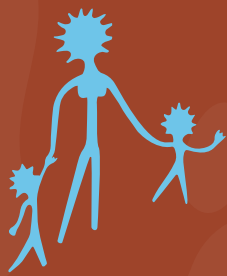




EMH
ABORIGINAL
WOMEN'S
SERVICE INC

**ANNUAL
REPORT**
2022-23



Acknowledgement

Elizabeth Morgan House pay our respects to the traditional owners and custodians of the lands on which we work. Sovereignty was never ceded.

We pay our respects to our Elders, both past, present and to all Aboriginal and Torres Strait Islander families and communities.

We acknowledge all Aboriginal and Torres Strait Islander women who fought tirelessly to create EMH, which has grown into a strong and successful Aboriginal Community Controlled Organisation.

We strive to honour them in our work.

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Chair's Report

It has been another big year for EMH with changes and growth.

Service delivery will always remain the heart of what EMH does. Now we are committed to growth and enhance strategic directions which require the improving internal structures and controls to provide the Board and the community with confidence that its growth is underpinned by strong foundations.

The service we provide to our Aboriginal Women, Children and Young people and community will always be the front of our business to walk beside the journey that our Women walk everyday of their lives.

What a year it has been with the following highlights:

- Launched the Strategic Plan 2022-2028, which sets out an ambitious agenda for the organisation
- Resourced EMH to meet strategic objectives

- Invested into the creation of spaces to engage and support our women and their children
- Growth with EMH that saw our services expand to women in support of their journeys
- EMH Board members continued their commitment and dedication to quality governance.

I would like to take this time to thank our CEO for the amazing work she has undertaken over this past year, leadership team and our service delivery workers at the front line for their hard work and dedication to EMH. Also, I would like to say thank you to my Board members Monica Morgan, Daniela Davis, and Ashley Paxton for their ongoing commitment and support.

Narelle Slater, Chairperson

CEO's Report



Elizabeth Morgan House Aboriginal Women's Services Inc (EMH) pay our respect to the traditional owners and custodians of the lands in which we work. Sovereignty was never ceded.

We pay our respect to our Elders, both past and present and to all Aboriginal and Torres Strait Islander families and communities. We acknowledge our women as integral knowledge holders with unique wisdom derived from living cultural knowledge, individual and collective life experiences.

We acknowledge all Aboriginal and Torres Strait Islander women who fought tirelessly to create EMH, which has grown into a strong and successful Aboriginal Community Controlled Organisation.

We strive to honour them in our work everyday.

I would like to acknowledge and thank EMH Board of Directors, our community, and our staff for the ongoing commitment and support to EMH in the work we do.

Over the last 12, months EMH have worked hard to expand the way we work with our women and their children. Our work impacts the human rights that our women and their children hold, recognising and upholding these rights so that women can live a life free from violence and discrimination and are supported in their journey and empowered to live self-determining lives.

Building on a legacy of strong Aboriginal women, our women hold the right to self-determine, and should have a voice in all the decisions that affect them. EMH are working hard to provide spaces that are culturally safe, trauma informed, tailored to their experiences, and focused on strength, resilience and empowerment.

We advocate for the human rights of our women and their children:

- To have voice and choice on everything that relates to them
- For the community to be aware of attitudes and behaviours that violate these rights
- That the service system develops policies and practices that protect these rights

We walk beside our women through our programs and services, we provide:

- Holistic, safe and tailored crisis support 24/7
- Support tailored to the specific needs of Aboriginal women who have been engaged with the justice system
- Crisis and medium to long-term integrated, holistic and culturally responsive support using a whole-of-family approach
- Therapeutic support that is culturally safe, accessible, flexible, tailored and trauma-informed

Infrastructure and resources to support growth was a large focus for EMH over the 12 months of the financial year. EMH will strengthen its current impact and evaluation process with the development of a purpose designed Outcomes Framework.

Key Strategic and Growth activities:

- Successfully negotiated with Department of Housing (Homes Victoria) the hand back of our Clarke Street property for full ownership
- Infrastructure Upgrades: the leasing of a new corporate office and a design and refit of Clarke Street to house our Hub and Therapeutic Counselling Program
- Development of an Outcomes Framework which will capture the outcomes and define the impact we have in our services and programs.

- Review of and redeveloped organisational structure to meet our strategic objectives.
- Development of a strategic implementation plan
- Implementation of governance quality improvement plan and associated activities
- Growing and diversifying our income and programs which support sustainable growth and opportunities to provide quality services to women and their children within the Justice sector.
- Development of Communications and Engagement Strategy and revised brand
- Investments in effective and efficient systems and documentation to keep up with regulations and to manage growth.

Kalina Morgan Whyman, CEO

Thank you to our supporters

We meet our women where we are needed. This often means providing support outside of our official funding. The men, women and organisations who support what we do are crucial to our ability to meet this need.

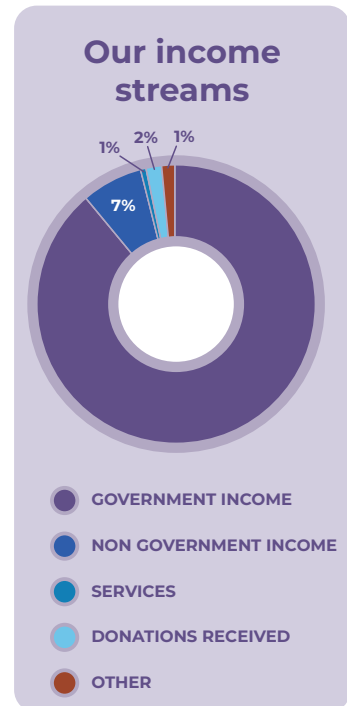
Many of our donors give monthly and we know, with the added cost of living, that this is a generous gift. We thank everyone who has donated this year, including our major donors:

- Allens Philanthropy
- Amicus Pty Ltd
- Sophie's Spring
- Reko Rennie's Rising merchandise sales
- CWA Alphington Branch (donations and goods)
- P Donelan and H Ngo
- E Singer
- Yarra Trams
- Koorie Tales
- G McGannon
- T Walsh
- Ellis Legal Lawyers & Associates
- M Stewart

We acknowledge the State Government of Victoria for funding our crisis support services and the Commonwealth Government of Australia for our intake and assessment services.

This year we also began fundraising for our dedicated Aboriginal Women's Hub. We are refurbishing our Clarke St property to create a social and emotional wellbeing space with rooms for groups activities, a communal kitchen, kids play area and counselling rooms. Donations for our Hub projects have included:

- \$250,000 from the Paul Ramsay Foundation
- \$200,000 from the Victorian Government's Living Local Fund



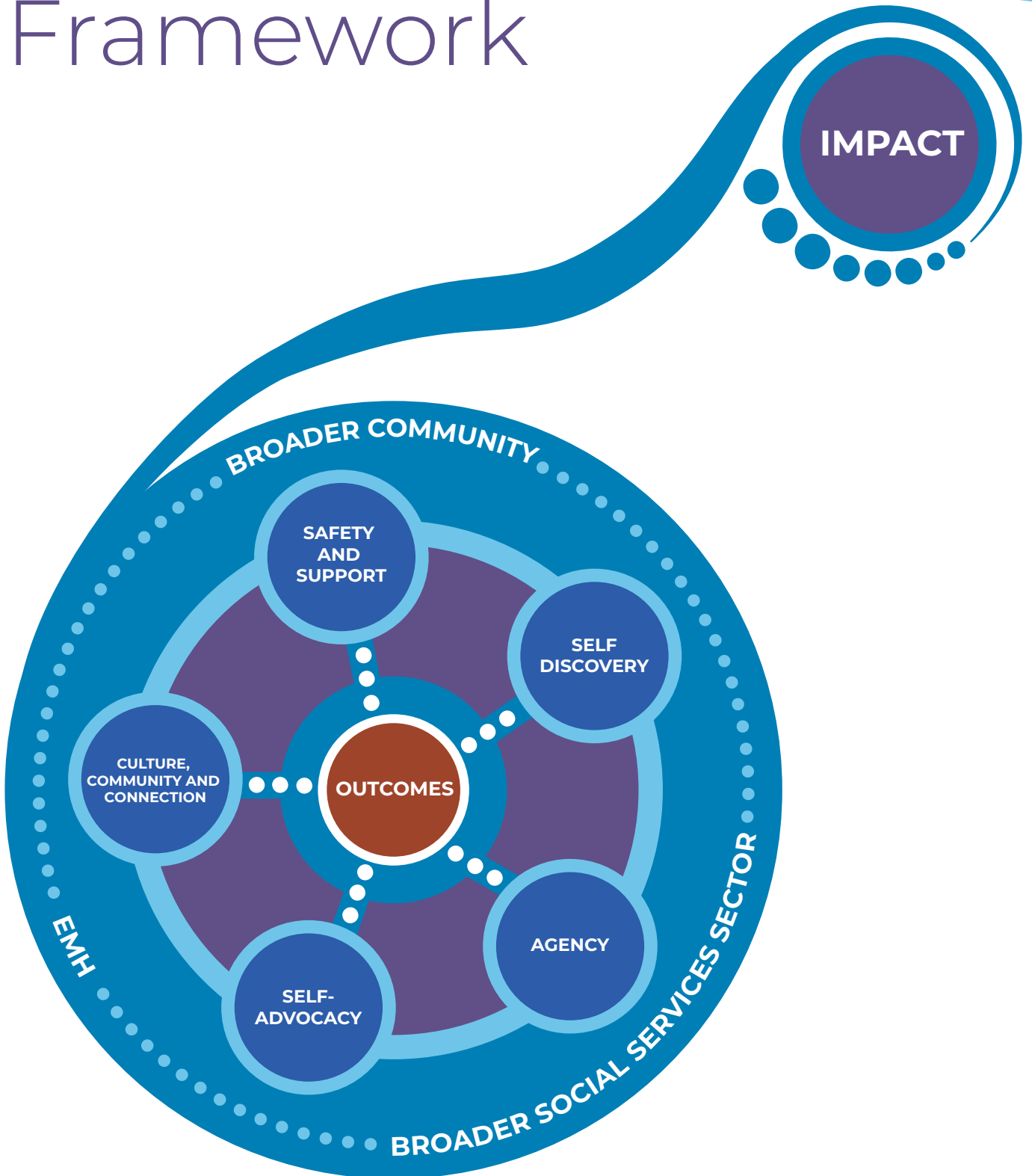
- \$20,000 from the Commonwealth Government's Stronger Communities Fund
- \$3247 from community donations

EMH Women's Hub Fundraising

Money raised = \$473,247

Goal = \$500,000

Our Outcomes Framework



Our Impact

Family violence continues to rise

Our women continue to be overrepresented as those affected by violence, as the impacts of colonisation and racial and gender based discrimination continue.

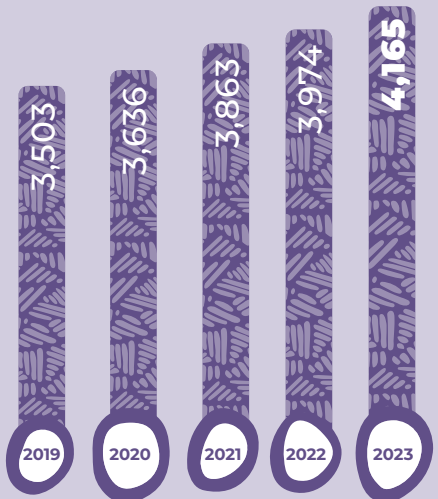
And the impacts are lifelong:

- 83% of victims say the perpetrator blamed them for the violence (Hegarty et al, 2022)
- 35% of Aboriginal women had experienced a lifetime of abuse including child abuse, sexual abuse and intimate partner violence. (Hegarty et al, 2022)
- The number of family violence incidents with a child recorded as present has increased by 33 percent in the past five years. A Crime Statistics Agency report found 3 out of 4 children exposed to family violence had a future interaction with the justice system within five years as either victims or perpetrators. (Victoria Police, 2023)

Our response

- We have developed an Outcomes Framework to better measure our impact. Our theory of change is about walking beside women.
- We completed building works at 376 Heidelberg Rd Fairfield to create the EMH Aboriginal Women's Centre and Keeping Place for training and events for the sector and our women.

Family violence incidents against Aboriginal women by year:



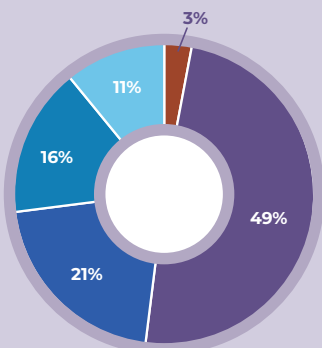




- We developed plans to refurbish our Clarke St building into an Aboriginal Women's Hub – for therapeutic counselling, group counselling and co-location of important services.
- We've successfully built a strong presence at the magistrates' courts within our catchment areas. By assigning a dedicated court case manager, we've been able to provide comprehensive support to our women during their court hearings. This support includes connecting them with legal resources, facilitating referrals to long-term family violence case management, arranging counseling services, and assisting our women in understanding their court orders.
- Our teams have consistently attended and actively engaged in various meetings, events, and training sessions to enhance our expertise and stay updated on developments within our sector. We have successfully forged and sustained partnerships with other service providers, fostering a collaborative approach to ensure that the needs and perspectives of women remain at the forefront of consideration for all relevant services.
- We have successfully connected our women with inclusive employment opportunities and traineeships.
- We have established partnerships with community legal services to assist our women in applying for reductions or clearance of fines under the family violence scheme.
- Provided outreach and face to face appointments with women to ensure that we can meet them where they are at when required and appropriate.
- After years of advocacy to DFFH to change the way they measure outcomes in crisis accommodation, our approach of supporting women for however they need has been recognised and better captured.
- Continued Roadshows, MARAMIS, Secondary consults.

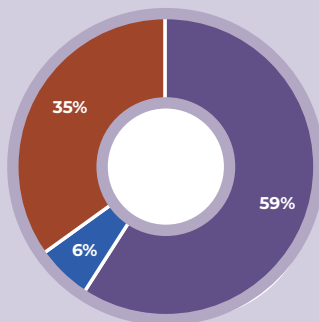
The outcomes

Support Needs



- COUNSELLING
- FV
- HOUSING
- CRISIS ACC
- MATERIAL AID

Outcomes from Intake calls



- SECONDARY CONSULT WITH OTHER ORGS
- REFERRED TO EMH CASE MANAGEMENT
- NEEDS MET AT INTAKE

Case study:

Sarah and her teenage daughter reached out to Elizabeth Morgan House via Facebook. Sarah stated that her and her young daughter were experiencing ongoing family violence from her ex-partner Michael and that this family violence was high risk with Michael having tracked a previous interstate move. Sarah stated that she felt that she was not able to receive culturally appropriate family violence support and did not feel safe whilst residing in South Australia.

The EMH Intake Team coordinated Sarah and her daughter's move to Victoria providing financial support for pet friendly motel accommodation, food, and fuel vouchers. The EMH Intake Team assisted Sarah and her daughter link in with local support services including housing, family violence and education.

The EMH Intake Team provided intake and assessment support, short term case management, case coordination and financial support to Sarah and her daughter.

643

INTAKE ENQUIRIES

100% of inquiries responded to

168

FAMILIES SUPPORTED IN THE NORTH

108

FAMILIES SUPPORTED IN THE WEST

Across our website we had:

4569 VIEWS

of our resources

4045 VIEWS

on our services

676 CLICKS

to contact us and get involved in our services.

Aboriginal women continue to be disproportionately imprisoned

In Victoria, the number of women in prison almost doubled between June 2007 and June 2019. The imprisonment rate for Aboriginal women almost tripled during the same period. These figures represent a significant failing in terms of reaching the National Closing the Gap target of reducing the rate of Aboriginal and Torres Strait Islander people in custody by at least 15 per cent by 2031. (Smart Justice for Women policy platform, 2023).

Many of the women we see in prison are also victims of crime or homeless and court can be so traumatising that without support, they can be overwhelmed by the process:

“When I went to court..it’s like I have to tell my story 20 times. And I don’t like it. So I’m just like ‘can we just get this..whatever you need to do, whatever you like, I’ll agree, I’ll sign. I just want it done as quick as possible” Participant 3 (AVoC Summary Report, 2023).

Our Response

- In October 2022, we began our ReLink and Reconnect program in partnership with Drummond St Services to provide case management for Aboriginal women in prison as they near release and the weeks following release. The ReLink and ReConnect program supports women exiting custody. The majority of our women are homeless on release. Our job is to create a supportive pathway, that includes services within the community for our women to connect with their families and communities again. We encourage women to complete their Parole or Corrections orders to avoid reincarceration and strongly advocate on their behalf.
- Our ongoing Court Support program provides a voice for women in the complex and disempowering justice system. We have 2 Court Support Workers for the North and West. Their job includes applying for intervention orders, advocating around breaches of orders and ensuring women’s views are considered when seeking an intervention order as these can make a woman feel less safe and can be applied for without her consent.
- Our tender for an Aboriginal Healing Unit in Dame Phyllis Frost Centre was successful. Our therapeutic approach was a key factor in our success.
- Partnering the LACW and the University of Melbourne for a study into criminalised women with child protection involvement.
- Developed training packages on Aboriginal LGBTIQ+ young people for Walkern Katatdjin in WA.

The outcomes

Pre and
Post release saw

35
CLIENTS

Average age

32

83%

have a diagnosed
mental health
condition

31%

were released to crisis
accommodation (like a motel)
and then to homelessness if
more permanent housing
could not be secured.

77%

are mothers

1670

COURT SUPPORT
HOURS

Case study:

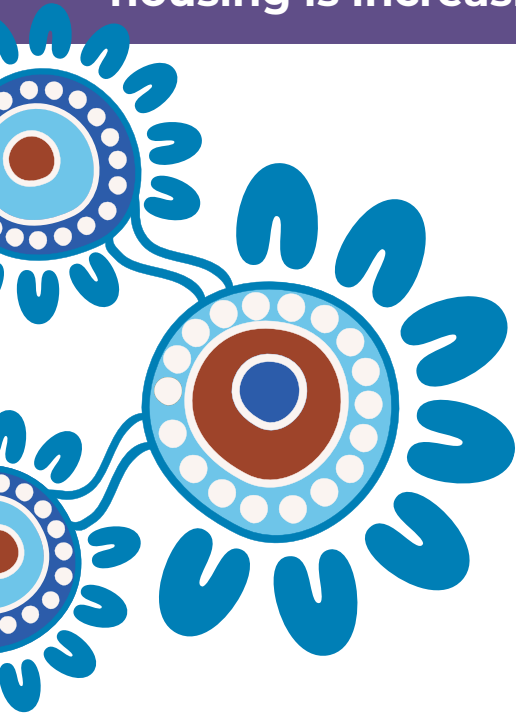
A client of the ReLink program, Janet was due for release. Although Janet hadn't seen her 15yo daughter since she was 5, her daughter's carer advised her that the daughter wanted to visit Janet on release.

Crisis accommodation post release had already been booked for Janet as a single occupant, we were advised that visitors would be a breach of the housing agreement, that all women sign, should her daughter visit.

EMH workers intervened to meet with Janet the afternoon before her release, explained the situation and that EMH could use funds from the Reconnect program. Although limited, the funding could be rearranged so EMH could book accommodation that would allow Janet's daughter to visit her. Janet agreed and was extremely grateful.

Recognising women's role in their families and communities, we provided cultural, emotional and material support to family members attending coronial inquests, such as making sure people were fed and accommodated outside our funding.

Safe and affordable housing is increasingly rare



Appropriate, safe crisis accommodation for women experiencing violence in their family and intimate partner relationships is rare. Elizabeth Morgan House has crisis accommodation for up to 4 women and their children at a time and is the only Aboriginal Community Controlled refuge in metro Melbourne.

Many women face homelessness if they leave a violent home. The lack of safe and affordable housing options continues to diminish. The need for crisis, short and long term accommodation options that are fit for purpose and culturally safe for Aboriginal women and their children has never been greater.

43% of the women accessing Intake identified family violence as their main presenting issue whereas 40% of women accessing Intake identified housing or homelessness as their main presenting issue.

Requests for material aid have increased with the cost of living crisis, with a need for essentials such as food, clothing and petrol. Some families can't afford to go out for the day and remain in refuge. The refuge location can make it difficult for children to get to school, kinder or childcare.

Our Response

- We have hired a specialty Housing and Homelessness Support Worker and plan to hire another Housing and Homelessness Team Leader
- Our team have implemented a process where no external referrals will be accepted without prior secondary consultation, to ensure that EMH programs are the right fit for the client, the team has a clear understanding of the support needed and if EMH has the capacity to provide support. This ensures a trauma informed approach when receiving referrals, which is essential for women experiencing violence.
- Our refuge has staff on-site 24 hours a day, 7 days a week so we can offer intensive support to residents. We support clients with safety planning, holistic case management, emotional support, advocacy and information, housing applications, Centrelink processes and referral to other services. We also provide support with Intervention Orders and Child Protection matters, assist with making statements to Police. We support enrolling children into school or kindergarten when needed and we are able to apply for childcare subsidy, and can apply for

‘They’re **there for me** if
I need them
 but also give me my space if
 want to **be alone**
 – refuge resident during yarning circle April 2023

FSP, VOCAT, Escaping Family Violence applications. Night staff can assist women after hours when required – this could be helping them fill out forms, transportation, setting up units for the next woman or next family that comes into refuge.

- Strengthened our relationships with the housing sector stakeholders. This has resulted in improved exit pathways from our crisis accommodation to transition into alternative accommodation. We are seeing a growing number of referrals coming through around priority for housing/homelessness issues rather than Family Violence.

Case study:

Kate and three children aged 5, 8 and 11 came into refuge from homelessness and escaping family violence.

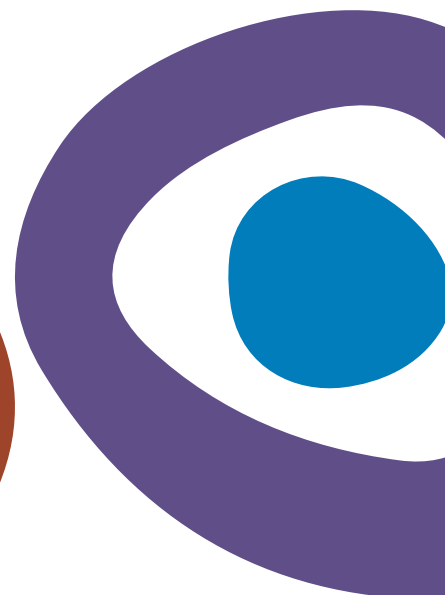
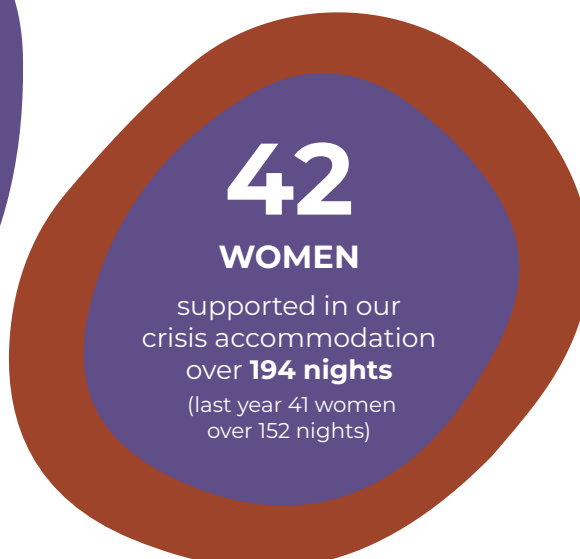
They were residing in refuge for 7 months, and were then offered a lovely 3-bedroom property in a safe quiet location. She purchased all new furniture and material needs for the new home. With support, she was able to purchase a new car, which gave her and the children freedom and safety where they were able to access additional supports and recreational activities for the family.

EMH applied for a funded holiday through Magical Getaways where the family had a wonderful 7-day vacation together for the first time.

The children were referred to counselling services, which is a great support where they can heal from their experiences of Family Violence. This is ongoing support which will hopefully help them recognise their potential and continue to thrive.

Being in a safe secure environment, the client is now looking at returning to study so she can return to the workforce and have a sense of empowerment.

The outcomes



The impact of colonisation continues today, and we need social and emotional wellbeing support to thrive in a world continually discriminating against us

First Nations women are rights holders, capable of determining their own futures. Upholding women as the heart of our community and respecting them as unique knowledge holders with the capacity to self-govern through culture, autonomy, decolonisation and self-determination is integral to our work.

Women are referred to our service (including self referred) with the primary aim of receiving emotional wellbeing support. The key issues we identify most in women who access our service are:

- Family violence
- Grief, loss and trauma
- Homelessness
- Relationship issues/conflict

Our Response

- Developed a Walking Beside women model – a holistic therapeutic service delivery model which incorporates case management, therapeutic services (including counselling), social and emotional wellbeing and cultural identity programs.
- To meet the needs of community, outside of just the women currently in case management, we have internalised and expanded our therapeutic team to include counselling staff and

invested in a dedicated social and emotional resource (From 0.4 Sept 2022 to 2.6 FTE in June 2023).

- To meet the needs of community more broadly, not just the women currently in our case management team, we have expanded our therapeutic service model to support healing and recovery as our women need. Developing this new service has meant:
 - Updated referral forms - to allow for more background information to be collected about a woman, to support with triaging and determining level of risk for waitlist allocation.
 - Demand management system - based on eligibility criteria and level of risk/need.
 - Development of group therapeutic sessions - to allow more women to engage in therapeutic counselling spaces in a safe way, build peer support networks and respond to demand.
 - Development of psychoeducation workshops – assessing the common themes/needs of women and developing a series of workshops to support women to build their awareness and knowledge of key areas for personal development.
- Brokerage for clients – Our counselling team now have access to a small amount of brokerage to support clients who are in crisis or need immediate support (without having to refer out)
- Clinical supervision and reflective practice – Our counselling staff receive monthly supervision (one on one) in addition to monthly group supervision (with team members) to support practice work and wellbeing. Reflective practice sessions also occur between team members weekly to provide responsive support and advice about client work.
- Recruitment – In early May 2023, we saw a new role introduced to the team – Therapeutic Services Programs Manager. This role will oversee the development of new therapeutic initiatives across EMH, including planning for the establishment of the Aboriginal Healing Unit (in DPFC) and the Hub (at Clarke Street).
- We employed a Learning and Development Manager in February 2023 to oversee our Theory of Change development and Outcomes Framework, as

Keep up the **wonderful work;**
your ancestors are walking beside you
and very proud.

– Stakeholder snapshot response, May 2023

well as developing a learning journey for staff and the sector.

- Several staff, including our CEO, attended training on the United Nations Convention on the Rights of the Child to consider international instruments for protecting our rights.
- We continued to support our staff to upskill, including rolling out a workforce wellbeing program, which includes reviewing our providers to identify a culturally appropriate EAP provider, wellbeing workshops and clinical supervision to better meet our workforce needs. This means we are meeting the new psychological workforce legislation under WorkSafe.
- Four staff voluntarily completed their qualifications to meet the Royal Commission into Family Violence recommendation 209.

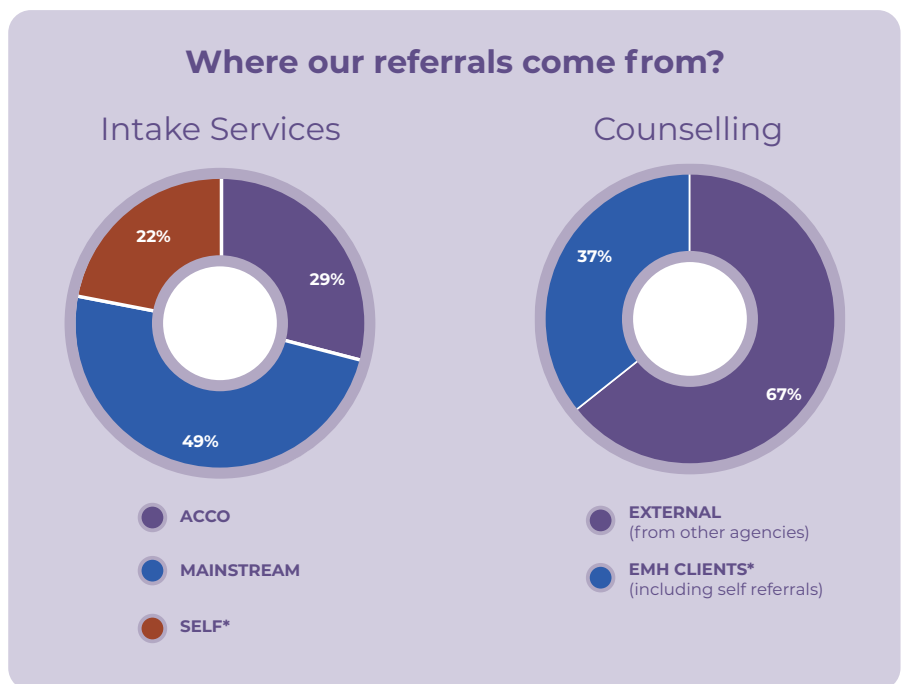
The outcomes

80-90% of counselling clients continue using the service after the first session, either for short- or long-term support.



‘I’ve seen a **change in my kids: Mum, I’m **not afraid** of dark anymore’**

– refugee resident, yarning circles April 2023



*self referrals indicates our women understand what is happening to them and where to get appropriate trauma informed, culturally safe care

Community needs are not met through current funding models

Aboriginality is a strength which, when nurtured and upheld, can be a protective factor and facilitate healing. The model is underpinned by the concepts of social and emotional wellbeing, with EMH recognising the importance of a holistic and intersectional response which supports the many facets of an individual's identity, while also recognising the external influences and elements which impact identity and that individuals have differing strengths and goals.

We recognise that services and supports cannot be siloed from one another and must interact and interconnect in order to uphold social and emotional wellbeing. Women and their children's right to self-determination are at the centre of everything we do:

Local strategies on family violence should incorporate a "decolonising" dynamic by prioritising community owned and managed structures and processes, as opposed to just government-owned and controlled—if community-based or "situated"—systems. ... able to respond to a range of unmet needs that the community considers underpin family violence, we may create a new paradigm. (*Blagg, et al, 2018*).

In order to achieve a holistic, culturally informed approach to our work, we need to fund activities outside of the scope of our government contracts and grant funding. We do this through smart investment and redeployment of funds as needed. This is self-determination in action.

Our Response

- Recognising women's role in their families and communities, we provided cultural, emotional and material support to family members attending coronial inquests
- Provided funding to flood victims, responding to individual requests and assessing their needs.
- Developed models that look at holistic recovery from trauma.
- Provide secondary consultations across the service sector ensure appropriate support for Aboriginal women across the service sector

The outcomes

Safe and Equal include EMH as a secondary consult resource, although we are not funded for this service.

Services we fund outside of traditional brokerage allocations include:

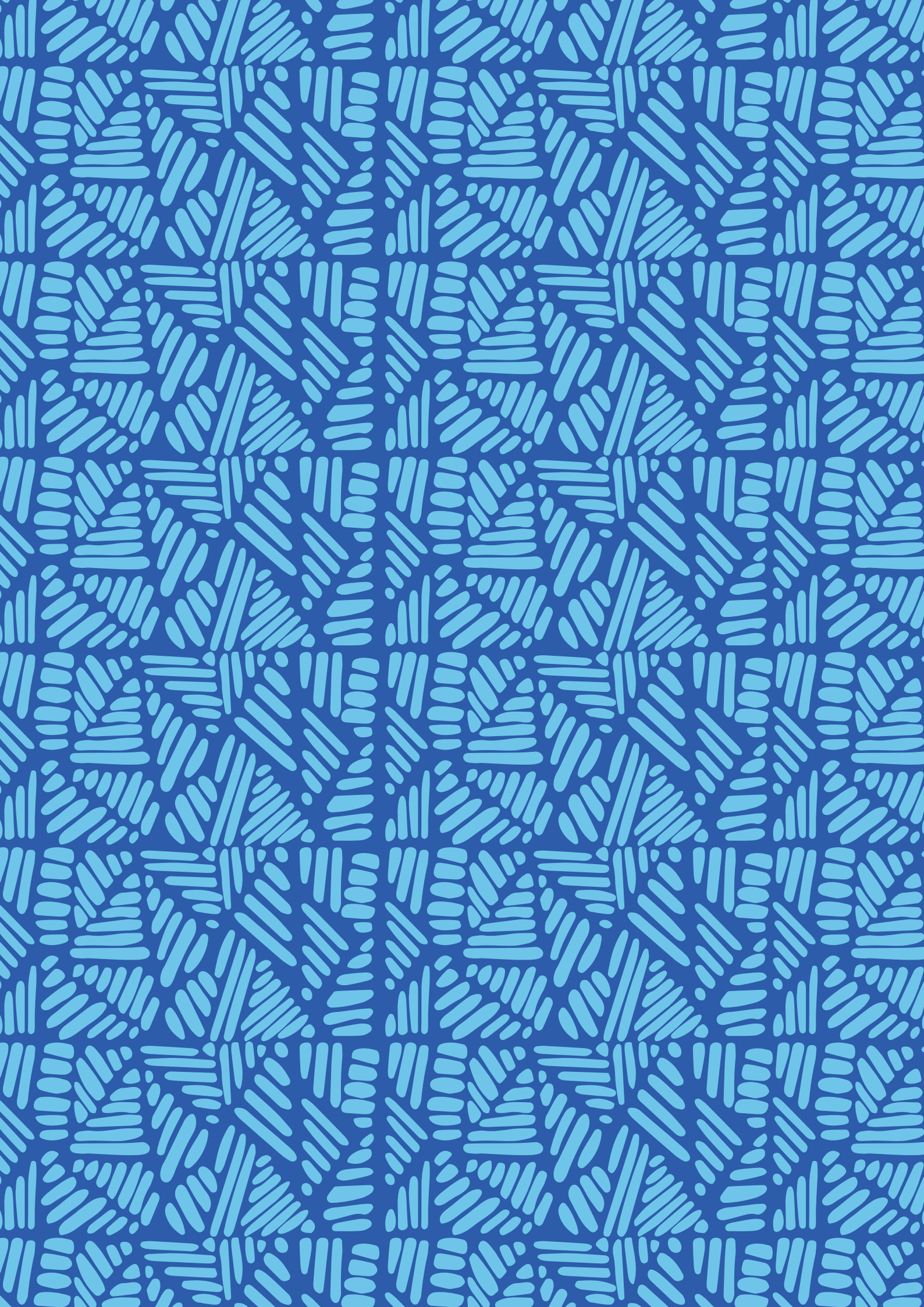
- NDIS and medical expenses for women where appropriate, as these can be necessary but expensive.
- Transport costs to attend court business

We also reviewed our workforce wellbeing and learning journey for our staff and contracted a culturally informed service at considerable extra cost.

We continue to lead the sector in culturally safe support for Aboriginal women and children experiencing family violence and coming into contact with the justice system. Our funding models continue to lag behind our self-determined approach.

59%

OF OUR INTAKE CALLS AND ASSESSMENT ARE **SECONDARY CONSULTS**



Highlights in achieving our strategic objectives

Leadership and Advocacy

- Launched and rolled out the Strategic Plan 2022-2028
- Theory of change and Outcomes framework
- Pre and post release program developed in partnership with Drummond St
- Redeployed funds to create new positions and increased staff by 4 EFT, including therapeutic services, a housing team and a justice team. We have added capacity to our back of house administration team to assist the smooth operation of our frontline services
- Invested in leadership, including a Learning and Development Manager to support workforce and sector education. We have increased our Communications and Engagement Manager from three days a week to full time and included Advocacy and Strategy to her responsibilities so we can gather the evidence we need to advocate for systems change. Over this

reporting period we were able to develop a Healthcare not Handcuffs campaign and submissions into:

- The National Plan to end violence against Women and Children
- The National Plan to end violence against Aboriginal Women and Children
- The Safe Places funding scheme
- The Restorative Justice program review
- Updates to our website this year have resulted in a 21% jump in page views over the previous year
- Building capacity to achieve strategic objectives by developing models and frameworks, developing a grant application process and contributing to our annual priorities
- Embedding succession planning within the organisation, allowing opportunities to formalise pathways for staff to progress through the organisation
- Completed a corporate structure review to ensure EMH's structure was appropriate for future expansion plans to meet our strategic objectives.

Engaged and productive workforce

- Invested in a dedicated roles to support staff, including HR Manager and Learning and Development Manager
- Commenced the development of a learning journey for staff
- Commenced an annual employee engagement and satisfaction survey, all staff In-service and Service Delivery expo
- Wellbeing training and supervision process revised for staff
- Four staff completed qualifications in line with the Royal Commission into Family Violence's recommendation 209.
- Workshopped the plans for the Aboriginal Women's Hub





Community engagement

- 59% of our intake calls resulted in secondary consults from other organisations
- We hosted Communities of Care session with facilitator Lee Couch
- We worked across stakeholder groups such as the Dhelk Dja Forum, Safe and Equal forums, The Orange Door across our network and partnership meetings with Amicus, who donated time and money to our head office refurbishment.
- Attended sector wide meetings to engage across the sector, including the local and state levels, the mainstream service sector and the Aboriginal Community Controlled organisation sector
- MARAM training continued
- Manned the information stall at the MidSumma Festival
- Recommended and facilitated the Northern Refuge Alliance
- Facilitated the Aboriginal Refuge Alliance for Victoria



Growth

- Diversified our income streams with philanthropic grants and partnerships
- Entered into a subcontract with Drummond St Services to deliver the Relink and ReConnect project
- Awarded a \$200,000 Grant from the Victorian State Government for our Women and Children's Hub and \$250,000 from the Paul Ramsay Foundation
- New head office opened with plans to hire spaces as an additional income stream next year.

Department of Jobs, Skills, Industry and Regions
63,307 followers
1d

To mark National Reconciliation Week, we're celebrating the important work being done at [Elizabeth Morgan House \(EMH\)](#).

EMH has been providing a refuge for Aboriginal women and children in Melbourne's north for 40 years.


As the first Indigenous Women's Refuge in Australia, it continues as a grassroots, peak body organisation for Aboriginal women in Victoria.

Now, with funding from the Victorian Government's Living Local Fund, EMH are renovating the Elizabeth Morgan House Women's Hub.

'We're confident that the upgrades to our Hub will help us realise our vision of empowering and supporting women to realise their rights and full potential,' says Kalina Morgan-Whyman, Elizabeth Morgan House CEO.

Read more about this exciting project on the [#VictorianConnection](#):
<http://ow.ly/1ooC50OBpgg>

[#NRW2023](#)



Updated hub to empower Aboriginal women and children - The Victorian Connection
connection.vic.gov.au • 3 min read



Financial Report

CFO Report

Firstly, I would like to acknowledge the Wadawurrung people as the traditional owners of the land on which my home office is located; as well as the Wurundjeri people upon whose land our Melbourne offices are located. I pay my respects to Elders past, present and emerging.

I am pleased to present this snapshot of the EMHAWS FY2023 Financial Statements. A year of significant growth is reflected in our Statement of Income, with an 11% increase in revenue resulting in total funding of over \$4 million for the first time. This has been driven primarily through the establishment of our first dedicated team within the justice space, our Relink & Reconnect program in collaboration with Drummond Street. This will grow even further into FY2024 as we begin operation of the Aboriginal Healing Unit under direct contract with the Department of Justice, both increasing our revenue and working towards our goal of diversifying our income streams across the organisation.

This increase in revenue is matched by a corresponding increase in our Employee Expenses. We underwent a formal organisational review during Q1 & 2 of this year to ensure that our staff structure is both in line with best-practice from across the Community Services sector, as well as setting us up with a solid foundation that can support continued expansion and growth in a managed and sustainable way. We have invested in our Leadership team, expanded our Corporate Services team to include administrative support and a dedicated HR resource, established an internal Therapeutic Support team, and established our Relink & Reconnect team – as well as the usual ongoing recruitment and replacement of permanent roles within our various service delivery programs.

Like all organisations within the sector, EMH felt the impact of the 'Cost-of-Living' crisis, with increased demand for material aid and financial support from the women we support. This also resulted in a 26% decrease in revenue from donations as supporters tightened their budgets. We appreciate the continued financial support from those who can afford to

give, as these donations allow us to provide timely, directed support to Community outside of the scope of our government-funded programs – for example, this year we provided crisis support to women and families impacted by the flooding across Victoria, and supported families attending coronial inquests.

For the first time in many years, we have invested significantly in infrastructure as we negotiated and took on a long-term lease on an office space on Heidelberg Rd, Fairfield. We partnered with Amicus to redesign one floor of the building into a beautiful workspace ideal for collaborative working; while retaining one floor as a 'traditional' office space. This new worksite has been a much-needed breath of fresh air for our workforce as we were beginning to pop out of the seams at our prior building! We are now hard at work planning and designing our renovation for the Northcote site as our Women's Hub. The establishment of this lease and the associated spend on capital works for refurbishment has had a significant impact on our financial position as we accounted for this long-term lease in line with AASB16.

With the Finance and Corporate Services space, we have maintained our focus on Continuous Improvement as we transitioned into a cloud-based payroll and HRIS system built for the Community Services sector that integrates seamlessly with our accounting software. We now have a contemporary integrated finance software system that will support our growing workforce and allow for greater management transparency and reporting oversight.

Our Board have continued to provide oversight on our financial activities through the Finance Sub-Committee. In particular, I would like to mention our Treasurer Ashley Paxton who has taken on the role with trademark dedication. Without volunteers who step up into these governance roles, organisations like EMH would not be able to function and continue to provide essential services to the Community.

Anne Draffen, CFO

STATEMENT OF COMPREHENSIVE INCOME
YEAR ENDED 30 JUNE 2023

INCOME	FY2023	FY2022
Revenue from Government contracts	3,728,682	3,581,006
Service Income	26,864	23,171
Donations	76,295	103,450
Other Income	63,285	4,184
TOTAL INCOME	4,193,311	3,749,699
EXPENSES		
Employee Expenses	2,914,779	2,183,983
Depreciation & Amortisation Expense	144,868	17,028
Other Expenses	1,010,591	767,877
TOTAL EXPENSES	4,070,238	2,968,888
SURPLUS for the year	123,073	780,811

This is a snapshot of our financial statements

The full audited financial statements for the FY2023 Financial Year are available on the ACNC website

STATEMENT OF FINANCIAL POSITION
YEAR ENDED 30 JUNE 2023

CURRENT ASSETS	FY2023	FY2022
Cash & Cash Equivalents	5,329,032	5,959,739
Trade & Other Receivables	564,579	22,288
Other Financial Assets	10	10
Other Assets	136,197	27,062
TOTAL CURRENT ASSETS	6,029,818	6,009,099
NON-CURRENT ASSETS		
Property, Plant & Equipment	1,046,773	202,245
Right-of-use Assets	2,061,895	-
TOTAL NON-CURRENT ASSETS	3,108,668	202,245
TOTAL ASSETS	9,138,486	6,211,344
CURRENT LIABILITES		
Trade & Other Payables	363,123	397,719
Lease Liabilities	183,398	-
Employee Benefits	214,163	248,475
Other financial liabilities	1,516,330	841,619
TOTAL CURRENT LIABILITIES	2,277,014	1,487,813
NON-CURRENT LIABILITIES		
Lease liabilities	2,026,518	-
Employee benefits	-	11,650
TOTAL NON-CURRENT LIABILITIES	2,026,518	11,650
TOTAL LIABILITIES	4,303,532	1,499,463
NET ASSETS	4,834,954	4,711,881
EQUITY		
Retained Surplus	4,834,954	4,711,881
TOTAL EQUITY	4,834,954	4,711,881







ELIZABETH MORGAN HOUSE
ABORIGINAL WOMEN'S SERVICE INC

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