

WAM ANNUAL REPORT
2022–2023

Women and Mentoring
Annual Report for the year
ended 30 June 2023

A photograph of two women walking away from the camera on a wooden boardwalk that winds through a dense forest. The woman on the left is wearing a dark t-shirt and glasses, while the woman on the right is wearing a white long-sleeved top and dark pants. The scene is captured in a blue-tinted, monochromatic style.

EMPOWERING
POSITIVE
CHANGE
IN WOMEN



OUR MISSION

WAM's mission is 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 which reduces female incarceration and recidivism and promotes 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.

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MESSAGE FROM THE CHAIR



What an absolute honour it is to write this message for the first time as Chair of WAM, and what a year it has been!

I asked my Board colleagues for their reflections on this year and three themes emerged—transition, transformation, and inspiration. The following thoughts briefly tease out what this has meant in the everyday work of WAM.

We began with a strategic planning process that was challenging, thought-provoking and fun. Together we designed a blueprint that underpins every area of WAM's work, from day-to-day operations through to governance, including this report. It is practical, clear, and full of wonderful WAM-spirations. Every staff and board member actively uses this plan as a reference point, guiding a focussed togetherness in our work for better lives for the women we support. Thanks go to Minter Ellison for their 'low bono' facilitation to create this transitional document.

The significant multi-year funding commitment from the State Government that commenced this year was transformational. It has given us stability for a large part of our core costs and wings to benefit more women than ever, now and into the future. This win is also due in large part to our other wonderful in-kind and financial supporters. They kept us going for over 13 years with their generosity and belief in us. Even though this landmark funding puts WAM on good financial footing, we are not resting on our laurels. Future plans include looking for corporate partnerships to give us a more broad-based and sustainable future.

Inspiration is my last theme and from a Board perspective there are three stand-outs—WAM program participants, our volunteer mentors and the brilliant staff team led by our Executive Officer. Our program participants are the very reason we exist, and their stories are truly moving and inspirational. I know you will also be touched as you come across their voices in this report. As for our mentors, what a truly inspiring group of community members they are. WAM Board members who sat in on Mentor training and peer supervision sessions saw how much passion and dedication they bring to the role. They are vital to our work.

It is hard to know where to start when talking about the inspirational WAM staff. The leadership team of Tricia and Mary lead by example. They are a tireless and passionate team, innovative and dynamic in their quest to empower a skilled collective of mentors. The power of this dedication is evident in the many successful outcome stories from the women who engage with our service.

Finally, some words about my Board colleagues. Firstly, I would like to acknowledge the incredible work of Sam Payne, who stepped down as Chair in November 2022 after five years in the role. Sam and Tricia led us through the pandemic shadow into the light of a new organisational strategic approach and funding environment. Sam's wonderful legacy as Chair is woven into the WAM fabric. We also recruited two incredibly talented new Board Members, filling gaps in our skills matrix. Ingrid and Amelia are both highly skilled, insightful and innovative governance colleagues.

In our December 2022 newsletter I observed a sense of renewal, even excitement, in the air and this has certainly become tangible. WAM is in a great position to continue supporting real and life-changing outcomes for our truly inspirational program participants.

Su Robertson, Board Chair



EXECUTIVE OFFICER'S REPORT

The past 12 months has seen significant growth in many aspects, precipitated by securing four years of state government funding. We have been able to build our organizational capacity, taking a small team of four to a burgeoning team of 11, being an additional operations role, five new program team members and introducing a new role of Peer Group facilitator. I am so proud to stand beside a wealth of knowledge, ability and lived experience that is valued and valuable. I encourage you to read more about our team in the Staff Profiles.

There has been a lot of work to onboard our team, and I am grateful to our Operations Manager, Mary Latham who has guided us through this period, including establishing a Team Charter. Our operations team have also been able to strengthen our governance and internal systems, building on our robust foundations and exemplifying how capable a small for-purpose organisation can be.

Bolstering our program delivery has meant expanding our footprint to support women from all over Greater Melbourne, with referrals received from Mornington Peninsula to Whittlesea, from Melton through to Cranbourne. Working with over forty different agencies in the health justice sector, we have

seen a substantial increase in our referrals, and some women presenting with an escalating complexity. It's a testament to the Intake team who are capably supporting women with additional service navigation to ensure they are connected to more appropriate community agencies to address their immediate needs, before engaging in a mentoring relationship.

Part of our service expansion has included growing into regional Victoria, with a dedicated Coordinator for Ballarat who has invested a good portion of time getting to know the local area. A range of service engagement and awareness raising activities have been conducted to build our volunteer pool and create referral pathways to ensure we are able to respond in a timely way. We appreciate the local support and envisage a greater need being identified as we scale up our regional service delivery.

Partnering with Taskforce community agency, we have been able to adjust our traditional program to work with a younger cohort. Our Young Women's Program (YWP) targets young women and girls, aged from 12 to 24 in the Bayside area (Kingston, Frankston, Mornington Peninsula). Some of the modifications include elements of tailored training, policy development and activating various

engagement responses to support a younger cohort. I commend our YWP Coordinator who has worked tirelessly in what is in effect a single-staff model to recruit, build relationships, engage young women referred into the program and create six matches in a short period of time.

With increased resourcing directed towards volunteer recruitment, our Mentor Coordinator team have recruited, screened and trained 33 volunteers this year across all metro Melbourne and regional Victoria. To ensure they are skilled and knowledgeable to fulfil their role, the team have also delivered professional development sessions including Trauma Informed Care, Understanding Acquired Brain Injury and Professional Boundaries.

Our Peer Group, made up of a small group of women with lived experiences of criminal justice, have been meeting regularly online, providing support and encouragement to one another. They have contributed their feedback and insights to submissions and inquiries, and we see this group building as we invite women whose time in our community mentoring program comes to an end.

All of this growth and activity has been solely for one purpose—to support more women who

are at risk of, or at various stages of, contact with the criminal legal system. We can see on a daily basis the benefits and outcomes of women empowering women. Over the past year, we have seen a 42% increase in referrals and a 73% increase in mentors. We are so privileged to walk alongside women who have built self-confidence, resilience and skills to overcome tough challenges. Building positive connections has supported them to move away from a life that has brought them in contact with the justice system, and instead move toward achievement of their individual goals for a brighter future.

We are grateful to our mentors who have given their time and resources to join the WAMily, and provide support to our women and fellow mentors. I would like to again acknowledge all of the WAM team for their dedication and affirmative approach to ensuring all women feel safe, respected and welcome.

Lastly, for what has been one of the biggest years at WAM, I would like to thank our Board for their expertise, skills and time to lift the organization from a small grass-roots program to a broader service that has capacity to achieve its mission.

Tricia Ciampa, Executive Officer





OUR SERVICES

With Early Intervention Investment Framework funding received from July 2022, WAM has been able to bolster program delivery across greater Melbourne and expand into Ballarat. Program growth has meant onboarding new team members, increasing capacity for referrals, recruiting more mentors, and empowering more women to achieve their goals.

Goals

During the period 1st July 2022 to 30 June 2023, 31 women participated in goal reviews. There were 109 goals identified, and the five main areas of change were :



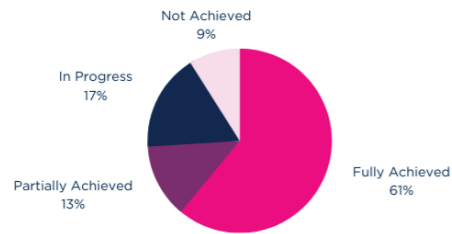
Graduation



42% Reported 'Major Positive Change'
26% Reported 'Moderate Positive Change'
21% Reported 'Slight Positive Change'

19 women celebrated match graduations. Nine women indicated all legal matters had been resolved, including completing Community Corrections orders. Women who reported no change (11%) had left the program before 6 months duration.

Outcomes



Of the 109 goals, almost three quarters were fully or partially achieved.

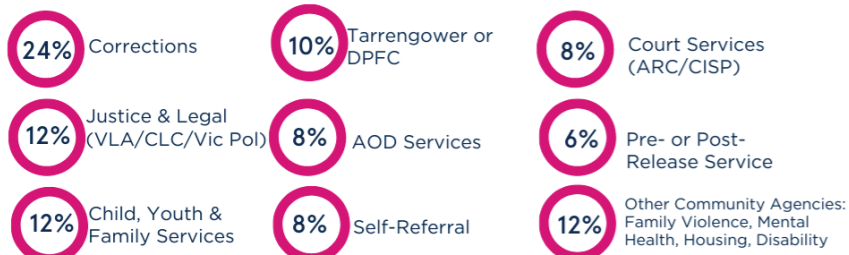
Engagement in the program for less than 6 months was the main reason for not fully achieving goals.

Goals remaining in progress are attributed to women still in the program, or committed to achieving their goals after graduation.

Referrals

During this period, 106 referrals were received from over 40 agencies across the health justice sector. 64 women proceeded to assessment and matching, 13 were deemed not ready and placed 'on hold', whilst 29 did not proceed (22 did not respond to any contact). Compared to the previous year, 68 referrals were received with 28 proceeded to assessment.

Where did referrals come from?



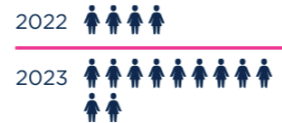
Volunteers



We recruited 33 more volunteers, a 73% increase in mentors screened, trained and joining the 'WAMily'.

Volunteer mentors are the lifeblood of the WAM program, and we ensure they are skilled, supported and knowledgeable to fulfil their role. Professional development sessions attended by mentors included: Mental Health First Aid, 'You Be The Judge', Professional Boundaries, Dealing with Difficult Calls, Responding to Disclosures of Sexual Assault, Suicide Prevention, Trauma Informed Care, & Understanding Acquired Brain Injury.

Team Growth



In June 2022 we had four team members. Increased funding has meant growth in the team and we can meet the demand for service expansion. Our office at Queen Vic Women's Centre makes us quite central, and team members benefit from co-location in Frankston & Ballarat. The team have expertise in criminology, women's health, family violence, psychology, community development & social work.



OUR ADVOCACY

Last year we were invited to provide a submission to the Cultural Review of the Adult Custodial Corrections System, specifically to contribute insights into the rights, safety and wellbeing of women with lived experience of custody. Our Peer group participants shared some of their experiences, and WAM's input has been noted in the report that was recently handed down.

Our Peer Advisory group also made a short contribution to the Sentencing Advisory Council's review of Adjourned Undertakings.

Our Peer Group facilitator attended the Criminal Justice Conference in November 2022 and Reintegration Puzzle Conference March 2023 to understand what types of lived experience panel events are being presented.

Government engagement opportunities included taking part in a round table meeting with federal member for Dunkley, Peta Murphy MP, and the Honourable Senator Katy Gallagher, Minister for Women. This was to specifically raise awareness of the Young Women's program delivered in partnership with Taskforce Frankston, seeking ongoing support as the current federal funding will finish in April 2024.





OUR PEOPLE

OUR BOARD OF DIRECTORS

Our volunteer Board of Directors continue to support the team and to help us in their various areas of expertise. We appreciate the time and effort that they contribute.

Our Board members throughout the financial year were:



Su Robertson, Chair since November 2022

Su is a social justice legal professional and community radio broadcaster. She has previously worked as a community legal centre lawyer and university law lecturer, and has undertaken post-graduate research in legal education and gender. She currently works as Director Engagement and learning at Consumer Action Law Centre. 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 took over as Chair in November 2022. During 2022-23 she was a member of the Nominations Committee.



Sam Payne, Chair until November 2022

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 five women participants up to 2017. Sam joined the Board in 2014 and was Chair from 2017 to 2022. During 2022-23 she was a member of the Fundraising & Marketing Committee and Chair of the Nominations Committee.



Anne Rudd, until November 2022

Anne is a serving member of Victoria Police and over the past 19 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 the Court Network Board. Anne joined the Board in 2018 and during 2022 she chaired both the Governance Committee and the Nominations Committee.



Amanda Thornton

Amanda is a non-profit sector professional with qualifications and broad expertise in philanthropy, fundraising, and organisation and program development, governance and evaluation. Her experience spans team and leadership roles across areas of need including women and families, health, homelessness, food insecurity, and visual arts. She is passionate about fairness, equality and empowerment, collaborative problem-solving, skills and knowledge-sharing, and organisational learning and improvement. Amanda joined the Board in 2019 and during 2022-23 she chaired 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 Australian Childhood Foundation. 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 during 2022-23 he chaired 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 Regional Associate Director (North) 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 in the North-East of the state. 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. Tamsin joined the Board in 2020 and during 2022-23 she was Chair of the Governance Committee.



Tracy Baylis

Tracy brings strong knowledge and many years of governance and strategic planning experience. A values-driven leader, Tracy is currently the Strategic Planning and Implementation Manager at the Australian Urban Research Infrastructure Network, an organisation aiming to increase liveability and resilience in our cities and communities and thereby improve the lives of every Australian. Tracy supported WAM as a volunteer for several years before joining the Board in 2021. During 2022-23 she was a member of the Finance, Audit & Risk Committee and she is also WAM's Company Secretary.



Amelia Condi

Amelia is an experienced leader in social policy, strategy, implementation, outcomes measurement and transformation. She has spent her career working across the 'for purpose' and public sectors. She is passionate about social issues and creating better opportunities for individuals and communities alike. Amelia has a Masters in Business Administration and is an alumni of the Williamson Leadership Program 2023. Amelia joined the Board in November 2022 and during 2022/23 she was a member of the Governance Committee.



Ingrid Svendsen OAM

Ingrid is an international NGO co-founder and experienced non-executive director. She received a Medal of the Order of Australia in 2022 for her work with not-for-profit organisations in Australia and Timor-Leste. Ingrid brings to the board strengths in strategy, building board capacity, communications and stakeholder engagement. In her professional life, Ingrid runs her own strategic communications consulting practice, specialising in crisis communication and issues management. Ingrid joined the Board in November 2022 and during 2022/23 she was a member of the Governance Committee and the Finance, Audit & Risk Committee.

OTHER GOVERNANCE MATTERS

The Board has again been supported by its various sub-committees meeting regularly throughout the year:

- Finance, Audit & Risk Committee
- Fundraising & Marketing Committee
- Governance Committee
- Nominations Committee

And the Board has been actively supporting the team as we move through this exciting period of growth and expansion.

Our team has gone through an exciting period of growth as we expanded from four to eleven across the financial year, and opened a new office in Ballarat.

Our team members are:



Tricia Ciampa, Executive Officer

With over twenty-five years in the not-for-profit sector, Tricia has expertise in program design, social impact evaluation and forging collaborative partnerships to effect positive and life-changing outcomes for vulnerable members of our community. Tricia's career encompasses the delivery of community development initiatives, management of kindergartens, childcare services, and youth mentoring programs, and co-designing projects that respond to community needs. Her strong belief in investing in your own community has led Tricia to various volunteer commitments over the past thirty-plus years, most recently as part of the Youth Referral and Independent Persons Program and as a School Council member.



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. She loves being part of the dedicated team of WAM employees and volunteers doing such important work to help women achieve positive change in their lives.



Sarah Nyssen, Frankston Coordinator

Sarah has more than twenty years of experience in the health and community sector including international work in youth homelessness and mental health in the UK. She draws on this experience to support women in the justice space to achieve better outcomes. 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 responsible for the successful expansion of WAM into the Frankston and Mornington Peninsula since 2018, working effectively with various partner agencies and stakeholders there.



Phaedra Thain, Intake Coordinator

Phaedra has experience in the youth justice space and has qualifications in family violence and a Master of Justice and Criminology. This has informed her understanding of advocacy, empowerment and preventing violence against women. Phaedra is passionate about building inclusive and sustainable programs that promote equality.



Amber Schmidt, Administration Support Coordinator

Amber has twenty years' experience in business administration. For the last 10 years she has been working in the community legal sector and has qualifications in Bachelor of Business and Arts, Accounting & Bookkeeping, and Community Services. She is a proponent of social justice issues and is driven to contribute to social change, empowerment, fairness, and equal access to justice.



Heather Stewart, Mentor Coordinator

Heather has many years of experience as a manager, as a case worker in the community sector and as a community sector educator in the higher education sector. She has youth work and teaching qualifications, and a Masters in Social Policy. Heather has managed staff in the Youth Referral Independent Person's Program, and volunteers in court settings. Heather has published on the importance of relationships in supporting inclusive practice. Her master's thesis was on how services can better support diversity through understanding intersectionality, and she is passionate about supporting marginalised communities to have agency on issues of concern to them. She has also been a WAM mentor for nearly five years.



Cyanna McLaren, Young Women's Program Coordinator

Cyanna has a degree in criminology and experience as a Young Women's Outreach worker with WAM's partner, The Living Free Project, operated by TaskForce Community Agency. This role gave her insight into the intersecting issues in young women's lives and the importance of preventative and early intervention work. Cyanna is passionate about working collaboratively with other services to create positive change in young women's lives and guiding the next generation of workers in the community service sector through WAM's Young Women's Program's mentors.



Emily Murphy, Ballarat Program Coordinator

Emily has several years' experience working in community development and community mental health with a Bachelor of Community Development and a Graduate Certificate in Criminology. Emily is passionate about removing barriers for women to access their community and opportunities. As the Program Coordinator for Ballarat, Emily has been engaging with a variety of organisations and community members to promote the program, recruit and train volunteers, obtain referrals and create positive, long-lasting matches.



Sara Raby, Intake & Assessment Coordinator

Sara has 8 years' experience working in the community services sector, with a range of complex client presentations. She has qualifications in Alcohol and Other Drugs, Psychology and Criminology. Sara has a special interest and experience in supporting women who have acquired brain injury to achieve their goals. She is passionate about preventing violence against women and removing barriers that women face due to their criminal records.



Kate Gustke, Mentor Coordinator

Kate has extensive experience working in the not-for-profit sector, having worked in various community service agencies as a family violence practitioner and community lawyer. In her work as a community lawyer, Kate used her knowledge of the legal system to achieve fairer outcomes. Kate has walked alongside many women in their criminal justice system journeys and understands the importance of non-judgmental support to create a safe space for women to gain better outcomes.



Cathy Campesato, Peer Group Facilitator

Cathy began her journey with WAM in mid-2020 after being released earlier that year from a nine-month period incarcerated at Tarrengower Minimum Security Prison. Cathy became a Peer Mentor and a contributor to the Peer Advisory Committee. Now Cathy is employed by WAM to lead the Peer Advisory Committee and assist in recruiting new mentors, as well as continuing as a Peer Mentor. Cathy has significant experience working in Child Protection and Residential Homes and facilitates workshops for women on Relationships (Family Violence), Homelessness, Finance and Health & Wellbeing. As well as a Certificate IV in Business Administration, Cathy holds a Diploma in Community Services and is currently studying Certificate IV in Youth, Child & Family Intervention. Cathy is dedicated to supporting women both travelling through the justice system and on release. Cathy advocates that every woman deserves to live a life free from trauma, injustice and violence.



PICTURING MY STRENGTHS ART EXHIBITION

We are extremely proud of the exhibition we held at QVWC, with 24 pieces of work on display, including paintings, photos, poetry, a word cloud, collage, a yarn bomb and a floral display. To celebrate National Volunteer Week we asked our program participants to share with us a little bit of their mentoring journey, and we were privileged to have several women take up our invitation to demonstrate their talents. Some of our mentors and team members also contributed to the exhibition we titled: *Picturing My Strengths – Creating the WAMily album.*

Our launch event during Volunteer Week was attended by about 40 people, and was a lovely celebration of what mentoring means to our WAMily.

The narrative pieces accompanying each of the artworks demonstrated to us how critical having the support of a mentor has been, whether it was going for noodles, op-shopping for household items, or working through the various stages of their contact with the legal system. Our volunteer mentors similarly showed how important their mentees had become to their lives, the pride in seeing women rediscover their strengths and building their identity, sharing stories over coffee or a walk.

We are grateful to the Jack Brockhoff Foundation and MinterEllison Charitable Trust for their support in assisting us with this exhibition, and we look forward to it being held annually.



One of our past program participants, Emily, helped launch the event with these words:

Hello, my name is Emily. I became involved with WAM as a participant in Oct/Nov 2021. At the end of a lengthy time dealing with the legal system as a result of a car accident. These dealings caused a lot of stress, anxiety and depression. When I first met Karen my mentor, we clicked immediately. It was like we had been friends for years. Sarah from WAM really did a great job in matching Karen and me. Karen was very understanding, empathetic and most of all she did not judge me on my past.

I instantly felt safe to talk to her about anything and she would offer support and guidance in any way she could. We met up once a week for coffee and a chat. I felt just the simple act of getting out of the house and into social settings, helped me in more ways than I ever would have thought. I became less anxious about social settings and my confidence grew.

Over the next few months a few great things happened. I got my license back, which took a few hurdles to go through. Then I passed the NDIS workers screening check which was required for me to be able to go back to my job. This took about 6 months when the normal time frame is 8 weeks. This was due to the legal proceedings. Once I passed that check I was over the moon as it meant I could finally go back to work after an 18 month leave of absence.

Returning to work was amazing for me. I had worked there for 12 years and was very much looking forward to going back to what I know and love, plus all the amazing people that were so supportive to me over the past few years.

As of April, I am now in my 15th year at my job. I've been back a year and half now and I recently recommenced full time again. Having started back only a few days a week, I feel I have achieved my goal by getting back to how things used to be. Karen was very supportive in my return to work, with the NDIS workers check being emotionally stressful and taking so long she helped me through what felt like an endless waiting period.

During my time off work, I got into Art Therapy, and this opened up my mind to a new outlet of expression and a way to heal. I started with no skill at all, but I loved giving it a go anyway.

I have come a long way since then and my skills have developed over time and it has given me a passion and something to be proud of, I feel I have achieved a lot. Not only art skills but my confidence and independence has grown and I'm also proud to say the stress, anxiety and depression are all a thing of the past. As too are the legal issues.

I cannot recommend the Women of WAM enough, they are an amazing bunch of people. I am so grateful for the opportunity to showcase one of my paintings here today.



FINANCIAL SUMMARY

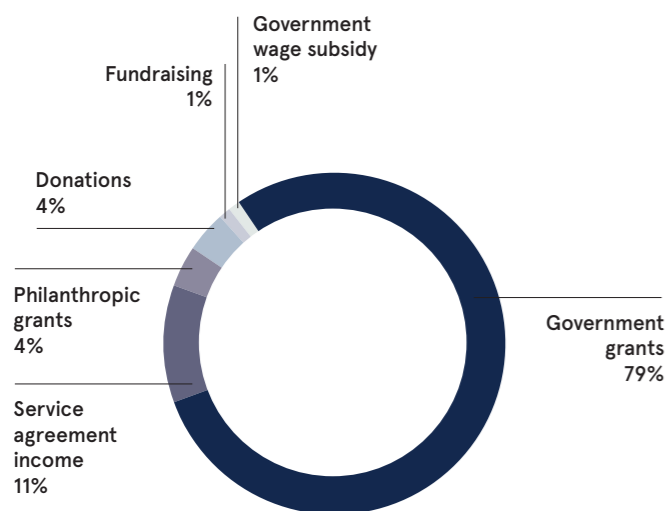
Our financial results for 2022/23 show the dramatic effect of the new funding from the Department of Justice & Community Safety, commencing in July 2022. Our total revenue is more than double that of the prior year.

Our funding to provide mentors to the Living Free project helping girls and young women in the Frankston and Mornington Peninsula region also increased significantly as we ran it for the whole financial year. While our funding from philanthropic sources decreased, we were again pleased to receive a grant from a new philanthropic donor.

Like many other organisations, our donation revenue was down this year as some donors struggled with increased costs of living. But we were fortunate to be the recipients of a matched donation campaign with Ethical Jobs for a second time. They matched gifts from our donors with an extra \$6,500 and we thank everyone who generously donated to that campaign. In February the annual Legal Laneway Breakfast run by the Victoria Law Foundation raised funds for us. Thanks to them and to everyone who donated.

OUR REVENUE

Government grants	\$682,000
Service agreement income	\$92,007
Philanthropic grants	\$31,000
Donations	\$33,830
Fundraising events	\$4,948
Other income	\$5,211
Interest & other income	\$849

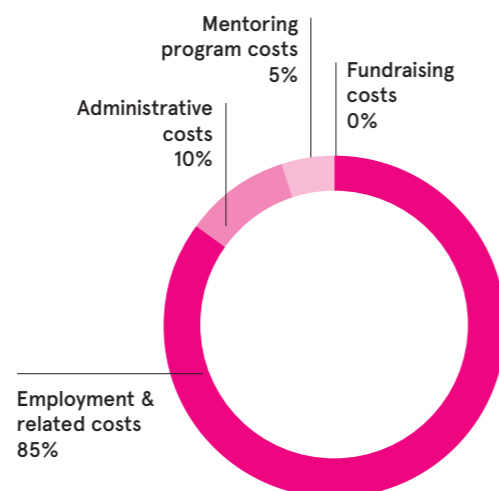


We held two fundraising movie nights during the year which were as enjoyable as always. Apart from raising funds for us, they're a great opportunity to get together in a social situation and to introduce new people to WAM. We also did a fundraising sausage sizzle for the first time, on Easter Saturday at Bunnings in Ballarat. It was a great experience and a really good introduction of our new office in Ballarat, part of our regional expansion.

The result for the year was a surplus of \$14k, and we are carrying forward some unspent funds to next financial year. Our expenditure increased dramatically as we expanded our team and opened the new Ballarat office. We remain focussed on using our funding, supplemented by donated goods, as effectively as we can to support our program participants and mentors. We supported 64 women throughout the year at a cost of less than \$12k per woman supported.

OUR EXPENDITURE

Employment & related costs	\$648,283
Administrative costs	\$72,880
Mentoring program costs	\$36,094
Fundraising costs	\$3,110



OUR THANKS

GRANTS & FUNDING



OUR SUPPORTERS



AND OUR REGULAR GENEROUS DONORS

OAM FOR ANN POLIS



The celebrations continued in June, as our Founding Director, Ann Polis, was recognised with an Order of Australia medal in the King's birthday honours list.

With a strong belief in social justice, education and the importance of community participation, Ann has worked tirelessly on behalf of women and families to improve their life outcomes. Ann has lived and worked in Fitzroy all her adult life and has sought myriad opportunities both to assist individuals and contribute to her whole community. In the 1970s Ann was the founding editor of The Melbourne Times newspaper, pioneering investigative journalism, she then went on to work as a trainer with the Trade Union.

Decades of her life have also been committed to grassroots community activism and participation in

the City of Yarra, with roles at The Wellington Inc, Fitzroy Primary School, Fitzroy Residents' Association, Neighbourhood Justice Centre, and the Northern Metropolitan Region of the Adult Community and Further Education Board. She has also volunteered with Yarra's Companion Animal Support program, and VACRO's woman-to-woman mentoring program for women exiting prison.

It was here that Ann learned more about the vulnerabilities experienced by so many women in the justice system, their insufficient access to services, and the negative impact imprisonment had on them. Ann well-understood that by addressing the specific needs of women as early as possible, it may help to reduce their offending and improve their well-being.

Engaging her networks in Yarra, Ann was instrumental in the establishment of the Yarra Women's Mentoring Program fourteen years ago, now known as Women and Mentoring (WAM). We are proud to continue to uphold Ann's mission.

