionals, local women in leadership, and Leadership Great South Coast. Strong relationships with local media and the ongoing collaboration and support of the Women's Health Service Network have further amplified our voice and reach.

I commend the WHWBSW team for embracing a suite of new priorities — building knowledge and capacity to make meaningful contributions in chronic disease prevention, mental health and supporting women in a changing society. This progress occurred alongside sustained efforts to prevent violence against women, advance gender equity and improve sexual and reproductive health.

Among our achievements, I am particularly proud of the community consultation on sexual and reproductive health. By amplifying the voices of women across our region, we enriched the evidence base and created resources to support advocacy and improvement. Participants

contributed to positive action by sharing their stories and experiences. We heard clearly about information gaps around perimenopause and menopause and, within weeks, we delivered two webinars on this theme in response. We shared insights from the consultation with decision-makers and fed into planning processes—community voice has the power to drive real change!

Our team has shown remarkable resilience, flexibility, and responsiveness, managing a high volume of work and nurturing relationships across a broad geographical footprint. Their commitment, collegiality, and good humour are essential as we pursue our shared mission, and I extend my heartfelt thanks to every team member.

Thanks also to the Board for its steadfast governance and support; your leadership provides a strong foundation for our work.

I also acknowledge Rochelle Martin a much-loved colleague and passionate gender equality practitioner, whose dedication and warmth will be missed as she moves on to new pursuits.

Looking ahead, I am optimistic. The people, communities, and organisations across our region are increasingly aware, engaged and taking action to make the Barwon South West healthier, safer and fairer. Thank you. With you, we can continue to drive positive and transformational change.

Jodie Hill
CEO

Our work

Our vision is for a region where all women and girls are healthy, safe and equal. To realise this, we take a primary prevention approach and deliver initiatives based on best practice health promotion in the priority areas of:

- Sexual and reproductive health
- Gender equity
- Prevention of violence against women
- Chronic disease prevention
- Mental health
- Women in a changing society

We lead change by shifting public discussion, translating evidence into action, and pushing for policy changes in businesses, organisations, and all levels of government.

Our partnerships

Our work is grounded in equitable, balanced and empowering partnerships that are built on flexibility, intersectionality, accessibility, transparency and accountability. We prioritise co-creation so that interventions are fit-for-purpose for our partners and build on existing strengths. Our partnerships demonstrate how collaboration and commitment can help build safer and fairer communities and include:

- **Respect 2040** with 25 members and 13 supporters committed to ending violence against women in the Barwon South West
- **Collaborating with the Barwon Health Public Health Unit** on evidence-based practice and gender analysis.
- **Real Deal Geelong**, our contribution aims to bring a gendered focus to the work of the partnership to create a fairer future for our community as we move through the climate transition.
- **Working with Wannon Water** on a whole-of-workforce approach to eliminating sexism, discrimination and gendered violence.
- **Delivering community education initiatives** with South West Sport to make sporting clubs inclusive and safe places for everyone.





WOMEN'S HEALTH & WELLBEING

Barwon South West



Strategic priority 1

We turn evidence into action
- and action into evidence.



Mapping access to sexual
and reproductive health
services report launched

80

attendees at launch

366

community member
survey respondents

96

health professional
survey respondents



Equitable access to Sexual and Reproductive Healthcare (SRH) is crucial for improving women and gender diverse people's health outcomes and achieving universal health coverage.

Our 2024 *Mapping Access to Sexual and Reproductive Health Services in Regional Victoria* report - highlighted poor physical access to SRH services in some parts of the region and indicated the need for comprehensive community and workforce consultation to explore access barriers, service experiences and system gaps.

In May 2025, we launched a consultation to better understand community and service providers' experiences accessing and delivering SRH locally. Phase one involved two anonymous online surveys

- A community survey explored people's experiences accessing services
- A service provider survey explored their experience delivering services.

Over 450 women, gender diverse people and healthcare providers completed the surveys which were designed with subject matter experts from across the region, including youth agencies, diversity and inclusion specialists and healthcare providers. Key findings include:

- **Low knowledge of perimenopause and menopause** combined with limited awareness of where to access help locally.
- **Better pain management is required for chronic conditions and contraception care.** Respondents reported painful periods and reproductive conditions with inadequate treatment, and insufficient sedation or pain relief during IUD insertion.
- **More comprehensive pre and post pregnancy care** is needed, particularly mental health support and physiotherapy through the public health system.

- **Need for affordable and available local healthcare:** wait times, travel and the cost of private practice services were all consistently identified as barriers.
- **Clear referral pathways are needed** for local SRH services, to increase practitioners' confidence to appropriately refer patients.
- **Health literacy:** Service providers want more targeted SRH education to improve health literacy and help patients know when and where to access care.
- **Workforce capacity building** is needed through place-based, affordable training offered at flexible times.
- Opportunity to **improve workforce connection and collaboration**

Phase 2 invites women, gender diverse people, and SRH providers to join interviews and focus groups to explore survey findings further.

"I want to be heard. I want to be included in decisions. I want to be believed. I don't want to feel like I have to kick and shout, and/or exaggerate to get some response from medicos. My pain and symptoms are real. How dare someone else tell me that I have it wrong?"

"Women suffer in silence and have been told our whole lives to get on with it. It is time women's health is stand alone and respected by the broader medical community."

Community survey respondents

Strategic priority 2

We work collaboratively to drive transformational change.



Wannon Water

Our Learning Together partnership with Wannon Water builds understanding of what it takes to effectively embed workplace respect, equality and safety.

We developed and delivered two tailored training packages across the four Wannon Water sites – Warrnambool, Portland, Hamilton and Camperdown – in 2024. Over 260 people completed gender equality, sexual harassment and bystander action training, attending three sessions over six months.

The decade-long partnership offers key insights into supporting gender equity in a dynamic workforce and legislative environment. Wannon Water is a major employer and staff hold many roles in schools, sporting clubs and community groups, significantly increasing the partnership's impact. Wannon Water also sits on the Respect 2040 Executive Governance Group.

The partnership's success is built on the strength of collaboration, co-design and taking a whole-of-organisation approach to advance gender equity.

“The changes we’ve seen in our workplace are amazing. We’ve seen the gender pay gap close; we’ve seen more women in senior roles. We’ve introduced flexibility – but that’s not just good for women, that’s good for everyone and helps people just balance their lives. It helps Wannon Water perform to its best.”

Andrew Jeffers, past Managing Director, Wannon Water.



Respect 2040

Respect 2040 has expanded in size, capability and influence to prevent gendered violence across Barwon South West.

The Respect 2040 Executive Governance Group, comprised of leaders of partner organisations, have deepened their knowledge of preventing gendered violence through sessions with Women with Disabilities, No to Violence, and Jesuit Support Services.

The Community of Practice (CoP) learnt about engaging men and boys in prevention and shared insights on improving gender equality in their workplaces. They welcomed the WHWBSW Gender Equality Networks (health and local governments), enriching the CoP's knowledge.

In 2025 we evolved the Respect 2040 communications working group to include communication specialists from partner organisations. This group has co-designed prevention messaging and campaigns, supported a brand refresh, developed a communications plan, and led communications for days of significance. It also delivered a video-based campaign for 16 days of Activism Against Gender-Based Violence – showcasing our commitment to preventing violence against women and inviting others to join.

The Respect 2040 forum united over 70 passionate professionals to strengthen our collective role in preventing violence against women. Tricia Currie's keynote offered a powerful reminder: gender equity work is essential, and with kindness, transparency and shared effort, real change is possible. Collaboration equals critical mass.

Partners Meli, Corangamite Shire Council and the SAFV Centre shared inspiring prevention initiatives. Workshops focused on mapping current initiatives and imagining bold, collaborative solutions including supporting men to engage their peers, youth-focused programs, and community-wide campaigns.



Real Deal Geelong

We are proud members of the Real Deal Geelong Alliance - a diverse group of community, faith and union organisations working together for a fairer future for our community, in the face of climate transition. We led the delivery of one community forum, two online webinars and one Gender Impact Assessment workshop during 2025 – both increasing the Alliance’s understanding of gender equality and strengthening our profile and partnerships in the Geelong region.



Birth trauma

The arrival of a baby is a joyful event for many families. But for some, childbirth can also bring lasting physical and psychological trauma. Up to 48% of Australians describe their birth experience as traumatic, yet services to support recovery remain limited, particularly in regional communities.

In a Victorian first, we proudly launched the Peer2Peer Birth Trauma Support program in partnership with Birth Trauma Australia and local health professionals.

The program offers a safe, trauma-informed space for people to share their experiences, reduce stigma, and build a pathway to healing. It helps people to thrive after birth trauma and has a ripple effect to families and the community.

Groups are led by trained facilitators with lived experience of birth trauma. They will deliver pilot programs in Geelong and Warrnambool, over the next 12 months.



Strategic priority 3

We lead regional conversations about issues impacting women's lives.

85

media appearances across TV, print, online and radio

12

columns published in The Warrnambool Standard and beyond

2

editions of The Quarterly distributed to 435 stakeholders

14

MP advocacy engagements

14

invitations to lead regional conversations as a keynote or guest speaker

2

International Women's Day events with **54 attendees**



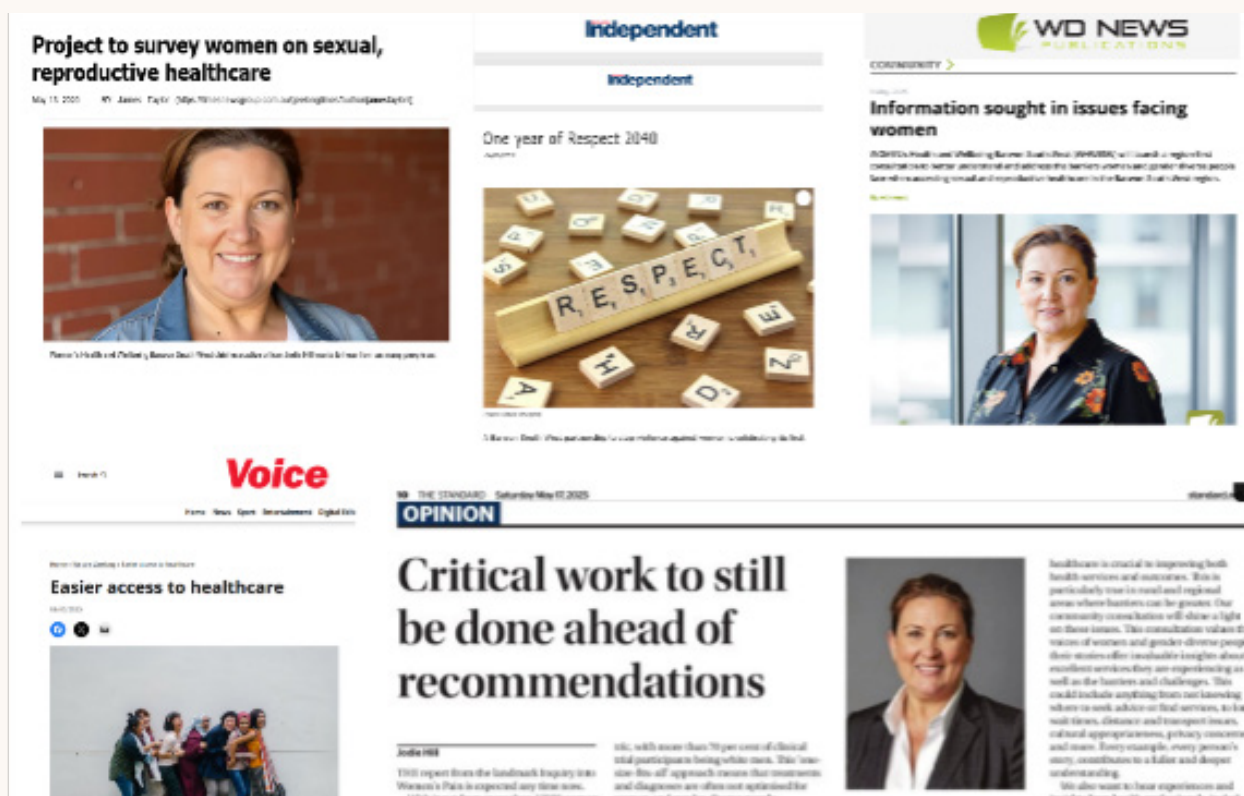
Our visibility, credibility and influence as regional leaders have reached unprecedented heights over the past year. We have led vital conversations across the region, cementing our role as a trusted voice on issues affecting women and gender-diverse people. Our work has been extensively profiled in local print, radio, TV and online media, including coverage of our sexual and reproductive healthcare access work; gender inequality in healthcare; the pain inquiry; and the one-year anniversary of the Respect 2040 partnership.

This surge in media exposure translated into increased engagement and recognition. We've seen a notable rise in invitations to speak at events and forums hosted by both long-standing partners and new stakeholders across industry, community and education sectors – enabling us to broaden our networks and deepen our impact across the community.

Our insights are increasingly sought by journalists and media outlets, who now turn to us for comment on diverse issues facing women in our region—from gender equality and healthcare to economic security, housing and the prevention of violence against women.

We launched *The Quarterly*, a new bulletin reaching over 400 key stakeholders, and continued to strengthen our advocacy through targeted MP briefings and stakeholder advisories on critical regional and statewide issues. We were also invited to participate in LGA planning processes across the region.

This growing presence reflects not just the importance of our work, but the strength of our relationships, our deepening community connections, and our ability to influence public dialogue and policy in ways that create lasting, positive change.



Strategic priority 4

We foster a resilient, inclusive and capable organisation focused on delivering at the highest standards.



**REFLECT Reconciliation
Action Plan completed**



Strategic plan launched



**Australian Charity Award for
Outstanding achievement**



**Statewide mapping project in
partnership with Respect Victoria**



**Women with Disabilities Victoria
capacity building project and audit**

We proudly launched our 2025-2029 strategic plan in January. The plan outlines our vision for women and girls to be healthy, safe, and equal. It reaffirms our dedication to gender equality, health promotion, and the ongoing journey of reconciliation with First Nations peoples.

As we embark on this refreshed strategic direction we commit to the values of courage, integrity, and inclusivity that define our organisation. We will continue to centre women in our work and strive to deliver meaningful change, ensuring that women and girls in the Barwon South West region can thrive in a healthy, safe, and equitable environment.

In June, we walked alongside community for the Yoorrook Walk for Justice, standing in solidarity with First Nations communities and acknowledging the truth-telling work of the Yoorrook Justice Commission. The Commission's recent report calls for urgent change, and we are committed to playing our part, guided by respect, cultural safety, and genuine partnership as we develop our organisation's Reconciliation Action Plan.



Thank you

We recognise and appreciate the support of our funders, notably the Victorian State Government, Department of Health, Department of Families, Fairness and Housing and the Office for women.

We acknowledge and thank our many partners and allies for the remarkable work you continue to do alongside us.

- Agency International
- AKESO Family Bowen Therapy & Women's Health Care
- Avonlea Clinic
- Barwon Community Legal Service
- Barwon Health
- Barwon Water
- Barwon South West Public Health Unit
- Bellarine Community Health
- Bree Gorman Consulting
- Brophy Family & Youth Services
- Business and Professional Women
- Casterton Memorial Hospital
- City of Greater Geelong
- Colac Area Health
- Colac Otway Shire Council
- Corangamite Shire Council
- Deakin University
- Department of Education - Respectful Relationships
- Department of Justice and Community Safety
- Dhauwurd- Wurrung Elderly and Community Health Service
- Eastern Maar Aboriginal Cooperative
- Geelong Regional Library
- Geelong Real Deal
- Geelong Sustainability
- GenHealth
- GenWest
- Gender and Disaster Australia
- Gippsland Women's Health
- Glenelg Shire Council
- Great Ocean Road Health
- Gunditjmara Aboriginal Cooperative
- Winda Mara Aboriginal Cooperative
- Headspace Colac
- Headspace Warrnambool
- Hesse Rural Health
- Heywood Rural Health
- Kirrae Health Service
- Leadership Great South Coast
- Leisure Networks
- Meli
- Moyne Health Services
- Moyne Shire Council
- Mpower
- Multicultural Centre for Women's Health
- Portland District Health
- Borough of Queenscliffe Council
- Sexual Assault and Family Violence Centre
- Shifting Mindsets
- South West Sport
- South West TAFE
- Southern Grampians Shire Council
- South West Healthcare Sexual and Reproductive Health Hub
- South West Centre Against Sexual Assault
- Spirit & Soul Creations
- Surf Coast Shire Council
- Terang Mortlake Health Service
- The Lady Physio
- Timboon & District Healthcare Service
- Wannon Water
- Warrnambool City Council
- Warrnambool East Primary School
- Wathaurong Aboriginal Cooperative
- Western District Health Service
- Western Victoria Primary Health Network
- Wimmera South West Family Violence Partnership
- Wholehearted Life
- Youth Affairs Council Victoria

Financial statements

Comprehensive Income Statement

for the year ended 30 June 2025

	Note	2025 \$	2024 \$
INCOME			
Operating grants	2	1,720,956	1,792,090
Interest		48,753	43,825
Fees for service		62,600	13,443
Profit of sale of fixed assets		37,273	-
Other income		16,972	-
TOTAL INCOME		1,886,554	1,849,358
EXPENDITURE			
Employee expenses	3	1,225,989	1,047,463
Operating expenses	4	286,585	505,251
Depreciation & Amortisation expenses	5	57,881	72,456
TOTAL EXPENDITURE		1,570,455	1,625,170
NET OPERATING SURPLUS/(DEFICIT) BEFORE OTHER ITEMS		316,099	224,188
WHS State evaluation contributions	18	110,000	110,000
WHS State evaluation support	18	(111,468)	(97,710)
COMPREHENSIVE RESULT		314,631	236,478

The accompanying notes form part of these financial statements

Balance Sheet

for the year ended 30 June 2025

	Note	2025 \$	2024 \$
ASSETS			
Current Assets			
Cash and cash equivalents	6	600,061	376,672
Financial assets	7	1,034,997	1,000,000
Other assets	8	29,361	13,075
Total Current Assets		1,664,419	1,389,747
Non-Current Assets			
Property, plant and equipment	9	83,486	20,106
Right of use assets	10	124,128	168,357
Total Non-Current Assets		207,614	188,463
TOTAL ASSETS		1,872,033	1,578,210
LIABILITIES			
Current Liabilities			
Trade and other payables	11	66,883	44,362
Income in advance		-	18,000
Lease liabilities	12	40,137	39,894
Leave entitlements	13	69,135	47,918
Total Current Liabilities		176,155	150,174
Non-current Liabilities			
Lease liabilities	12	98,304	151,354
Leave entitlements	13	7,446	1,185
Total Non-current Liabilities		105,750	152,539
TOTAL LIABILITIES		281,905	302,713
NET ASSETS		1,590,128	1,275,497
EQUITY			
Accumulated surplus		1,590,128	1,275,497
TOTAL EQUITY		1,590,128	1,275,497

The accompanying notes form part of these financial statements

Statement of Changes in Equity

for the year ended 30 June 2025

	Cash Reserve \$	Retained Earnings \$	Total Equity \$
Balance 1 July 2023	415,000	624,019	1,039,019
Net result for the year		236,478	236,478
Balance 30 June 2023	415,000	860,497	1,275,497
Net result for the year		314,631	314,631
Balance 30 June 2024	415,000	1,175,128	1,590,128

The accompanying notes form part of these financial statements

Cash Flow Statement

for the year ended 30 June 2025

	Note	2025 \$	2024 \$
Cash flow from operating activities			
Grant receipts		1,717,056	1,810,090
Interest received		37,870	43,825
Sundry Income		175,472	175,858
Payment to suppliers and employees		(1,585,995)	(1,787,460)
Net cash provided by / (used in) operating activities	14(a)	<u>344,403</u>	<u>242,313</u>
Cash flow from investing activities			
Purchase of Investments		(34,997)	25,165
Payments for plant and equipment		(83,068)	(3,180)
Proceeds for plant and equipment		37,273	-
Net cash provided by / (used in) investing activities		<u>(80,792)</u>	<u>21,985</u>
Cash flow from financing activities			
Payments of lease liabilities		(40,222)	(37,893)
Net cash provided by / (used in) financing activities		<u>(40,222)</u>	<u>(37,893)</u>
Net increase in cash held		223,389	226,405
Cash and cash equivalents held at beginning of year		376,672	150,267
Cash and cash equivalents held at end of year	6	<u><u>600,061</u></u>	<u><u>376,672</u></u>

The accompanying notes form part of these financial statements

Notes to the Financial Statements

for the year ended 30 June 2025

NOTE 1: STATEMENT OF MATERIAL ACCOUNTING POLICIES

The financial report is a special purpose financial report prepared in order to satisfy the requirements of the Association Incorporation Reform Act 2012 and the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act) and the funding requirements of funding bodies. The Board of Management has determined that the Association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

The financial statements were authorised for issue on the 28th August 2025 by the members of the committee.

(a) Depreciation of Property, Plant & Equipment

Plant, Equipment and Motor Vehicles are included at cost less their accumulated depreciation and impairment losses.

The depreciable amount of all fixed assets is depreciated on a straight line basis over their useful lives commencing from the time the asset is held ready for use. The depreciation rates used were 10% -33%.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the income statement. When revalued assets are sold, amounts included in the revaluation relating to that asset are transferred to retained earnings.

(b) Employee Benefits

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

Provision is made for employees' annual leave entitlements not expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. Other long-term employee benefits are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to end-of-reporting-period market yields on government bonds that have maturity dates approximating the terms of the obligations. Any remeasurements of other long-term employee benefit obligations due to changes in assumptions are recognised in profit or loss in the periods in which the changes occur. The associations obligations for long-term employee benefits are presented as non-current provisions in its statement of financial position, except where the association does not have an unconditional right to defer settlement for at least 12 months after the reporting date, in which case the obligations are presented as current provisions.

Long Service Leave Portability

Employees entitled to the long service leave portability scheme will have their long service leave entitlement held by the scheme from the 1st of July 2019. If the employee is entitled to a higher benefit of longer service leave or is not entitled to the scheme, their benefit will be calculated per the short-term or other long-term employee benefits.

A liability is recognised for benefits accruing to employees in respect of wages and salaries, annual leave and long service leave when it is probable that settlement will be required and they are capable of being measured reliably.

Liabilities recognised in respect of employee benefits expected to be settled within 12 months, are measured at their nominal values using the remuneration rate expected to apply at the time of settlement.

Notes to the Financial Statements

for the year ended 30 June 2025

NOTE 1: STATEMENT OF MATERIAL ACCOUNTING POLICIES (continued)

Liabilities recognised in respect of employee benefits which are not expected to be settled within 12 months are measured as the present value of the estimated future cash outflows to be made by the association in respect of services provided by employees up to reporting date.

The Portable Long Service Leave Scheme (PLSLS) was established to, in general, administer and manage the Scheme assets and provide a construct to provide portability of long service leave across the Victorian community service, contract cleaning and security sectors. Whilst the association is a Participant Employer under the PLSLS, the Scheme rules stipulate that employees' long service leave rests with the Participant Employer. A provision for long service leave is required to be recognised at the present value of the long service leave obligation. In accordance with accounting standards, the reimbursement asset is required to be recognised as a separate asset and the accounting policy for this has been summarised in Note 1(h).

(c) Leases

At inception of a contract, the association assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and corresponding lease liability are recognised by the association where the association is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

The lease liability relates to the rental of office premises and is initially measured at the present value of the lease payments that are not commencement date, paid at the discounted by using the rate implicit in the lease. If this rate cannot be readily determined, the association uses an incremental borrowing rate.

Lease payments included in the measurement of the lease liability comprise of fixed lease payments.

The lease liability is presented as a separate line in the statement of financial position and is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect the lease payments made.

The right of use assets (use of office premises) comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right of use assets are depreciated over the shorter period of lease term and useful life of the right of use asset. The depreciation starts at the commencement date of the lease.

The right of use assets are presented as a separate line in the statement of financial position.

(d) Cash and cash equivalents

Cash and cash equivalents includes cash in bank, deposits held at call with financial institutions, and other short term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash.

(e) Revenue and other income

Operating grants

When the association receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance with AASB 15.

When both these conditions are satisfied, the association:

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

Notes to the Financial Statements

for the year ended 30 June 2025

NOTE 1: STATEMENT OF MATERIAL ACCOUNTING POLICIES (continued)

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

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards;
- recognises related amounts (being contributions by owners, lease liability, financial instruments, provisions, revenue or contract liability arising from contract with customer)
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Interest income

Interest income is recognised using the effective interest method.

Deferred income

When grant revenue is received whereby the association incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction, and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

(f) Accounts receivables and other debtors

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

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any provision for impairment.

Portable long service leave scheme receivable

The association is a Participant Employer of the Portable Long Service Leave Scheme (PLSLS). As a Participant Employer, the association contributes an quarterly levy to PLSLS. The quarterly levy amount is equivalent to 1.65% of the time worked and ordinary wages paid to their employees. Pursuant to Portable Long Service Leave Regulations 2020, the PLSLS has an obligation to Participant Employers to pay from the Scheme, benefits to them as a reimbursement for long service leave paid or payable to their employees. In accordance with the Scheme Rules, the Participant Employers remain legally responsible for long service leave obligations.

Notwithstanding, in accordance with Accounting Standards, given the existence of the Scheme and the rules of the Scheme, where the long service leave obligation will be reimbursed by the Scheme, a reimbursement asset shall be recognised when and only when the reimbursement is virtually certain. Accounting standards specifically require the reimbursement to be treated as a separate asset that shall not exceed the value of the provision.

(g) Accounts payable

Accounts payable represents the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

(h) Key judgements

Provision for impairment of receivables

Management has completed an assessment of Receivables outstanding and conclude that no provision is to be recognised.

Notes to the Financial Statements

for the year ended 30 June 2025

NOTE 1: STATEMENT OF MATERIAL ACCOUNTING POLICIES (continued)

Employee benefits

For the purposes of measurement, AASB 119: Employee Benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related service. As the association expects that all of its employees would use all of their annual leave entitlements earned during a reporting period before 12 months after the end of the reporting period, the association believes that obligations for annual leave entitlements satisfy the definition of short-term employee benefits and, therefore, can be measured at the (undiscounted) amounts expected to be paid to employees when the obligations are settled.

Employee benefit liabilities are classified as a non-current liability if the association has a conditional right to defer payment beyond 12 months. Long service leave entitlements (for staff who have not yet exceeded the minimum vesting period) fall into this category. the association applies significant judgment when measuring its employee benefit liabilities.

The association applies judgement to determine when it expects its employee entitlements to be paid.

With reference to historical data, if the association does not expect entitlements to be paid within 12 months, the entitlement is measured at its present value, being the expected future payments to employees.

Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields on government bonds at the end of the reporting period.

Lease term and option to extend under AASB 16

The lease term is defined as the non-cancellable period of a lease together with bond periods covered by an option to extend the lease if the lessee is reasonably certain to exercise that option; and also periods covered by an option to terminate the lease if the lessee is reasonably certain not to exercise that option. The options that are reasonably going to be exercised is a key management judgement that the association will make. The association determines the likeliness to exercise the options on a lease-by-lease basis looking at various factors such as which assets are strategic and which are key to future strategy of the association.

Performance obligations under AASB 15

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

(i) Accounting standards and interpretations

As at 30 June 2025, new accounting standards and interpretations have been issued by AASB but are not yet effective. The association has not and does not intend to adopt these standards early and there is no material impact expected.

(j) Reserves

Cash reserves are funds set aside by the Board to ensure financial sustainability and the means to meet future commitments and emerging opportunities in the event of a funding decrease. These reserves are reviewed annually and adjusted by the Board as part of the budgeting and strategic planning process.

Notes to the Financial Statements

for the year ended 30 June 2025

	2025 \$	2024 \$
NOTE 2: OPERATING GRANTS		
Department of Health & Human Services	1,447,501	1,491,090
Department of Family, Fairness and Housing	265,455	296,000
Other grants	8,000	5,000
	1,720,956	1,792,090
NOTE 3: EMPLOYEE EXPENSES		
Salaries & wages	1,091,370	928,198
Superannuation	124,447	105,461
Workcover	10,172	13,804
	1,225,989	1,047,463
NOTE 4: OPERATING EXPENSES		
Audit & legal fees	2,800	16,750
Board & strategic governance	17,069	33,324
Information technology	24,959	19,572
Motor vehicle	12,660	6,741
Occupancy	7,459	7,620
Office & administration	53,530	38,889
Movement in NPV of leases	(6,549)	(677)
Office furniture	-	2,545
Program delivery	147,395	244,958
Staff recruitment & training	27,262	135,529
	286,585	505,251
NOTE 5: DEPRECIATION AND AMORTISATION		
Right-of-use assets	38,193	39,613
Furniture & equipment	9,945	9,794
Motor vehicles	5,519	10,183
Leasehold improvements	4,224	12,866
	57,881	72,456
NOTE 6: CASH AND CASH EQUIVALENTS		
Debit card account	1,195	762
Westpac operations account	180,994	375,608
Westpac Savings Account	417,872	302
	600,061	376,672
NOTE 7: FINANCIAL ASSETS		
Term deposits	1,034,997	1,000,000
	1,034,997	1,000,000
NOTE 8: OTHER ASSETS		
Accrued interest	22,915	12,032
Portable long service leave reimbursement	6,446	1,043
	29,361	13,075

Notes to the Financial Statements

for the year ended 30 June 2025

	2025 \$	2024 \$
NOTE 9: PROPERTY, PLANT & EQUIPMENT		
Leasehold improvements	60,311	60,311
Less: accumulated depreciation	(59,478)	(55,255)
	833	5,056
Motor Vehicles	68,512	66,136
Less: accumulated depreciation	(5,518)	(66,136)
	62,994	-
Equipment & Furniture	96,037	81,482
Less: accumulated depreciation	(76,378)	(66,432)
	19,659	15,050
	83,486	20,106
NOTE 10: RIGHT OF USE ASSETS		
Right of Use Assets - Office Premises	315,094	326,811
Less: accumulated depreciation	(190,966)	(158,454)
	124,128	168,357
NOTE 11: TRADE AND OTHER PAYABLES		
Trade creditors	10,128	15,719
Accrued expenses & employee benefits	36,671	-
GST & PAYG payable	20,084	28,643
	66,883	44,362
NOTE 12 : LEASE LIABILITIES		
Current Liabilities	40,137	39,894
Lease liabilities - office premises	40,137	39,894
Non Current Liabilities	98,304	151,354
Lease liabilities - office premises	98,304	151,354
	138,441	191,248
NOTE 13 : LEAVE ENTITLEMENTS		
Current Liabilities		
Annual leave	69,135	47,918
	69,135	47,918
Non Current Liabilities		
Long Service Leave	7,446	1,185
	7,446	1,185
	76,581	49,103

Notes to the Financial Statements

for the year ended 30 June 2025

	2025 \$	2024 \$
NOTE 14 : CASH FLOW INFORMATION		
(a) Reconciliation of net cash provided by operating activities to net operating surplus/(deficit)		
Net Operating result for the year	314,631	236,478
Non cash flows in operating result;		
Depreciation	19,688	32,843
Amortisation of leases	38,193	39,613
Movement in NPV of leases	(6,549)	(677)
Proceeds from sale of fixed assets	(37,273)	-
Total non-cash flows in operating result	14,059	71,779
Change in assets and liabilities		
Increase/(Decrease) in payables	22,521	(160,954)
Increase/(Decrease) in Income in Advance	(18,000)	18,000
Increase/(Decrease) in employee benefits	27,478	24,595
(Increase)/Decrease in other assets	(16,286)	52,415
	15,713	(65,944)
Cash flows from operating activities	344,403	242,313

Note 15: Events after the Reporting Period

The association is not aware of any significant events since the end of the reporting period.

Note 16: Contingent Liabilities and Contingent Assets

The association is not aware of any contingent liabilities or assets as at 30 June 2025 (2024: nil).

Note 17: Related party transactions

Key management personal (KMP) are defined as people with authority and responsibility for planning, directing and controlling the activities of the entity, The entity has identified KMP as members of the board and the CEO.

As the board is appointed on a voluntary basis there is only one KMP who receives remuneration for their services. As there is only one KMP who is remunerated the association has applied the exemption provided by the ACNC not to disclose KMP remuneration.

There have been no related party transactions during the reporting period. (2024: nil).

Note 18: WHS State evaluation project

WHWBSW is the auspice organisation for the WHS State evaluation project. WHWBSW collects and expends funds to cover the collective activity on behalf of the WHSN, the revenue and expense result in a break even position.

Statement by the Board of Management

for the year ended 30 June 2025

The Board of Management have determined that the association is not a reporting entity.

The Board of Management have determined that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

1. In the opinion of the committee of management the financial report as set out on pages 3 to 12, satisfy the requirements of the :
Australian Charities and Not-for-profits Commission Act 2012 and:
 - a. comply with the Australian Accounting Standards applicable to the entity; and
 - b. gives a true and fair view of the financial position of Women's Health & Wellbeing Barwon South West Inc. as at 30 June 2025 and its performance for the year ended on that date.
2. There are reasonable grounds to believe that Women's Health & Wellbeing Barwon South West Inc. will be able to pay its debts as and when they fall due.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profit Commission Regulations 2022.



Joanne McBain



Jennifer Falco

Dated: 28th August 2025

INDEPENDENT AUDIT REPORT TO THE MEMBERS OF THE WOMEN'S HEALTH AND WELLBEING BARWON SOUTH WEST INC.

Opinion

We have audited the financial report, being a special purpose financial report of Women's Health and Wellbeing Barwon South West Inc., which comprises the balance sheet as at 30 June 2025, and the comprehensive income statement, the cash flow statement, statement of changes in equity for the year then ended, a summary of the material accounting policies, other explanatory notes and the statement by members of the board.

In our opinion, the accompanying financial report of Women's Health and Wellbeing Barwon South West Inc. is in accordance with the Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, and financial reporting requirements of the *Associations Incorporation Reform Act 2012 (VIC)* including:

- (a) giving a true and fair view of Women's Health and Wellbeing Barwon South West Inc.'s financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 the *Australian Charities and Not-for-profits Commission Regulation 2022*.

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 Women's Health and Wellbeing Barwon South West Inc. 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, and we have 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

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report is prepared to assist Women's Health and Wellbeing Barwon South West Inc. in complying with the requirements of the Australian Charities and Not-for-Profits Commission Act 2012, and the Associations Incorporation Reform Act 2012 (VIC). As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Report

Management is responsible for the preparation of the financial report in accordance with the requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and Associations Incorporation Reform Act (Vic) 2012 and for such internal control as management determines is necessary to enable the preparation of a financial report that 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 management either intends to liquidate the Women's Health and Wellbeing Barwon South West Inc. or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Women's Health and Wellbeing Barwon South West Inc.'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 this 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 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 Women's Health and Wellbeing Barwon South West Inc.'s internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by 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 Women's Health and Wellbeing Barwon South West Inc.'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 Women's Health and Wellbeing Barwon South West Inc. 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 those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Independence

In conducting our audit, we have complied with the independence requirements of Australian professional ethical pronouncements.



MCLAREN HUNT
AUDIT AND ASSURANCE



CHRISTOPHER KOL
PARTNER

Dated at Warrnambool; 3 September 2025



**WOMEN'S HEALTH
& WELLBEING**
Barwon South West



@womenshealthbsw

www.womenshealthbsw.org.au

Our region spans the lands of three Traditional Owner groups — the Gunditjmara, Eastern Maar and Wadawurrung, and the clans and language groups which reside within them.



**WOMEN'S HEALTH
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Barwon South West