



Stronger Together

ANNUAL REPORT 2018



YWCA Australia is part of the World YWCA, a global membership movement of women and young women who have been leading social and economic change in 125 countries, for over 150 years. World YWCA advocates for peace, justice, human rights and care of the environment, and has been at the forefront of raising the status of women for over 150 years.

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Our front cover photo features the YWCA Australia ASISTA Program participants (L-R): Ella, mentee, and Bhawna, mentor, who have been in a mentoring relationship for almost three years

Photography by Anna Carlile
Viola Design www.violadesign.com.au

Acknowledgement of Country

YWCA Australia acknowledges the traditional owners of the land on which we work and their continuing connection to land, sea and community. We pay our respect to them and their cultures and to elders both past and present.

About YWCA Australia

YWCA Australia is a leading national feminist organisation working towards a future, where all women and girls are equal, safe and respected.

Our Vision

All women, young women and girls are safe and respected, with equal access to power, opportunity and resources.



Our Purpose

To be a strong, unified, national feminist organisation of women, young women and girls, working to achieve gender equality.



Our Values

Feminism

Proudly informed by our feminist worldview, we focus on empowering women to transform power structures to achieve gender equality.



Inclusion

We are respectful, inclusive and strengthened by our diversity. We are committed to Indigenous recognition and reconciliation.

Innovation

Our culture rewards courageous ideas, agile thinking, and bold decision-making while challenging ourselves to refresh, transform and expand our impact.

Excellence

We relentlessly pursue excellence by defining our goals, measuring our impact and using evidence-based practices.

Integrity

Our reputation and trustworthiness ensures that we honestly, reliably and transparently deliver on our commitments.



President's Message

'How do we create the best possible YWCA?' – this fundamental question was posed at the 2014 YWCA Australia Annual General Meeting. There were discussions far and wide across the country, from Broken Hill to Perth to Toowoomba. Every member association was involved and connected us with their members and supporters both young and old.

It became obvious that the YWCAs of Australia all had a shared purpose – to achieve gender equality and we set out on our journey to investigate becoming a united, national entity.

The national merger has been more than three years in the making, including consultation with a wide range of experts, consultants and not-for-profit peer organisations. Our decision to merge was informed by the opportunity to create a sustainable organisation and to thrive in a changing sector.

Four years later, I am proud to be the President following the merger on June 1, 2018. I have the pleasure of working with some remarkable women both on the Board and within the organisation as we build the YWCA into a prominent for purpose national organisation with more than 300 team members dedicated to supporting women to have greater opportunities across Australia.

The merger is an historic milestone for the YWCA movement, a movement that has a global reach and a rich history of

more than 130 years in Australia. The YWCA is a remarkable organisation, shaped through generations of inspiring women. I would personally like to thank the many strong and dedicated women who have worked exceptionally hard over the last few years to steer us to this momentous achievement.

Today, we are well on the way to be a leading national feminist organisation with a united voice to ensure all women, young women and girls are safe and respected, with equal access to power, opportunity and resources.

I would like to take this opportunity to thank the Board and all of our team for their continued hard work throughout the merger. Our successes wouldn't be possible without your commitment and passion for women and the YWCA.

As we move into our first year as a united organisation, we will continue being as courageous as the women before us and we look forward to increasing opportunities for women across Australia.

"As we move into our first year as a united organisation, we will continue being as courageous as the women before us."



Julie Boyd

Julie Boyd
President

CEO's Message

From the beginnings of YWCA in the 1800s, the leaders and members have prided themselves on pushing the agenda and the boundaries. From the industrial revolution, to the civil rights movement, YWCA were at the forefront of championing women's rights.

The YWCA movement of today is no different – just on a larger scale.

YWCA is about the empowerment, leadership and rights of women, young women and girls, now located in 125 countries and hosting hundreds of thousands of members worldwide.

Across Australia, YWCA provides significant support to women in our communities, including affordable housing, homeless services, family violence services and leadership programs. As a national organisation our future includes expansion at scale and ensuring increased opportunities for women to have a positive impact on gender equality.

Our new strategic plan will guide the direction and focus of our organisation over the next five years. Just like the YWCA women before us, we have a bold goal – to positively impact the lives of more than two million women, young women and girls across Australia. Our footprint across 270 sites in metropolitan, regional, rural and remote Australia, places us in a

unique position to achieve this goal and to create a national voice that is connected to local communities.

Importantly, our strategic priorities have been identified following a consultation process with members, employees, supporters and our board. They include:

1. Increase women's safety and wellbeing through advocacy, programs and services
2. Support women with affordable housing choices and homelessness services
3. Create spaces for young women to become leaders and drive positive change
4. Create a purpose aligned, robust social business to optimise our impact

Join YWCA Australia as we unite and ignite to see a world where all women, young women and girls are safe and respected, with equal access to power, opportunity and resources.

**"Across Australia
YWCA provides
significant support
to women in our
communities."**



Michelle Phillips

Michelle Phillips
Chief Executive Officer

Our History

Since our early beginnings in the 1800s, each YWCA across Australia has been committed to supporting women in times of hardship. Our national journey over the last 138 years, demonstrates the courage of our founders and the important steps we have taken and continue to take, improving the lives of women.



1880

Mrs Mary Jane Barker launches the YWCA of Sydney, first permanent YWCA in Australia, helping migrant women - "the shop girls, factory hands and domestic servants" - who were extremely vulnerable to exploitation.



1882

YWCA Melbourne is formed under the honorary leadership of Miss Sarah C. Booth, with the goal of the 'spiritual, intellectual, and social improvement of young women.'



1907

YWCA Australia is formed, as the national association for YWCAs across Australia.



1920

YWCA of Perth is established, to create opportunities for women and girls to achieve their full potential offering study scholarships.



1880

Lady Colton establishes the YWCA of Adelaide, which began as a social group for young women.



1888

During the great depression Felicia Hopkins establishes the first YWCA in Queensland - Rockhampton. Providing a space for women to thrive and find community.

YWCA Australia is committed to building on our past, to create a future, where all women and girls are equal, safe and respected.



1944

YWCA of Albury Wodonga is formed, providing leave houses for the comfort and use of service women during World War II.



1969

YWCA of Darwin is formed, to provide safe and affordable accommodation for young women who had travelled to Darwin for work.



2015

The YWCA National Merger is discussed and evaluated with the YWCA Member Associations around the country.



1947

The YWCA Broken Hill branch is formed, led by a progressive group of women, calling for local community members with an interest in mind, body and spirit to connect.



2009

YWCA Victoria launches Social Housing Victoria, to manage existing Y housing properties and develop affordable housing solutions and support for women.



2018

YWCA becomes a united, for purpose national organisation with YWCA Adelaide, Albury-Wodonga, Broken Hill, Darwin, NSW, Perth, Queensland and Victoria joining YWCA Australia to support women across Australia.

Our Strategic Plan

Our goal is to positively impact the lives of more than two million women, young women and girls throughout Australia by the end of 2023.

Five Year Strategic Plan

Following a consultation process with members, employees, supporters and our board, we have developed our new five year strategic plan – Two Million Y Women. The plan highlights four key priorities: safety, housing, leadership and sustainability.

These strategic priorities are based on the recognition that gender inequality leads to many negative outcomes for women. Our work is focused on challenging the behaviours, structures and power imbalances that impact gender equality. At the same time, we seek to understand how different types of discrimination, such as ethnicity, age, disability, gender or sexual identity and religious beliefs, amplify the effects of gender inequality.

Our Priorities

Safety



Increase women's safety and wellbeing through advocacy, programs and service

- Be an influential national voice for all women through advocacy, grounded in research and evidence
- Expand and scale services for women experiencing, or at risk of, violence
- Research, design and establish programs to improve women's economic security

Housing



Support women with affordable housing choices and homelessness services

- Double and diversify affordable housing property options
- Research and design a commercially sustainable housing model
- Expand and scale housing and homelessness services nationally with a presence in every state

Leadership



Create spaces for young women to become leaders and drive positive change

- Increase number of young women members through a compelling engagement strategy
- Develop leadership pathways for young women through programs and mentoring
- Deliver annual national research into the needs and aspirations of young women in Australia

Sustainability



Create a purpose aligned, robust social business to optimise our impact

- Establish and deliver commercially sustainable housing models at scale
- Investigate and capitalise on innovative social business opportunities
- Maximise our internal re-investment into our purpose

Stronger Together

As of 1 June 2018, YWCAs across Australia are ONE strong, unified, leading national organisation with the vision that all women, young women and girls are safe and respected, with equal access to power, opportunity and resources.

The decision to merge was informed by the opportunity to create a sustainable organisation and to thrive in a changing not-for-profit sector.

By bringing together our Member Associations, we are committed to deliver a suite of national programs and services at a local level, aligned our purpose, vision and goals. The merger greatly simplified our structure, creating a platform for us to leverage our strengths and improve our efficiency and effectiveness.

By achieving greater scale we aim to ensure the future sustainability and growth of the YWCA movement in Australia. We will continue to honour our strong local history and ultimately increase our presence, reach and positive impact across Australia.



YWCA teams and members across Australia, celebrating the National Merger vote on 19 May 2018

A strong, unified, leading national organisation

The Road to Merge

YWCA Member Associations across Australia had been working towards a national merger for some years before making the vision a reality. On 1 June 2018, Member Associations united resources to ensure the future sustainability and growth of the YWCA movement in Australia.

How it all started

In 2014, YWCA Associations across the country came together at the national AGM to ask the question: 'how do we create the best possible YWCA?' This started a conversation about how to improve the YWCA movement in Australia, which sparked a movement-wide, evidence-based review of the existing YWCA model, which grew into the Sustainability Project.

The outcome of the review acknowledged that the YWCAs in Australia were operating in a constantly changing and competitive landscape – where not-for-profit organisations can struggle to stay relevant, and funding is limited and concentrated within a small number of large charitable organisations that offer a national reach while maintaining a local focus.

In mid-2016, YWCA Member Associations recognised the need for a strong unified voice, establishing the National Merger Project to:

- Explore the possibility of YWCAs merging into a single, national association
- Identify the most effective and efficient pathway in which to merge
- Work collaboratively with Member Associations to drive the merger process

In November 2016, YWCA Associations signed on to a Statement of Intent, committing to uniting our organisations and working towards a shared purpose of achieving gender equality. Participating YWCAs then conducted financial and legal due diligence, prepared a business case, a constitution and a target operating model for the new entity, and identified our pathway to merge - amalgamation via Scheme of Arrangement.

In May 2018, all eight Member Associations convened meetings with their members to pass a formal vote on the proposed amalgamation. The unanimous result of the vote demonstrated the overwhelming support for the YWCA merger from around the country. On 22 May 2018 the Scheme of Arrangement was approved by the Federal Court in Victoria and the legal transaction to merge was finalised.

On 1 June 2018, the merger became effective bringing together YWCAs in Adelaide, Albury-Wodonga, Broken Hill, Darwin, NSW, Perth, Queensland and Victoria with YWCA Australia to create a single national entity.

The remaining two Member Associations - YWCA of Canberra and YWCA of Hunter - have joined as affiliates to the new YWCA Australia. They will continue to operate as independent entities, use the YWCA brand and trademarks and access World YWCA events, committees and delegations.

New growth opportunities

Merging has provided YWCA Australia with opportunities to:

- Build a national voice and profile
- Align our vision, purpose and goals in order to achieve greater impact
- Align our programs and services to our purpose and goals
- Provide a better, more consistent value proposition to our members
- Take advantage of our greater scale
- Become a national provider of choice opening new funding opportunities
- Improve efficiency and effectiveness.

Our programs

One of the key objectives and benefits of merging is to leverage our substantial expertise and capability, to increase our reach – by growing and extending services and to deliver national programs at a local level to increase our positive impact.

Local presence

We acknowledge and respect the long and strong history of individual YWCAs throughout Australia.

The new national entity is building on this history and will ultimately increase presence and reach across Australia by leveraging local strengths for national impact.

National member base

Members from the merging entities have been invited to become members of the new united YWCA Australia. For the first time ever, YWCA Australia is able to offer direct membership in a national YWCA organisation. Four classes of membership are available including:

- Life Members
- Voting Members
- Associate Members
- Non-Voting Members.

Members will benefit by being represented nationally as part of a stronger, united entity.

They will be supported to connect and engage on local, national and international issues through YWCAs offices across Australia, Local Action Groups, Special Interest Groups, Friendship Groups, volunteering, accessing international opportunities and leadership pathways.

Our supporters

We are aiming to build a non-voting base of supporters that may include men, women and youth. Supporters may engage with the YWCA through fundraising, events, activities, subscribing to our mailing list, volunteering, fundraising and so on.

Young women's pathways

Young women's leadership and empowerment will be at the core of the new entity's purpose, mission and vision. Virtual and online mechanisms present new opportunities to engage, especially with young women and those in rural and remote communities. Young women will be actively engaged across the new organisation in strategic planning, advocacy, policy and leadership.

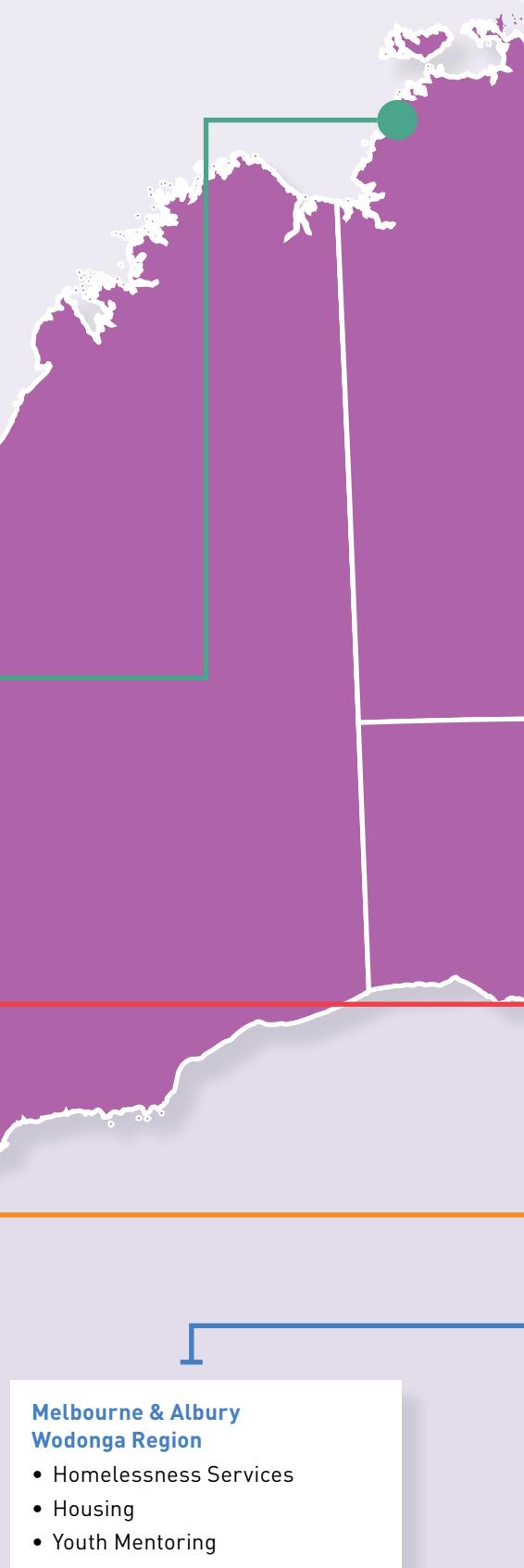
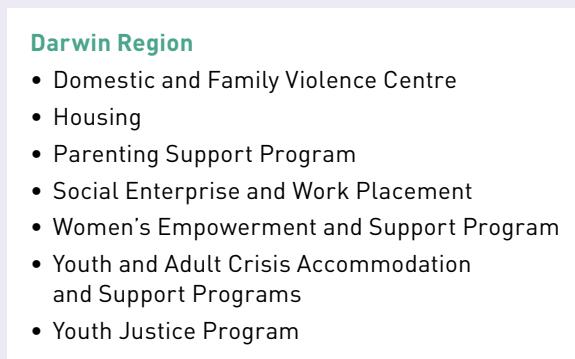
National assets

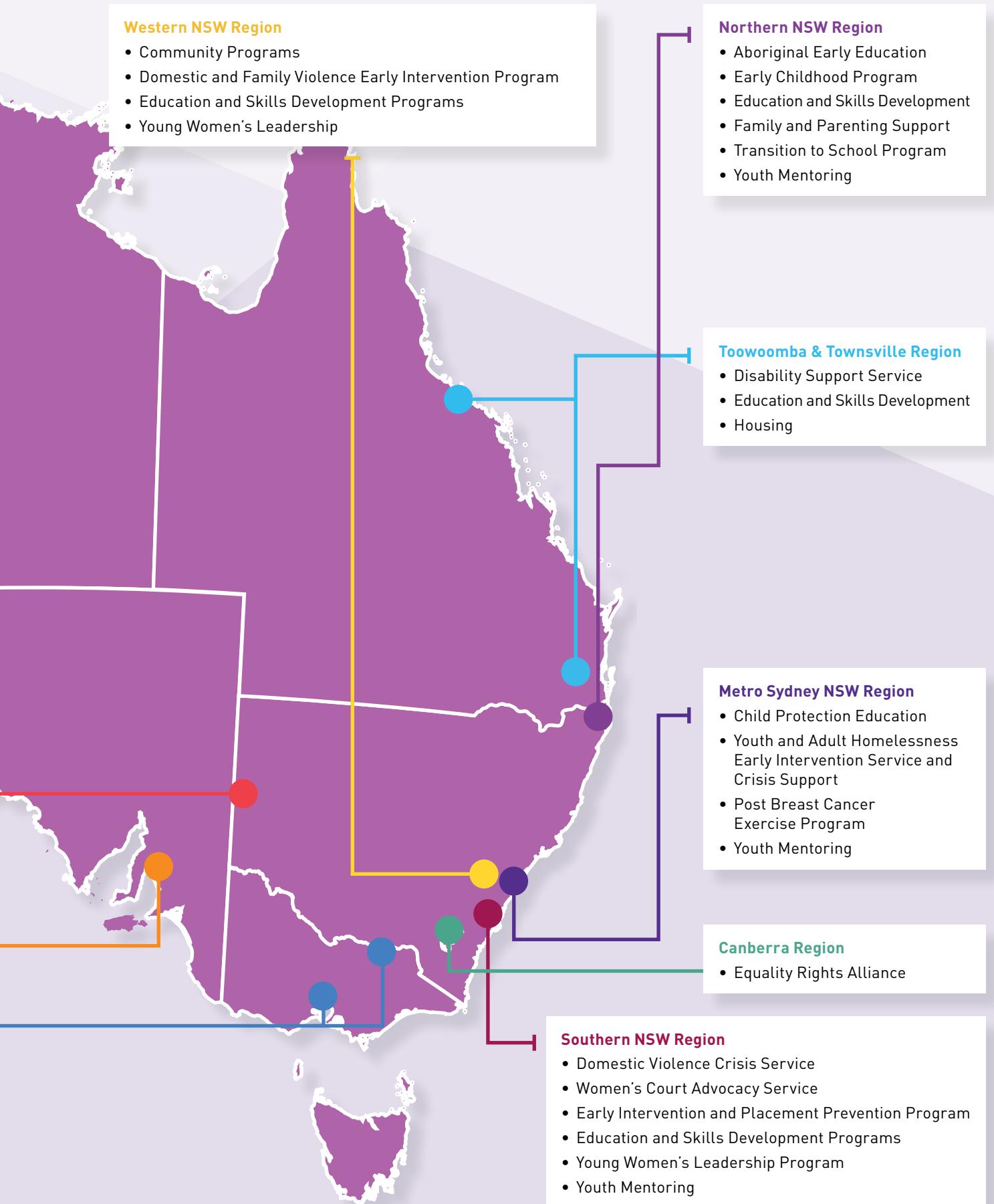
As of 1 June 2018, all programs and assets came together in a single entity to be grown and leveraged. YWCA Australia is now responsible for all YWCA's operations, supporting YWCA's profit-for-purpose business model and encouraging fundraising at all levels.

Where is the Y?

YWCA Australia is supporting its members to connect with both YWCA offices and friendship groups, across the country.

We currently have a presence in Adelaide, Albury-Wodonga, Bendigo, Broken Hill, Brisbane, Campbelltown, Canberra, Darwin, Geelong, Lismore, Melbourne, Nowra, Perth, Port Pirie, Rockhampton, Sydney CBD, Toowoomba and Townsville.





Our Work

YWCA Australia is committed to delivering high impact services that improve the lives of women, children, young people and their families. We empower women through leadership, advocacy and the provision of critical community services across Australia's diverse social and geographic landscape. We deliver a wide range of innovative and evidence-based programs and services, including; education, training, employment, homelessness services, leadership programs, community housing and support services.

Some highlights from our frontline...

DOMESTIC VIOLENCE INTERVENTION SERVICE New South Wales

Our specialist intervention caseworkers provide support to women and children whose lives have been affected by domestic and family violence. Our clients are provided with assistance through the initial crisis or event and brokerage relief, for those who live in poverty or are at risk of poverty due to not having access to any financial support when they are leaving a violent situation. Domestic violence knows no barriers and is not usually just one single event. It is a chain of occurrences and behaviours which must be broken in order to make a long term sustainable and intergenerational change. With our work we are aiming to make a positive impact and help break this cycle.



My beautiful children didn't deserve a home of fear. We are now happy and thankful for the kindness and help we received from YWCA.



Dominique
Domestic violence
Intervention Service Client



WOMEN OF WORTH PROGRAM Northern Territory

The Women of Worth (WoW) Program aims to empower women involved in the justice system to implement positive lifestyle changes, re-engage with community and reduce reoffending. The WoW team provides clients with strength-based case management support and assists them through pre and post-release support with advocacy, domestic and family violence support along with training and skills development and employment pathways. Clients are also assisted with access to long-term housing, re-gaining custody of their children and reconnecting with family and community. An important focus is social and emotional wellbeing of our clients, including monthly outreach groups to help reinforce positive lifestyle changes and to encourage building support networks and boosting self-esteem and confidence.



I really like the WoW program, it gives me confidence in myself and I now realise I have a lot to offer to my children and those around me. WoW has helped me see my potential and I've now found that there are people out there who are willing to help me if I am willing to help myself. Thankyou WoW.



Janet
Women of Worth Client

ASISTA MENTORING PROGRAM Victoria

The ASISTA Mentoring program encourages personal development, new experiences and opportunities for young women aged between 12 and 18 who have involvement with the Department of Health and Human Services (DHHS) Child Protection system.

These young women may not have strong family or community supports due to a range of complex issues. To offer support and guidance, they are paired with volunteer mentors who offer positive experiences and a strong mentoring relationship, and engage in fortnightly social and recreational activities including everything from musical theatre shows, to visits to the zoo and lunch outings.



I think mentoring is important because having a mentor like Katie has encouraged my ambitions, empowered my confidence and kept me on track. Mentors are your role models and your inspirations. I'm so grateful for having ASISTA.



Larissa
ASISTA Program Mentee

EQUALITY RIGHTS ALLIANCE Australian Capital Territory

The Equality Rights Alliance (ERA) is Australia's largest network advocating for women's equality, women's leadership and recognition of women's diversity. We bring together 64 organisations with an interest in advancing women's equality. ERA is auspiced by YWCA Australia and funded through the Commonwealth Office for Women.

ERA is one of six National Women's Alliances and is member-driven, with YWCA Australia providing governance and support. ERA members are non-government organisations and social enterprises with a focus on the impact of Federal policy or service delivery on women.

In 2017-18, ERA carried out research, made submissions and engaged in Parliamentary advocacy relating to affordable housing for women and gendering government budgets. They advocated for the reintroduction of a time-use survey by the Australian Bureau of Statistics and for the domestic implementation of the Sustainable Development Goals.

ERA led the sector's engagement with Australia's appearance before the CEDAW Committee and co-led the NWAs' attendance at the 63rd meeting of the Commission on the Status of Women.

*Client names have been changed to protect their identity

Our Finances

Finance Report 30 June 2018

At the commencement of the financial year and for the first 11 months of the reporting period, YWCA Australia operated as the national YWCA body and the level of activities were consistent with those of prior years.

An amalgamation of eight independent YWCA member associations within Australia into YWCA Australia, was completed by way of Schemes of Arrangement entered into between each of the independent associations and their members. The Schemes were sanctioned by Federal Court Order dated 22 May 2018 and came into effect on 1 June 2018.

Under the Schemes, the Member Associations, transferred all of their assets and liabilities to YWCA Australia

for nil consideration (with the exception of YWCA Queensland and YWCA Darwin, who transferred only non-community housing assets and liabilities).

YWCA Housing and YWCA National Housing (formerly YWCA Queensland) became subsidiaries of YWCA Australia.

The operating profit for the entity for the year to 30 June 2018 was \$39,075,701 (2017: \$29,325). Of this, \$80,164 relates to surplus from operations, with only one month's operations from the eight amalgamated former Member Associations captured in this reporting period. The balance of the profit, \$38,995,537, arose from gain from net asset transfers from Member Associations.

At a Group level, consolidating the housing-related subsidiary entities, the operating profit for the year was \$55,242,920. The gain from the amalgamation totalled \$55,225,515, of which \$38,995,537 came from the transfer of net assets and \$16,229,978 from the transfer of the subsidiaries.

The net asset position of the entity as at 30 June 2018 amounted to \$40,687,986, and for the Group, \$56,855,205.

Alison Harness

Alison Harness
Interim Chief Financial Officer

Statement of Profit or Loss and other Comprehensive Income For the Year Ended 30 June 2018

	CONSOLIDATED		PARENT	
	2018 \$	2017 \$	2018 \$	2017 \$
Revenue	60,008,241	1,530,050	43,402,183	1,530,050
Cost of sales	(57,705)		(57,705)	
Employee benefits expense	(2,529,398)	(654,139)	(2,427,019)	(654,139)
Depreciation expense	(167,926)	(3,263)	(121,026)	(3,263)
Administrative expense	(1,579,120)	(569,392)	(1,407,651)	(569,392)
Marketing expense	(22,578)	-	(22,578)	-
Finance costs	(40,322)	-	(39,872)	-
Equipment expense	(34,288)	(15,761)	(34,288)	(15,761)
Project and program expense	(69,609)	(258,171)	(28,196)	
Service and utilities expense	(264,375)	-	(188,147)	-
Surplus before income tax	55,242,920	29,324	39,075,701	29,324
Income tax expense	-	-	-	-
Surplus for the year	55,242,920	29,324	39,075,701	29,324
Other Comprehensive income			-	-
Net fair value movements for available-for-sale financial assets	-	67,292	50,897	67,292
Other Comprehensive income for the year	50,897	67,292	50,897	67,292
Total Comprehensive income for the year	55,293,817	96,616	39,126,598	96,616

Statement of Financial Position
As at 30 June 2018

	CONSOLIDATED		PARENT	
	2018 \$	2017 \$	2018 \$	2017 \$
ASSETS				
Current Assets				
Cash and cash equivalents	11,146,662	296,846	9,340,279	296,846
Trade and other receivables	718,348	89,347	643,286	89,347
Inventories	514,074	-	514,074	-
Other financial assets	1,233,889	-	1,233,889	-
Other assets	262,513	32,079	253,049	32,079
TOTAL CURRENT ASSETS	13,875,486	418,272	11,984,577	418,272
Non-Current Assets				
Other financial assets	14,980,393	1,256,279	14,980,393	1,256,279
Property, plant and equipment	43,602,143	27,587	28,537,050	27,587
Other assets	-	42,085	-	42,085
TOTAL NON-CURRENT ASSETS	58,582,536	1,325,951	43,517,443	1,325,951
TOTAL ASSETS	72,458,022	1,744,223	55,502,020	1,744,223
LIABILITIES				
Current Liabilities				
Trade and other payables	3,213,313	110,805	2,787,031	110,805
Borrowings	50,050	-	50,000	-
Provisions	64,002	8,793	64,002	8,793
Employee benefits	1,685,017	60,110	1,685,017	60,110
Other financial liabilities	3,290,738	-	2,928,287	-
TOTAL CURRENT LIABILITIES	8,303,120	179,708	7,514,337	179,708
Non-Current Liabilities				
Borrowings	7,208,500		7,208,500	
Provisions	91,197	3,127	91,197	3,127
Employee benefits	7,299,697	3,127	7,299,697	3,127
TOTAL NON-CURRENT LIABILITIES	15,602,817	182,835	14,814,034	182,835
TOTAL LIABILITIES	56,855,205	1,561,388	40,687,986	1,561,388
EQUITY				
Reserves	4,096,142	1,342,527	4,096,142	1,342,527
Retained surpluses	52,759,063	218,861	36,591,844	218,861
TOTAL EQUITY	56,855,205	1,561,388	40,687,986	1,561,388

Y Community

World YWCA has a global outreach of more than 25 million people through work in 22,000 communities. YWCA Australia is committed to continue to cherish, value and honour our connection and contribution to the global YWCA movement. Today YWCA Australia is part of an international network of women striving for social and economic change for women and girls.

World Y update

At the World YWCA Board Meeting held from 24 to 27 July 2017, the World Board officially welcomed the new General Secretary of the World YWCA, Malayah Harper, to the movement. Whilst Malayah had commenced in December, it was the first opportunity for the full Board to meet with Malayah face to face.

At the meeting the Board approved new strategic priorities for the World Office. These include:

- Mobilising millions of young women for transformational change and creating a recognisable "brand" identity.
- Connecting women and young women around the world to share skills and supporting them to act through leadership training.
- Outlining how the World Office will focus on strategically and operationally sustaining the world movement as we move toward Goal 2035 and within the international framework for the Sustainable Development Goals (SDGs).

The Board also voted to validate the new affiliation fee formula, which simplifies the quota system to be more transparent and achievable.

The World YWCA Board meets face to face once per year in July, and electronically at least three to four times per year. The Board has been focusing attention on preparations for the 2019 World Council, to be held in South Africa in November 2019.

The Young Women's Global Advisory Council has been established during the current quadrennium, to serve as the voice of young women globally, and advise on transforming the movement with young women at the centre as co-creators in all key strategic areas. The Council has representation from all regions and will consult regionally in advising the Board. This is an exciting initiative from World Council 2015 and the Advisory Council will help shape the Young Women's Forum at World Council 2019.



Emma McCarthy
World YWCA Treasurer

Y Australia presence: Young Women's Global Advisory Council

Congratulations to Lisa Gascoigne of YWCA Adelaide who was selected to be among the nine Council members chosen to represent different regions around the world to lead the important Young Women's Global Advisory Council initiative.

Commission on the Status of Women

In March 2018 YWCA Australia led a delegation of nine women who joined civil society advocates from around the world in New York to participate in the 62nd session of the United Nations Commission on the Status of Women (CSW).

The 2018 priority theme focused on challenges and opportunities in achieving gender equality and the empowerment of rural women and girls. The review theme focused on participation in and access of women to the media, and information and communication technologies and their impact on and use as an instrument for the advancement and empowerment of women.

Our People

We value our team. YWCA Australia employs over 300 team members in more than 270 sites across the country. As we grow our organisation, we expect that opportunities will grow as well.

As a national organisation we live our organisational values and weave them into YWCA Australia's workplace culture. We have a valued, capable and diverse workforce, based in different physical locations across Australia, representing a truly national spirit, culture and identity.

Our team shares in a sense of great pride and achievement from working in a feminist organisation and doing meaningful work to empower women, young women and girls.

Our people are skilled in multiple areas and programs, with creative career pathways.

We are committed to standardise our employment policies nationally and focus on women's empowerment and flexibility in the workplace. The wellbeing and welfare of our team is paramount.

YWCA Australia aims to be an employer that recognises gender equality as a top priority and embeds policies and practices within our organisations to advance equal opportunities for women.



Governance

Our Board of Directors

YWCA Australia is governed by a national skills-based Board, led by President Julie Boyd. Our Board comprises 10 members, including the President of the Board. At least 30% of the members of the Board are young women under 31 years of age at their time of appointment. The Board oversees the activities of the organisation including strategic planning and compliance with the governance standards required by the ACNC. Directors of YWCA Australia have a commitment to the shared values of the YWCA and our goal of achieving gender equality.

YWCA Australia's subsidiaries, YWCA National Housing and YWCA Housing, have their own boards of directors with specialist knowledge and expertise within the housing sector to ensure specialist community housing governance and expertise informs our community housing management programs and services.

The Board established a range of speciality sub-committees including: Property and Assets; Finance, Audit, Risk, Governance and Investment; Nominations Committee; Young Women's Committee



Julie Boyd
President



Isabelle Chassain
Deputy Chair



Taliska Arentsen
Director



Nicole Freeman
Director



Mary Foley AM
Director



Cara Gleeson
Director



Alecia Rathbone
Director



Tara Willoughby
Director



Danielle Wruck
Director



Ilene Young
Director



Michelle Phillips
Chief Executive Officer

Our Executive Team

YWCA Australia's Chief Executive Officer is supported by our Executive Team, managing the day to day operations of the organisation. The Executive Management team are focused on delivering the YWCA Australia vision and strategic plan on the delegated authority of the Board.



Jan Berriman
**Director,
National Housing**



Verity Blackman
**Chief Merger
Officer**



Renee Hancock
**Director,
Communications**



Alison Harness
**Interim Chief
Financial Officer**



Sam Isaacs
**Project Director,
Transformation
& Integration**



Jessica Watkinson
**Director,
Development**



Shannon Wright
**Director, National
Service Delivery**



Thank You

Thank you to everyone who supported YWCA Australia in our national journey, helping us expand our mission for gender equality and empowerment of women whether it be through funding, volunteering or donating, we value your commitment and contributions.

Merger team

Thank you for your expertise and direction throughout our national merge, we are united thanks to you.

Merger partners

Norton Rose Fulbright, in particular Jeremy Wickens and his team, Norman O'Bryan AM SC, Clayton Utz, Ashurst, McCullough Robertson, McKinsey, PwC, EY, Nous Group, K&L Gates, Collin Biggers Paisley.

Special thank you to the original YWCA Australia Board and Executive Officer, who took the lead in getting the merger going, along with the Operational Executive and the Governance Group for their contribution.

Our people

A special thank you to our dedicated YWCA Australia employees. Thank you for your contributions, commitment and your unwavering support.

Volunteers

Thank you to all of our volunteers who have been involved in our Y activities from fundraising events to program assistance. We couldn't do it without you, thank you for your time and effort!

Members & life members

Thank you to all of our valued YWCA Australia members for your constant and distinguished support.

Special thank you to our life members, who have played an enormous role in building our organisation: Jane Alver, Catherine Armstrong, Vivienne Ashcroft, Mary Behnke, Sandy Bell, Susan Brennan, Beverley Budgen, Jude Burger, Phyllis Bylund, Patricia Carroll, Helen Carvosso, Maureen Cass, Glenys Chapman, Pam Clarke, Lynette Cresswell, Heather Crosby OAM, Irene Davenport, Jill Davies, Beryl Davis, Elizabeth Dibbs, Carmel Dingemans, Kate Dixon, Ann Drummond, Juli Dugdale, Roslyn Dundas, Lorelle Emmett, Barbara Formosa, Francis Gallagher, Kelly Graham-Sutton, Clare Gray, Chris Groves, Mary Guthrie, Jenny Hall, Annette Heathwood, Elaine Hennessey, Carolyn Hewson, Sharon Hocking, Millie Howells, Mary Jones, Beth Keely, Elizabeth Keely, Dulcie Keen, Elizabeth Kentwell, Margaret Kilby, Diana Kilford, Elizabeth Kiripolszki, Annabelle Kynaston, Erica Lewis, Y'gerne Lynch, Mary-Jo Maddock, Jan Mardon, Betty Matthews, Catherine McMahon, Janet McMenamin, Margery Meade, Joan Meredith, Joan Miller, Susan Millsteed, Patricia Moloney, Cathi Moore, Helen

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In memoriam

Vale Dame Beryl Beaurepaire and Mary Broughton – Life Members of YWCA Australia - your memory will live on in the heart of the YWCA forever.



Our funders

Adelaide Region: Department of Prime Minister and Cabinet, Attorney General's Department SA, Department of Social Services, Julia Farr MS McLeod Benevolent Fund, Department of Human Services SA, and Anglicare SA.

Broken Hill Region: Department of Family and Community Services.

Darwin Region: Department of Health NT, Department of Housing and Community Development, Tim Fairfax Family Foundation, Territory Families.

Melbourne and Albury Wodonga Region: Ian Potter, John T Reid Charitable Trusts.

Metro Sydney NSW Region: AVON, NSW Health, NSW Department of Education, Department of Family and Community Services, JAAM Foundation, John T Reid Charitable Trusts and Ian Potter Foundation.

Northern NSW Region: Department of Family and Community Services, Department of Social Services, Department of Prime Minister and Cabinet, NSW Department of Education, Brotherhood of St. Laurence.

Southern NSW Region: Commonwealth Bank, Department of Family and Community Services Legal Aid NSW, NSW Department of Education.

Western NSW Region: Commonwealth Bank, Communities for Children, Benevolent Society, NSW Department of Education, Department of Family and Community Services NSW, Good Things Foundation.

Perth Region: Department of Health WA.

Toowoomba Region: Department of Employment, Small Business and Training, National Disability Insurance Scheme.

Equality Rights Alliance: Department of Prime Minister & Cabinet, Office for Women.

Previous YWCA Member Associations' boards

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YWCA Australia is part of the World YWCA movement striving for women's empowerment, leadership and rights in more than 120 countries. YWCA Australia's vision supports the global YWCA movement, and World YWCA's Goal:

"By 2035, 100 million young women and girls transform power structures to create justice, gender equality and a world without violence and war; leading a sustainable YWCA movement, inclusive of all women."