

WAM ANNUAL REPORT 2019–2020

Women and Mentoring
Annual Report for the year
ended 30 June 2020

A photograph of two women sitting together and laughing. The woman on the left is older, with short dark hair, wearing a striped shirt. The woman on the right is younger, with long dark hair and glasses, wearing a light-colored ruffled blouse. They are both smiling broadly and looking towards each other. The background is slightly blurred, suggesting an outdoor setting.

WORKING FOR A JUST COMMUNITY

OUR PURPOSE

WAM EXISTS TO ASSIST WOMEN IN THEIR EARLY INTERACTION WITH THE JUSTICE SYSTEM THROUGH THE PROVISION OF A FORMAL MENTORING RELATIONSHIP. THIS WILL PROVIDE THEM WITH A PATHWAY TO DEVELOP AND USE POSITIVE LIFE SKILLS.

OUR VISION

A NATIONAL, VOLUNTEER-BASED MENTORING PROGRAM FOR WOMEN TO REDUCE FEMALE INCARCERATION AND RECIDIVISM AND PROMOTE SOCIAL INCLUSION.

OUR VALUES

OUR GUIDING VALUES UNDERPIN THE WAY WE WORK WITH WOMEN:

INTEGRITY

We are reliable and trustworthy. Every woman who comes to us should feel safe, emotionally and physically, with our mentors. We optimise our resources to build early intervention strategies and offer them support.

RESPECT

We operate without judgement or bias. We approach each individual with open minds and hearts full of compassion, no matter who they are or their circumstances.

BELONGING

We work closely with the community for support and referrals, in pursuit of social justice and a better, stronger community for all.

EMPOWERMENT

We don't tell women under mentorship what to do, but empower them to make the best decisions for themselves.

SOCIAL JUSTICE

Ensuring that women in our community have a fair and just opportunity to thrive and live their lives as equally as others.

CONTENTS

CHAIR'S MESSAGE	04
EXECUTIVE OFFICER REPORT	06
OUR PEOPLE	08
THE WOMEN'S VOICES	12
A DIFFERENT MENTORING EXPERIENCE	16
FINANCIAL SUMMARY	18
OUR SUPPORTERS	19



MESSAGE FROM THE CHAIR

IN APRIL THIS YEAR WOMEN AND MENTORING MARKED AN AUSPICIOUS EVENT, THE 10TH ANNIVERSARY OF THE FIRST VOLUNTEER MATCH IN THE THEN WAM PILOT PROGRAM. COVID-19 HAS PREVENTED US FROM CELEBRATING OUR MILESTONE IN TRUE STYLE HOWEVER OUR PROGRAM GOES FROM STRENGTH TO STRENGTH.

Women and Mentoring's unique service commenced at the Neighbourhood Justice Centre in Collingwood providing one-on-one mentoring support to vulnerable adult women charged with an offence or at risk of offending. A small group of mentors were recruited, trained and matched with women referred to WAM and we were averaging 7 participants a year in those early days. Receiving secure 3-year philanthropic funding enabled us to expand our staff from one to two therefore training more mentors and accepting more mentees. Our data showed that the rate of reoffending was extremely rare with our participants, the mentoring relationships were proving that our approach worked.

In 2013 WAM became a Not for Profit organisation in its own right and our Board was elected under the guidance of our founding Chair, Ann Polis. WAM received a generous grant from The Melbourne Women's Fund in mid-2015 to expand our service to the western suburbs and have a presence at the Sunshine Magistrates Court. This enabled WAM to further expand staff numbers and extend its reach and support to more women. All of a sudden, our vision of having a presence in more Magistrates courts in Victoria seemed possible.

Additional philanthropic funding in 2018 made the expansion to the Frankston Magistrates Court a reality. Once again WAM was recognised by the community to be a valuable service. As at mid-2020 WAM has a presence in the following Magistrates Courts; Melbourne, NJC, Heidelberg, Sunshine, Frankston and Broadmeadows. 45 women are currently in our program despite 2019-2020 being a year like no other.

Our team led by Tricia Ciampa have not only adapted to the restrictions of COVID-19 but been incredibly innovative. Working from home they have continued to recruit and train new mentors online, screen and match new participants. They provide ongoing support to the existing mentor relationships which are so crucial for women feeling more isolated than ever. Digital online mentoring will enable women in regional areas to access our service plus offer more serious offenders the opportunity to have a mentor. WAM continues to evolve and respond to the needs of women in the justice system.

The induction of Ann Polis to the Victorian Honour Roll for Women 2020 is an acknowledgement of her inspirational achievements over many years. Our board has seen several changes in 2019-2020, Stacey Zuluaga, Sally Dobell and Trieu Huynh resigned, and we thank them for their valuable contribution to making WAM the organisation it is. Trevor Irwin joined in October 2019 and we welcomed Su Roberston and Tamsin Mildenhall in April 2020. All three bring a high level of professional expertise and the board appreciates their commitment.

To reach the 10-year milestone has required dedication and a strong belief so we are extremely fortunate to have a highly committed team of staff and a supportive Board. We have resourceful and resilient volunteer mentors who support mentees to achieve their goals to make positive changes and choices. This is what we will be celebrating.

Sam Payne, Board Chair



EXECUTIVE OFFICER'S REPORT

WOMEN WHO HAVE THE GREATEST CONTACT WITH THE CRIMINAL JUSTICE SYSTEM TEND OVERWHELMINGLY TO HAVE BACKGROUNDS OF SOCIAL AND ECONOMIC DISADVANTAGE. EXPERIENCING HOMELESSNESS, FAMILY VIOLENCE, MENTAL HEALTH ISSUES, DRUG AND ALCOHOL MISUSE, TRAUMA, AND POVERTY CONTRIBUTE TO WOMEN'S OFFENDING. OFTEN THESE LIFE CHALLENGES ALSO PLAY A ROLE IN CREATING BARRIERS TO ENGAGEMENT WITH SERVICES.

To then add to this, a year like no other, a global pandemic significantly making day-to-day life much more complex. The lives of the women we work with became increasingly challenging—access to support services was limited, lockdown periods created havoc with shopping for food and essentials, school closures and restrictions on movement were another burden for single mothers, and some mothers having access to their children also limited. Further to this, court hearings have been delayed, adding anxiety and further overwhelming the women.

Thankfully, our mentoring program was able to persevere, and our mentors and participants continued to benefit from their mentoring relationships. The WAM team continued to make matches over the lockdown periods, swiftly adapting our program to online and digital platforms, ensuring contact and connection was maintained.

Our Mentoring Program provides women with an opportunity to learn new skills, build confidence and develop coping mechanisms to assist them in overcoming these issues. Women engaged in our mentoring program do not return to the justice system, rather they are able to make positive choices and become contributing members of their community. Predominantly, women are able to build an identity away from the justice system and avoid incarceration.

Throughout the Peer Supervision sessions, especially during the second half of the year, we have reminded mentors that “achieving goals” has not been the focus for the women—for some this has been almost impossible with so many services closed or with very limited access. The overarching objective of this year was to just get through it, maintain contact, and keep each woman's motivation and spirits up. We did this successfully through the provision of material aid, phone data top ups, care packs and activity packs, as well as ensuring everyone felt well-supported.

We are grateful to our generous donors and supporters who assisted us in financing material aid, supplying items for care packs and our volunteer mentors who persisted.

For many women there have been some very positive outcomes; finding work, completing CCOs and parole, reunification with children, abstaining from drugs/alcohol, developing coping strategies and new skills, working off fine debt through the WDPs, and attending court/judicial monitoring. Mentoring relationships provide long term support for recovery, building individual capacity, and can significantly reduce the female recidivism rate in Victoria.

No doubt the women engaged in the mentoring program carry a very heavy load, the complexity of their life, the vulnerabilities and their traumas. For many, engaging in the program is a choice they take up readily and connect with their mentors to strive to achieve their goals. For some women, however, the social issues that challenge them only affords them a brief detour while matched to a mentor. We know that progression is never linear, for every few steps forwards there may be a step back. Our mentors stay true to their role, of walking beside the woman, offering support and assistance when they can, and helping our women to persevere.

It is an honour to be at the helm of WAM as we celebrate our 10th anniversary of providing support and empowering women to change their life trajectory. I am regularly inspired by all the women we work with, both participants and mentors, who are at the heart of our WAM community. The impact that we have created this year, despite the challenges, would not be possible without the dedication and hard work of our small team for which I am grateful. I am also thankful to our skilled volunteers and the expertise of our Board who provide enduring support and assistance.

Over the next 12 months our goal is to continue our work by building our organisational capacity, securing our future with sustainable funding, and amplifying the voices and experiences of women in conflict with the justice system to make a real difference.

Tricia Ciampa, Executive Officer

OUR PEOPLE

OUR BOARD OF DIRECTORS

DURING THE YEAR, THE TEAM HAS BEEN GRATEFUL FOR THE ONGOING SUPPORT OF OUR VOLUNTEER BOARD OF DIRECTORS. THE BOARD HAS CONTINUED TO EXPAND AND IMPROVE ITS GOVERNANCE STRUCTURE, WITH THE ESTABLISHMENT OF AN ADDITIONAL COMMITTEE TO SUPPORT IT; THE FINANCE, AUDIT & RISK COMMITTEE. THIS NEW COMMITTEE JOINS THE EXISTING GOVERNANCE COMMITTEE, NOMINATIONS COMMITTEE AND FUNDRAISING & MARKETING COMMITTEE. THE BOARD ALSO CONDUCTED AN EVALUATION OF ITS OWN PERFORMANCE, AND IS CONTINUING TO WORK ON WAM'S ORGANISATIONAL CULTURE.



Sam Payne, Chair

Sam retired from a long career in business administration in 2005. She joined the WAM pilot program as a volunteer mentor in 2010, one of our first volunteers. Sam has mentored three women participants up to 2017. Sam joined the Board in 2014 and was elected to Chair in 2017. She is a member of the Fundraising & Marketing Committee.



Keren Murray, Company Secretary

Keren is an experienced lawyer, policy advisor and non-executive director. She is Principal of K Murray Consulting, a legal policy advisory service. Previously, Keren was Principal Lawyer at the Law Institute of Victoria and worked in criminal law reform at the Victorian Department of Justice, and law reform commissions in England and Victoria. Keren is currently a Board member and Secretary of The Stella Prize and was previously a board member of YWCA Victoria. Keren joined the Board in 2014 and she chairs the Governance Committee and the Nominations Committee.



Virginia Murdoch

Currently Product Manager at Culture Amp, Virginia works with a cross-functional team of engineers and designers, focused on turning large amounts of data into actionable insights. Virginia has previously worked in professional development, learning and distribution platforms, both in Australia and overseas. Virginia has previously been the Deputy Chair of the Writers Victoria board. Virginia joined the Board in 2017 and she is a member of the Fundraising & Marketing Committee.



Anne Rudd

Anne is a serving member of Victoria Police and over the past 17 years she has performed duties within the Bayside area, Prosecutions Division, Family Violence Command and more recently, the North West Metro Region in Melbourne and Yarra. Anne is a lawyer and an experienced prosecutor within the Magistrates' Court and Children's Court where she specialised in prosecuting sexual offences and family violence matters. Anne was previously a member of the Therapeutic Treatment Board and is a current Director of Court Network. Anne joined the Board in 2018 and she is a member of the Governance Committee and the Nominations Committee.



Amanda Thornton

Amanda leads the National Partnerships team at Stroke Foundation and Co-chairs the Melbourne Women's Fund Grants Committee. She is experienced in fundraising, philanthropy and non-profit administration in the charitable and arts sectors, and holds a Master of Social Investment and Philanthropy. Amanda joined the Board in 2019 and she chairs the Fundraising & Marketing Committee.



Trevor Irwin

Trevor is an experienced accountant with a background in media, not-for-profit, the university sector, Victorian Government agencies, recycling/waste management, telecommunications, and oil and gas sectors in senior finance roles. Trevor is currently Chief Financial Officer with Surf Coast News Australia based in Torquay, Victoria. He is a CPA and holds a Bachelor of Business (Accounting) and has an MBA from RMIT University. Trevor joined the Board in 2019 and he chairs the Finance, Audit & Risk Committee.



Tamsin Mildenhall

Tamsin is an experienced criminal defence lawyer, having worked in both the private and Government sectors. Currently, she is the Manager of the Summary Crime team at Victoria Legal Aid, working with sector partners to ensure the delivery of high-quality legal services as well as a fair and efficient justice system. She is a Law Institute of Victoria (LIV) Accredited Criminal Law and Children's Law Specialist and a member of the LIV Children's Law Specialisation Advisory Committee. She also is currently undertaking a Masters of Business Administration (Executive) at RMIT. Tamsin joined the Board in 2020 and is a member of the Finance, Audit & Risk Committee.



Su Robertson

Su is a social justice lawyer, academic and community radio broadcaster. She has previously worked as a community legal centre lawyer and university law lecturer, and is currently completing her PhD at the Australian National University. She has researched, published and presented on a variety of issues associated with poverty law, clinical legal education, feminism and the legal system, and her work has been tabled in Parliament. Su joined the Board in 2020 and is a member of the Finance, Audit & Risk Committee.

OUR TEAM



Tricia Ciampa, Executive Officer

With over twenty-four years in the not-for-profit sector, Tricia has expertise in program design, social impact evaluation and forging collaborative partnerships to deliver positive and life-changing outcomes for vulnerable people in our community. Tricia holds a Bachelor of Arts and a Masters of Business Administration. Tricia has significant experience in managing and developing mentoring programs, and has also spent time volunteering with the Youth Referral and Independent Persons Program (YRIPP) providing support to young people during police interviews.



Mary Latham, Operations Manager

Mary has been with WAM since 2014. She is a chartered accountant who has experience in both corporate and not-for-profit roles, including professional accounting firms, financial services, disability and youth mental health. Mary has strong experience in finance, governance, project management, reporting and budget control.



Sharlene Farrugia, Mentor Coordinator

Sharlene has been with WAM since 2015 and is responsible for the successful expansion of WAM into the Western Suburbs. Sharlene's qualifications in Social Policy-Social Inclusion and Masters in Human Rights complement her specialised understanding of structural discrimination, Advocacy, application of feminist and human rights framework and critical thinking skills.



Susan Orr, Intake & Assessment Coordinator

Susan is an experienced counsellor and facilitator of family violence recovery groups, working within a feminist framework and trauma-informed practice. She understands the challenges and barriers vulnerable women face. With previous experience in a mentoring program, Susan knows the amazing power of women mentoring women and the changes it can bring to their lives.



Sarah Nyssen, Frankston Coordinator

Sarah has a strong background of working in the early intervention and prevention space, with extensive experience including working in the women's health sector and coordinating a youth mentoring program in the south east. Sarah is driven to create supportive relationships to achieve better outcomes for vulnerable people in our community.

THE WOMEN'S VOICES, YEAR 2



THE PARTICIPANTS ENGAGED IN THE WAM PROGRAM THAT TOOK PART IN THESE CONSULTATIONS HAVE HAD MANY CHALLENGES IN THEIR LIFE, AND WE ACKNOWLEDGE WITH GRATITUDE THE SHARING OF THEIR EXPERIENCES AND STORIES.

Themes that arose from the second Women's Voices consultation reflect what was discussed in the first year. However the second consultations offered new and different insights that outline other specific areas and qualities of the WAM program that were deemed useful and rehabilitative by the participants. These can be categorised by the following themes:

- Therapeutic nature of talking / Active listening
- Importance of informed and professional service response
- Increased motivation
- Power dynamics
- Positive life changes

THERAPEUTIC NATURE OF TALKING (AND ACTIVE LISTENING)

My mentor is "someone to vent to. At the start I was venting to my counsellor every 2nd week... she is more flexible and more accessible than counselling when you need to vent."

"I would have gotten worse. Not many people ask you 'how you are' 'what have you been doing' Nobody asks that. There's rapport, trust"

The participants in the consultation define the nature of talking with a mentor as being unique from other services. The feeling of being listened to as an exercise that allows them the ability to 'self-process' feelings, was expressed as 'validating' and allows them to 'confirm their thoughts'. In connection to this the participants described the act of active listening as something that allowed them to 'get their feelings and thoughts out, talk through it, file them and move on'. The significance of these experiences was reflected as a 'moving forward, not ruminating in negative situations and clearing the negative experience' which prevented future blocks to rehabilitative processes.

The participants each noted how unique the talking experience of the WAM program was in comparison to other services which provided for listening in a more formal therapeutic setting (counselling). This was for various reasons. The relaxed 'equal' relationship that was offered by a community member who may be drawing on life experience, made the women feel safer and more open to talk and that the experience was a more natural exchange of thoughts and ideas. At times, the shared experience that is offered in the relationship is more important than open questioning something that the participants experienced in counselling services. It was noted though for deep seeded issues that elicit specific behaviours, thoughts and feelings, specialist therapeutic services such as counselling were necessary and more beneficial.

IMPORTANCE OF INFORMED AND PROFESSIONAL SERVICE RESPONSE

My mentor "keeps me up to date with other services, doctors for example.. and she keeps me motivated."

The participants also spoke about moments throughout service engagement that were particularly useful in terms of an appropriate system response, engagement and then further positive system referral and positive response. This was specifically highlighted in one participant's experience of being believed and validated when she spoke about the family violence she had been experiencing. From this the participant trusted the WAM program and maintained engagement, was more confident in pursuing an appropriate system response and began to address the feelings of fear her partner had evoked in her as she felt supported by the service system.

Other professional service responses were discussed as reliability, consistent, resourceful, and the ability to teach skills defined as important at the initial phase of the mentoring relationship.

'Organisational skills for study was something I needed and something my mentor was very good at. I am far more organised now in my study have finished a diploma and I am looking at undertaking an associate degree in the new year'.

The professionalism demonstrated by a mentor in one relationship was experienced by a participant as being able to grow personally.

'Because she was so professional it took me to another level. I started being more thoughtful with how I spoke. This will help me relate to other people that are different to me and my family. I will now be able to relate to more diverse people'





INCREASED MOTIVATION

Increased motivation was explicitly stated by some of the participants in the consultations as being a direct benefit of the mentor relationship. This was expressed as being extremely useful in engaging with other services (doctors, corrections etc).

"The program gives me a purpose to get up in the morning, it keeps me up to date with other services like doctors, it keeps me motivated and I stay more on track".

Motivation was also observed inexplicitly through conversations where it was evident that the various elements of rapport building and skill transference within the mentoring relationship led to motivation.

"She is positive and encouraging and believes in me".

For one participant, this was expressed as a constant that kept her going through her education. This participant also expressed increased motivation to look up positive social activities that are low cost, that she enjoys after experiencing a mentoring relationship. This was expressed as 'something she would not have done in the past'. Another participant expressed similar feelings as being pushed 'out of her comfort zone and is now doing things she wouldn't have done before'.

POWER DYNAMICS

Participants spoke about the WAM program and service as being unique to other services because they felt like equals in the relationship, they were not-judged and the mentor did not make them feel as though they were 'better than them'. Participants expressed being made to feel at ease, by this which allowed them to open-up more, work through things themselves and ultimately benefit from taking part. This was further reflected in the interactions that the participant experienced such as the mentor checking in and out with her to make sure she was ok, which was expressed as 'genuine'.

The qualities that contributed to an equal power exchange in the mentoring relationship also were referenced to the prolonged engagement, a sense of benefit that they were achieving in the program and the importance a trusting reliable 'non-biased relationship' was in the participant's ability to be more 'objective', work through issues and move forward.

POSITIVE LIFE CHANGES

Three of the four participants that took part felt that their lives would be dramatically different if they had not taken part in the mentoring program.

'It has restored my faith in humanity'.

'I would still be stuck where I was in a dark anxious box, not trusting'.

'It definitely would be different I realise the benefit of having someone to talk to and feel supported by. I wouldn't have that reference point if I didn't take part in the program'

Sharlene Farrugia, Mentor Coordinator

RECOMMENDATIONS FOR THE PROGRAM

1. Moving forward, it would be of benefit to secure more brokerage funding so participants can pay for coffee. Having the ability to shout their mentor a coffee or at least not rely on the mentor's generosity would support the feeling of equal footing in the relationship.
2. To be given choice to stay on the program for as long as they need to. Often services are for a short period and there is an expectation that entrenched issues can be resolved in 6 weeks or 12 weeks. The mentoring relationship can progress over time, and with regular reviews with the Coordinator, the participant and mentor can determine the length of program involvement and ongoing support required.
3. Take time to match as the relationships work much better if the match is the right fit. Making a 'good match' requires some common ground, shared interests and compatibility, particularly to keep a participant engaged and motivated. Having a pool of screened and trained mentors ready to be matched is necessary for when referrals are received. Coordinators take the time to get to know each participant and potential mentor, and discuss who might be most compatible.

A DIFFERENT MENTORING EXPERIENCE

AS A VOLUNTEER MENTOR WITH WAM SINCE MAY 2019, I HAVE HAD THE OPPORTUNITY TO EXPERIENCE BOTH FACE-TO-FACE AND REMOTE MENTORING WITH TWO DIFFERENT WOMEN. ON REFLECTION, I HAVE FOUND BOTH METHODS TO HAVE THEIR BENEFITS AND CHALLENGES.

Face-to-face mentoring allows the mentor to gain a greater understanding of the emotional wellbeing of the mentee, whereas when you are mentoring remotely, you are solely relying on your ability to tune into their tone over the phone. While face-to-face mentoring is based on a more structured framework, where the mentor and mentee arrange to meet on a particular day and time each week, remote mentoring allows for greater flexibility, where appointed days and times can be altered or adapted to suit both mentor and mentee.

The women we mentor are very likely to suffer from low self-esteem and low self-confidence, and as a result may be inclined to cancel their face-to-face meetings. One of the factors for cancelling may be due to feelings of discomfort and uneasiness in the presence of others. In this situation, remote mentoring's main benefit allows the mentee to participate and communicate via text and/or a phone call. Even the shortest amount of time spent with the mentee can make a difference, and improve their feelings, mood, or their attitude.

The current pandemic has given me the opportunity to appreciate mentoring from a different perspective. For me personally, I would like to incorporate both methods of mentoring where possible, and thus be able to reach out to more of those women who need our support and guidance.

Kaylene, Volunteer Mentor

CASE STUDY 2: JESS & KAVITA A MATCH IN THE AGE OF COVID-19

Jess was referred to WAM in late 2019 by her CISP worker at Sunshine Magistrates Court as it was identified that Jess needed additional support to help her manage her outstanding legal issues and engage with support services.

Jess is a 33-year-old Australian woman and living with her father as part of her bail conditions, and her charges were related to a family violence incident where she had retaliated against her ex-partner and was charged with assault.

Upon assessment, Jess indicated that she is motivated to get a mentor for support at court, assistance to get an intervention order, to help with career planning, and to keep busy. Jess stated that she wants to keep busy as otherwise she might get in to trouble. Jess likes cars and is completing an automotive course at TAFE. She has also reconnected with her church since leaving remand, enjoys playing tennis and would like to learn drumming. Jess wants to stay out of prison for her father but would also like to move back into her own place in the western suburbs in the near future.

Jess reports having PTSD and Borderline Personality Disorder, although she is having another assessment as she doesn't agree with this. Jess told the Coordinator that she had a traumatic childhood and had self-harmed in her past; Jess found three weeks on remand very traumatic. Jess also spoke of an ongoing violent relationship with her ex and she had never taken out an IVO against him.

It took a few months to find the right match for Jess, but also to help her overcome some of the barriers to being matched. In response to the physical distancing requirements because of COVID-19, Jess and Kavita were matched via a three-way call with the Coordinator on WhatsApp in mid-March. Kavita has been a WAM mentor for over 12 months and was ready for a second match as her first mentoring relationship had progressed to a stable point. The participant had developed strong emotional regulation and coping skills and was relying less on Kavita for ongoing support.

A 'COVID-19 match' meant no face-to-face catch ups, rather Jess and Kavita were talking on the phone a few times a week instead. Kavita discovered some new strategies to engage Jess that were very different to her first match – they built rapport by sending photos of their pets, sharing simple and inexpensive recipes with each other, and making short video messages. Some of the phone apps they explored included doing a fitness or yoga session, playing games or doing quizzes together.

Jess has told the WAM Coordinator that she and Kavita have so much in common already, and she can't wait to meet her in person. Some of the goals Kavita is going to help Jess with include looking for an automotive apprenticeship, keeping fit and healthy, reducing her fine debt and building her social networks by exploring community groups near home.

Plans are currently underway to support our mentoring matches to meet face-to-face in a safe manner, and we are investigating how this will occur as restrictions are slowly lifted in Victoria over the coming weeks or months.



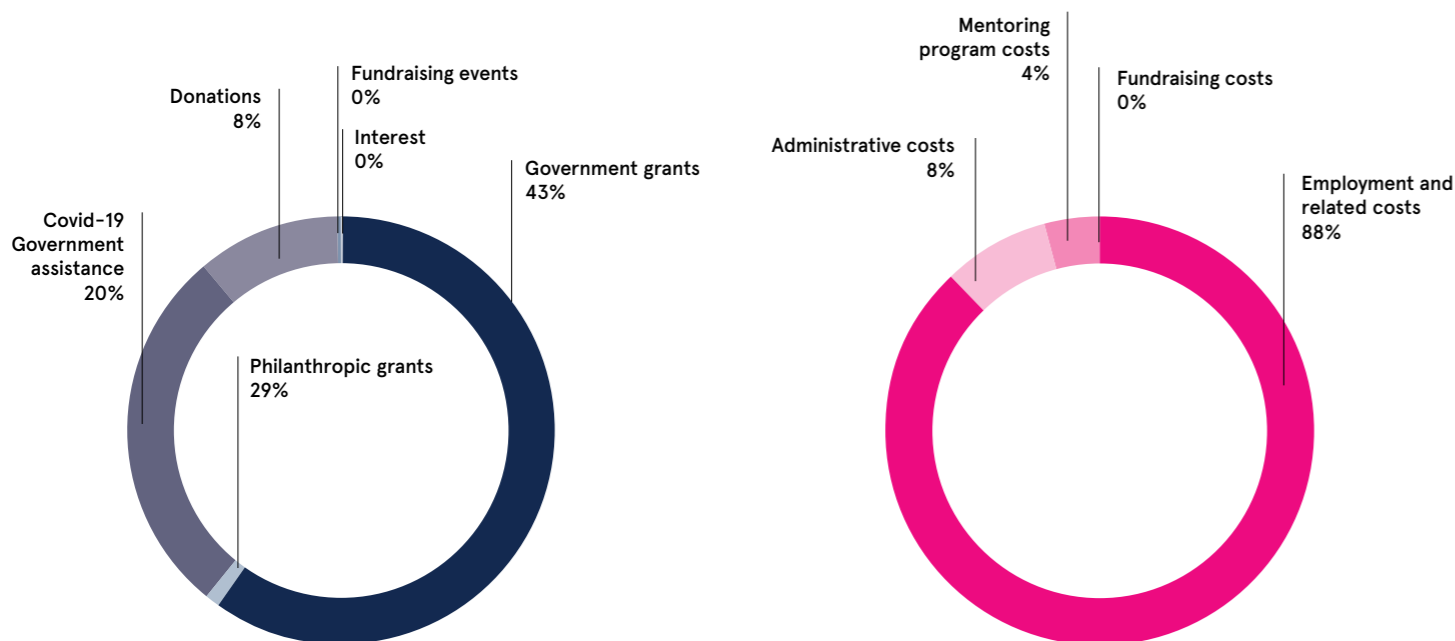


FINANCIAL SUMMARY

OUR FINANCIAL RESULTS FOR 2019/20 WERE IMPACTED BY THE COVID-19 PANDEMIC AND THE LOCKDOWN CONDITIONS IN MELBOURNE. WE STARTED WORKING FROM HOME IN MARCH AND CLOSED OUR OFFICE SPACE IN MAY. WE CHANGED THE WAY WE PROVIDE OUR MENTORING PROGRAM, MOVING ONLINE AS NEEDED.

Our total revenue from philanthropic sources dropped, but we were pleased to receive grants from several new philanthropic donors. Both our Government grant revenue and our donation revenue increased. We were unable to hold fundraising events due to the social distancing and lockdown restrictions. But we were fortunate to receive COVID-19 assistance from both the Federal and State Governments.

The result for the year was a surplus of \$23k, a good outcome given the challenging second half of the year. Our expenditure changed as we did more online and less in person. And we needed to spend more to support our program participants and mentors as they adapted to the challenging new conditions.



OUR REVENUE

Government grants	\$139,834
Philanthropic grants	\$2,750
Covid-19 Gov. assistance	\$65,000
Donations	\$23,306
Fundraising events	\$480
Interest	\$42

OUR EXPENDITURE

Employment & related costs	\$264,933
Administrative costs	\$23,158
Mentoring program costs	\$11,659
Fundraising costs	\$492



SUPPORTERS, FUNDERS & DONORS

We are fortunate to have the support of not just our wonderful mentors but also several skilled volunteers who provide professional services such as HR, bookkeeping, social media and IT. Thank you to Mandy, Michelle, Bianca, Patricia, Tracy and Adam.

WE GRATEFULLY ACKNOWLEDGE THE FINANCIAL CONTRIBUTION FROM OUR PROGRAM FUNDERS:



WAM WOULD LIKE TO THANK THE FOLLOWING ORGANISATIONS FOR THEIR GENEROUS SUPPORT OF PRO BONO PROFESSIONAL SERVICES:



AND OUR GENEROUS INDIVIDUAL DONORS



www.womenandmentoring.org.au
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