



GEORGINA MARTINA INC.

ABN 99 489 355 371

2022-2023 Annual Report



Georgina Martina Inc.
Specialist Family Violence Service



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Disclaimer - Names have been changed and stock images from Canva have been used to protect the privacy of the victim-survivors we support.

Acknowledgement

Georgina Martina Inc. (GMI) proudly acknowledges the First Peoples of Victoria as the Traditional Owners and Custodians of the lands and waters on which we live and work, and we pay our respects to their Elders.

We acknowledge and respect that First Nations communities are steeped in traditions and customs built on a disciplined social and cultural order that has sustained 60,000 years of existence. We acknowledge the significant disruptions to social and cultural order and ongoing hurt caused by colonisation, and note that sovereignty has never been ceded.

We acknowledge the ongoing leadership role of First Nations communities in addressing and preventing family violence and we join them in seeking to eliminate family violence from all communities.

GMI strives to create an inclusive and accessible service that embraces and values diversity in all its forms. We are committed to providing a respectful and safe organisation for all our staff and clients, including those from First Nations, LGBTQIA+ and CALD communities, and those with disability.

As an organisation, we create a culture of continuous learning and improvement and actively seek to understand and celebrate perspectives different from our own.

GMI recognises individual needs, empowering clients to make their own choices by ensuring an intersectional and multidimensional practice lens. We believe our inclusive and collaborative culture strengthens our organisation and contributes to successful client outcomes.

GMI Diversity and Inclusion Statement, 2022



About Georgina Martina Inc.

A leading specialist in the provision of evidence-based domestic and family violence services and support.

GMI is a not-for-profit community-based organisation providing support and emergency accommodation for victim-survivors experiencing domestic and family violence. GMI operates high security refuges and domestic and family violence services.

Our service delivery model focuses on holistic support for clients impacted by domestic and family violence. We provide culturally sensitive support by through:

- crisis and medium-term accommodation;
- advocacy and referral; and
- collaborative, intensive case management.





Vision

Cultures, communities and people thriving beyond violence.

Mission

Creating safe and inclusive spaces that provide the resources and opportunities for victim-survivors of domestic and family violence to heal and grow independently.

Values

All staff and Board members commit and adhere to the following set of core values:

Caring

We care for our clients and each other. We foster a culture that supports everyone to feel empowered and celebrated.

Collaborative

We collaborate to build a better future for victim-survivors. We do this by working together with victim-survivors, stakeholders and the community.

Intersectional feminists

We believe that domestic and family violence will always exist where there is gender inequity. True to our feminist beginnings, we seek to be a leader in closing this gap. We do this by having an intersectional approach and embracing diversity and inclusion.

Integrity

We are honest in our commitment to upholding human rights and living our values.

Meet our Leaders



REBECCA ACUTO

CHAIR OF THE BOARD

Rebecca is a mother of three and joined our Board in 2019, being appointed as Acting Chair mid-2022 and then elected as Chair in November 2022. She previously held the role of Treasurer.

She brings more than 20 years of experience in various people management, commercial and NFP roles across retail, family services and victim survivor sectors. Her current appointment is as Mental Health Practitioner in Public Health, where she is focused on advancing family inclusive practice across both public health and community sectors. Prior to this Rebecca headed up volunteering and L&D teams in large NFPs both here in Australia and the UK, leading various companies through diversity and inclusion programs and cultural reviews.

Rebecca is a qualified social worker and HR professional, with a degree in Business majoring in social responsibility. Rebecca has a firm focus and commitment on progressing GMI's vision to reach a point where all cultures and communities can and are thriving beyond violence.



TRACEY EDWARDS

ACTING CEO/ OPERATIONS MANAGER

Tracey has held the role of Operations Manager at GMI since 2020 and more recently as Acting CEO. With a Bachelor of Social Work qualification, she brings with her 16 years' experience working in both the child wellbeing and family violence sectors for statutory and not for profit organisations, in both clinical practice and leadership roles.

Tracey has worked collaboratively with stakeholders across both sectors, developing and enhancing internal and external partnerships within complex systems and successfully achieving desired outcomes for vulnerable children and families, in particular, victim/survivors of family violence.

Tracey is passionate about a holistic, accessible and inclusive approach to service delivery that incorporates a multidisciplinary approach to practice to ensure that every victim/survivor is seen, heard and receives a tailored service response to their unique set of circumstances. She has a commitment to GMI's vision and mission into the future and feels fortunate to represent an organisation whose values align so profoundly with her own.



Board Chair Report

This year saw the first year of our new strategic plan get underway with a focus on two of our pillars – our people and our clients. We had an ambitious business plan that ensured we made great steps forward towards our revised mission to create safe and inclusive spaces that provide the resources and opportunities for victim-survivors of domestic and family violence to heal and grow independently. It was an extremely busy and exciting start!

This year we welcomed three new members to the Board – Sandra, Caitlin and Catherine. Unfortunately, due to a change in circumstances, Caitlin needed to resign quite quickly into her time, but I extend my thanks to her for the time she was able to commit. Sandra and Catherine have already made huge contributions to the Board and have brought fresh eyes to the group, which has supported in Board growth. We have sadly said goodbye to Catherine and Therese, after having a lasting positive impact within the organisation, and we wish them well in their new endeavours. Priyani, took over as Treasurer from Catherine and supported our Finance Manager Huong, in mitigating financial risk through a policy review and update. Thanks goes out to Priyani and Huong as well as the other members of the Finance and Risk Sub Committee for this important work.

The Board completed a review and update of our Constitution led by Priyani, which included a comprehensive overview and training package to understand practical implications of the changes we drove.

In addition, we have drawn up new Terms of Reference for new sub-committees that will be put in place for 2023-2024, alongside recruitment to grow the Board to support in the growth of our organisation and look forward to welcoming new members. And have worked to streamline communication and improve our ability to report on strategic performance, which has involved an incredible effort by all Board members. I extend my thanks to every Board member, for their unwavering commitment that has made these improvements possible.

Our CEO Lisa and Operations Manager Tracey have invested in organisational structure changes that support in the deliverance of the strategic plan. This includes new contracted project roles allocating dedicated time and resource to a full policy and procedure review and the development of a robust and focused diversity and inclusion plan. This includes work on our Reconciliation Action Plan and continuation on our journey towards Rainbow Tick Accreditation. These are vital aspects that will allow us to achieve and then lead best practice in our services with a focus on cultural safety, diversity, equity and inclusion.



Board Chair Report Cont.

With the introduction of Specialist Children's Practitioner last year, the program has continued to develop, allowing us to now embed child-centred therapeutic interventions, as well as seek children's voices in our feedback mechanisms. This role will continue to evolve in line with the needs of the agency, our clients and the deliverables of the incumbent.

Our staffing team have seen the finalisation of a new EBA which included a number of above Award conditions in recognition of our current and future staff. We also saw the introduction of a recognition and rewards system, a focused training budget to encourage professional and personal development and the implementation of an annual workforce cultural review cycle. We hope that this goes some way to demonstrate to the team just how valued and important they are as individuals, and as a team to GMI.

A huge thanks goes out to the full GMI team, especially Lisa, Tracey and Huong for working tirelessly in what has been another challenging, but highly successful year, and I look forward to seeing how the coming 12 months drives us even closer to achieving our strategic plan and being able to support more people and communities in thriving beyond violence.

Rebecca Acuto
Board Chair

CEO Report

2022/2023 has been a year of significant change and development for Georgina Martina Inc. (GMI). This year has seen the implementation progress for our new Core and Cluster service model alongside significant sector wide reforms. In addition to this, significant gains were made against our very ambitious Strategic and Business Plans, that outline GMI's priority areas for its people, clients, and future.

Some of these achievements (not exhaustive) include:

- A wage realignment and recognition system to ensure GMI remain an employer of choice.
- Commencement of a recruitment strategy with a focus on equity and inclusion.
- Child focused professional development and practice competencies and the implementation of child focused roles that ensure children remain at the center of case planning and are viewed as victims-survivors in their own right.
- Child focused therapeutic interventions.
- Implementation of a Housing Worker role.
- Pool of casual staff and agency staff developed to support backfill and 24/7 coverage.



CEO Report cont.

- Implementation of Child Safe Standards and internal committee.
- Implementation of Case Management Program requirements.
- Implementation of GMI's first Reconciliation Action Plan (RAP).
- Recruitment of two Project Officers with a focus on equity and inclusion, as well as the systematic review of all GMI's policies and procedures.
- Successful completion of accreditation process with excellent feedback.
- Initial implementation of cultural review process.
- Development of Quality Governance Framework initiated.
- Development of a Refuge Manual.
- Implementation of an electronic/online payroll system.
- Business Case developed for investment recommendation to enhance resources to enable GMI to support additional victim-survivors.
- Board review of their Charter and Constitution.
- Review of professional development register and GMI's mandatory training program.
- Bedding down of internal and external incident management.

This list of extraordinary achievements would not have eventuated without the dedication and support of GMI's leadership team and frontline staff. GMI staff should be extremely proud of their contributions towards the execution of our Business Plan and journey towards achieving our organisations overall vision and mission, whilst balancing the daily pressures of operations and the complex needs of our victim-survivors.

A 90% increase in the number of individuals supported by our service compared to the previous reporting period, is an absolute testament to the incredible advancements of GMI and the positive impact our new operating model has had in relation to our capacity to provide high quality family violence responses.

I would also like to take this opportunity to thank our Board of Directors for their astute governance and support of GMI's operations. On behalf of GMI staff and clients, I want to acknowledge the ongoing commitment and passion they demonstrate for the work we do and the significant amount of time they donate to ensuring GMI continues to deliver innovative and high-quality services to victim-survivors.

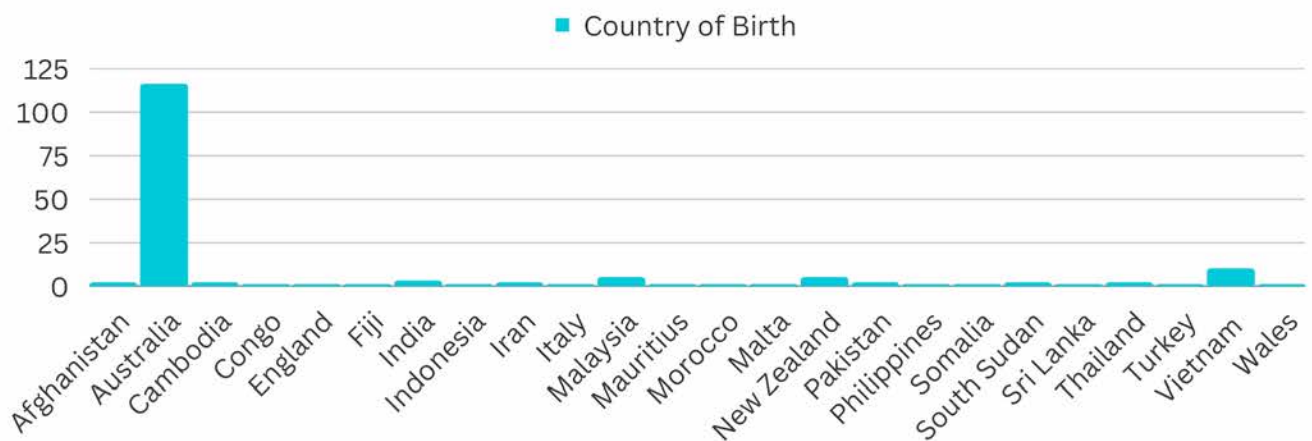
I very much look forward to working with the GMI Board and staff on the next phase of delivering our Strategic Plan, on our continued journey to creating safe and inclusive spaces that provide the resources and opportunities for victim-survivors of domestic and family violence to heal and grow independently.

Tracey Edwards
Acting CEO

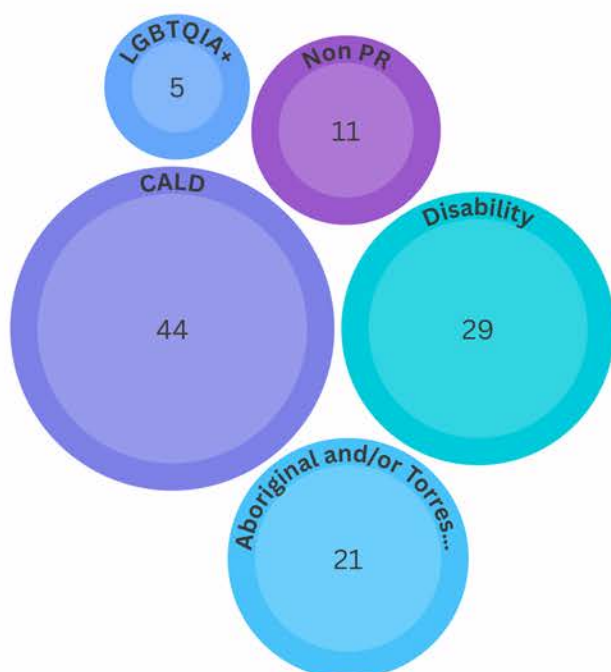
Client Data Diversity

During the 2022-23 report period GMI provided holistic and individualised services to 80 adults and 84 children. This was a 89.6% increase in individuals supported in 2021-2022. Of these families 70.7% were born in Australia. 29.3% were born overseas and come from 23 different Countries. There were 18 different languages spoken in refuge with 73.17% speaking English, followed by 7.1% speaking Vietnamese.

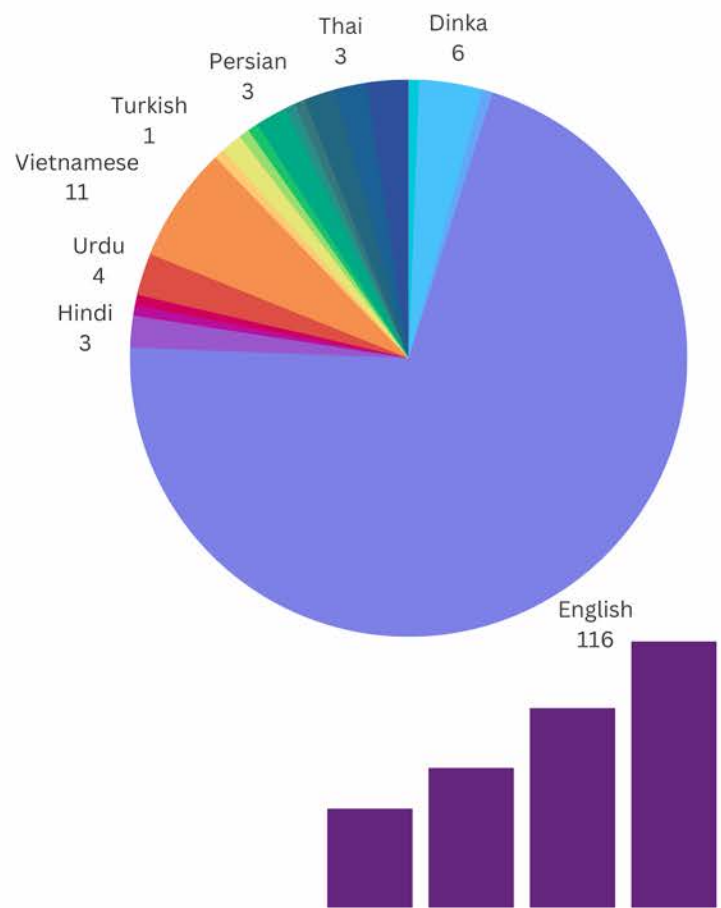
Clients identified themselves as coming from diverse backgrounds and communities with 3% identifying as LGBTQIA+, 17.6% as having a disability, 26.8% as belonging to culturally and linguistically diverse (CALD) community, 12.8% identifying as Aboriginal and 6.7% as non-Permanent Resident status.



DIVERSITY PROFILE



LANGUAGE PROFILE



Client Data

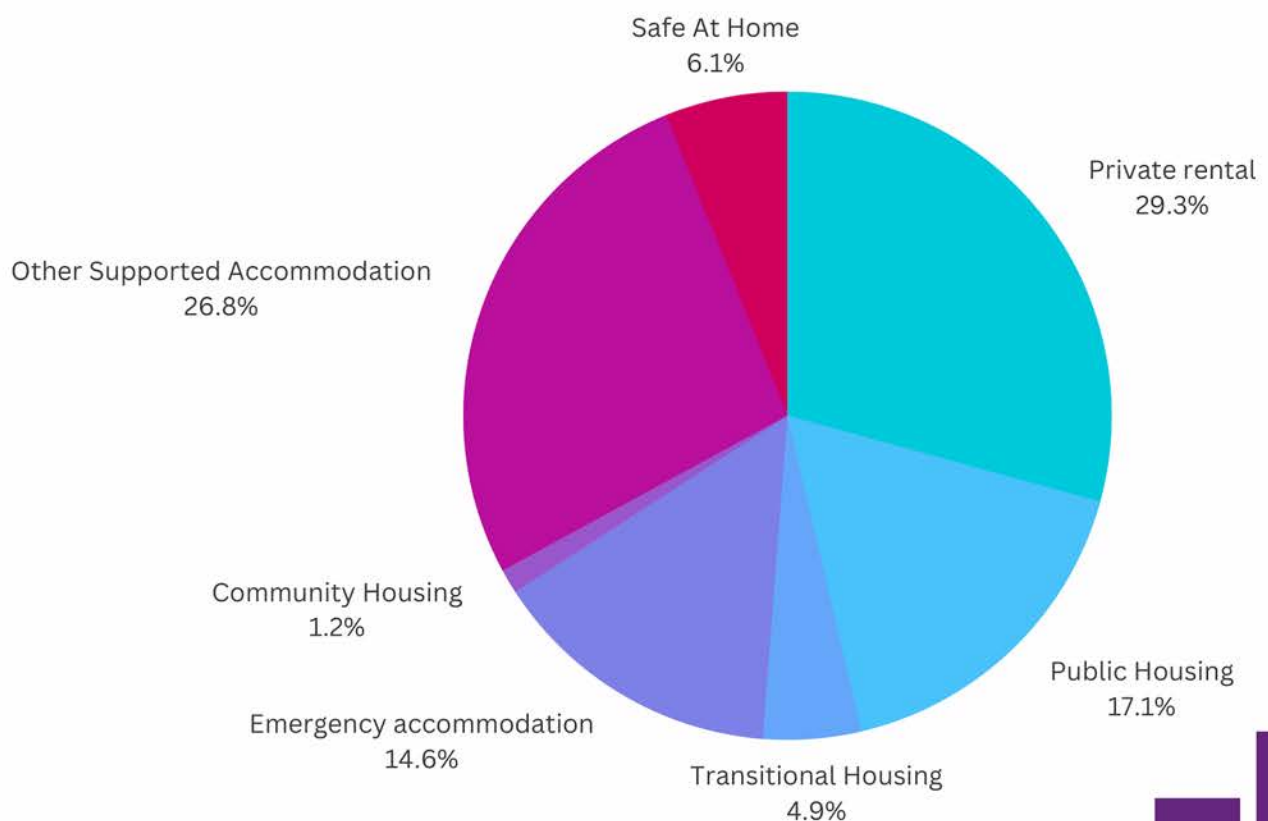
Housing

Our housing exit data showed that there were great long term housing options secured for families on exit from refuge. 26.8% were exited to supported accommodation, 4.9% transitional housing, 17.1% public housing and 29.3% secured private rental.

Over the previous years, we have had to accommodate clients in refuge for longer periods of time due to the lack of housing availability and this has worsened over the last year. The Victorian housing crisis is having a devastating impact on disadvantaged cohorts, such as victim-survivors of family violence. This is compounded further by the intersectionality of complexities for our victim/survivors, such as those unable to generate an income due to disability or immigration status, creating a bottleneck in GMI's Crisis Accommodation Properties (CAP).

From an ethical perspective, GMI will not exit any victim-survivor into homelessness due to the lack of housing options available through no fault of their own. Ongoing advocacy in this space through our local networks and peak body has continued this year and will continue into the future.

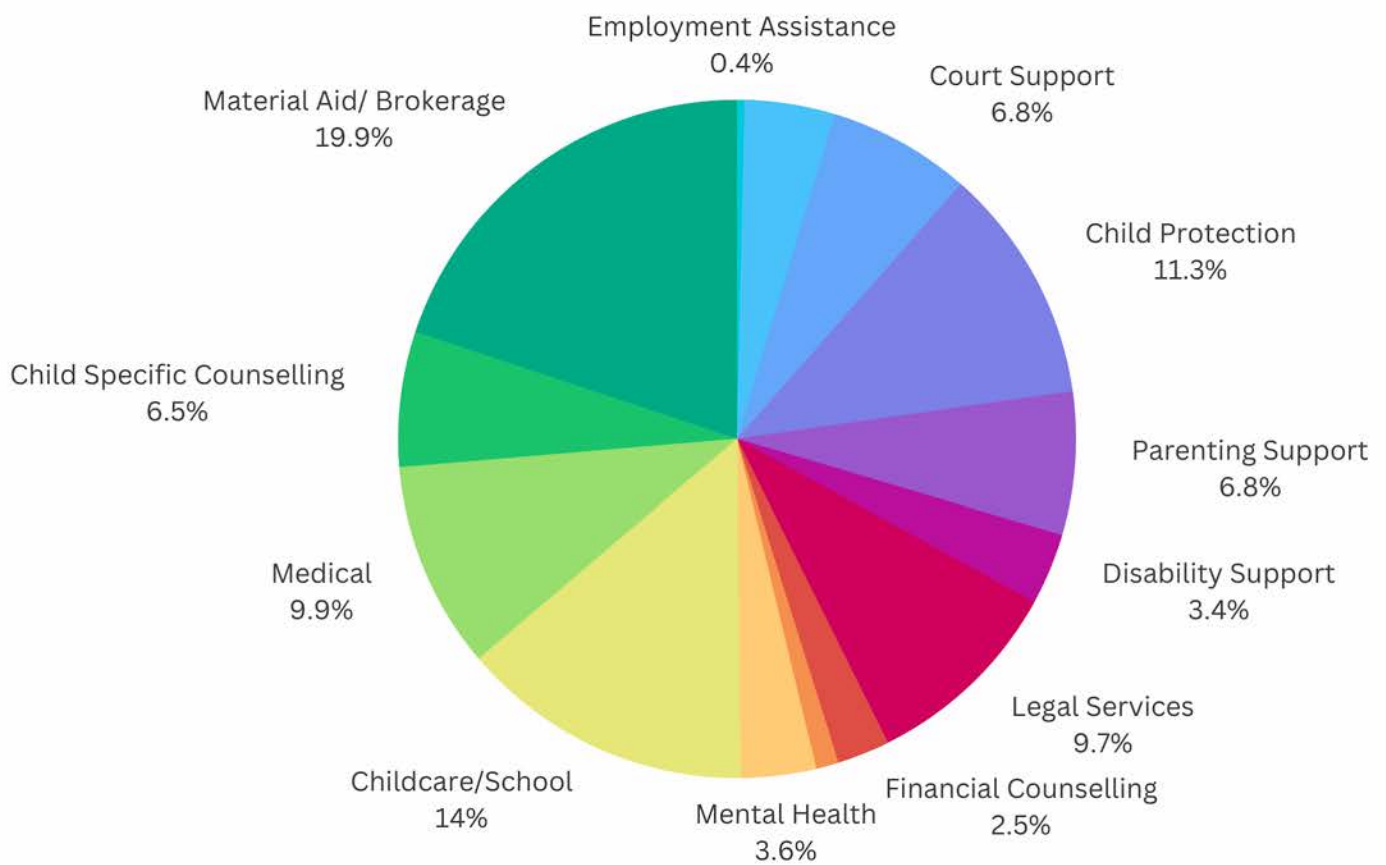
GMI created a dedicated position of a Housing Worker this year to help support this agenda and has resulted in a greater number of positive housing outcomes for GMI clients.



Client Data

Additional Support Needs

Our clients achieved some great outcomes and were linked to many specialist services including parenting programs, assistance with legal advice and obtaining intervention orders, counselling, and other holistic supports.





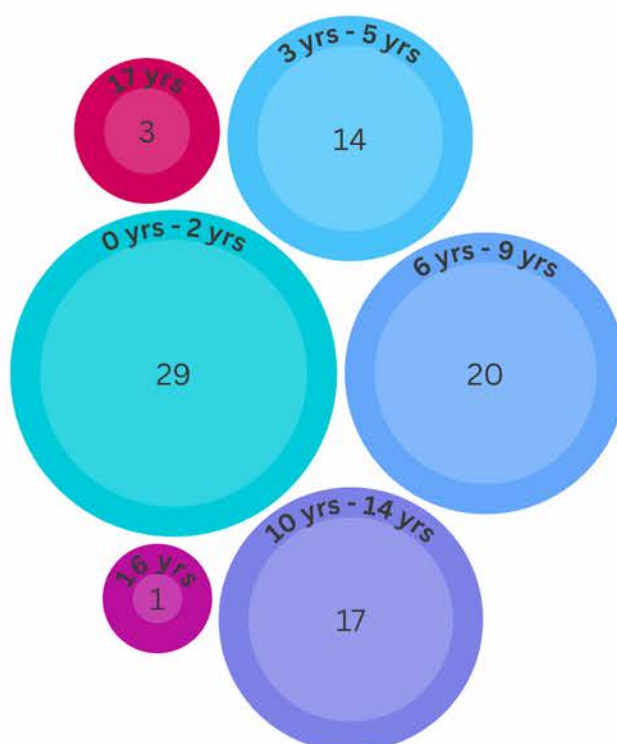
Children in Refuge

GMI is dedicated to supporting all children who come to refuge in their own right and recognising them as a victim-survivors and as an individual client of our service. This year has seen a large emphasis on further developing the policies, procedures and practices to enhance our ability to support children and ensure they are heard and seen through every step of their journey with us. We supported 84 Children in refuge with 75% being aged between 0-9 years old.

GMI established a Child Safety and Wellbeing Committee which consists of the Children's Practice Leader, Team Leaders, Operations Manager, Quality, Risk & Compliance Manager and Child & Adolescent Therapeutic Practitioner. The Committee meet monthly to review the organisations compliance against the Victorian Child Safe Standards, as well as to provide a formal platform for supporting all activities which involve the delivery of services to children within the organisation. Key outcomes of this work include the development of the GMI Child Safety and Wellbeing Statement, which has been produced in six languages and the ongoing development of a suite of Child Safe policies and procedures.

To support the further development of Child Focused Practice in refuge we have implemented child/young person Case Planning, where all children and young people in refuge have their own case plans developed. Their case plans may be completed with their primary carer, with both the primary carer and the child, or with the child. Their case plans identify areas of need or goals, that each individual child or young person identifies in order to support their safety and wellbeing.

Age of Children supported at GMI





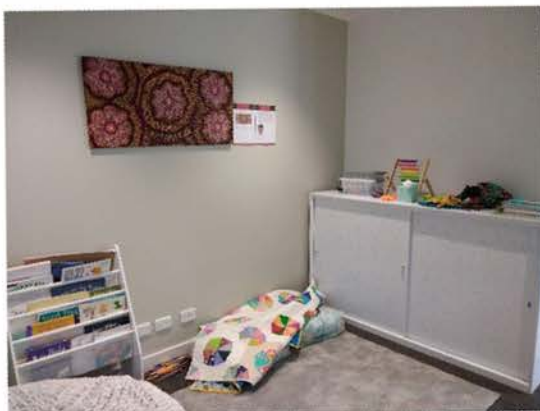
Children in Refuge Therapeutic Intervention

The Child & Adolescent Therapeutic Practitioner role has become well-established within the service delivery of refuge. The position commenced in December 2022 and has provided timely access to therapeutic support for children and young people. The practitioner has been able to provide one-on-one counselling support to children and young people of varying ages, using a range of modalities such as talk, play and art, both within the refuge setting and within their school setting.

The ability for the Child & Adolescent Therapeutic Practitioner to provide individual counselling and other therapeutic supports for children and young people in refuge has allowed children and young people easy and convenient access to support that is tailored to their individual and unique needs and occurs in a physically and emotionally safe environment. Children and young people have also been able to receive necessary support in a timely manner, noting that access to timely mental health services and other therapeutic supports is often a significant barrier faced by children and young people due to limited stability for children and lengthy waitlists for services.

Childrens Therapy Spaces

A room at each refuge has been converted into 'Therapy Rooms'. These rooms incorporate two sensory beanbags, soft floor rugs, and a range of therapeutic toys, developmental toys and activities (i.e., sensory toys, strengths cards, arts and crafts, building blocks, figurines, puppets etc.). Child safe information has been made available in the rooms, including posters on Children's Rights, Children's Safety, and access to services such as Kids Helpline. Children and young people are afforded a trauma-informed, developmentally appropriate and confidential space to engage in counselling and other therapeutic activities.





Accreditation

As a key part of our funding agreement with the Victorian Department of Families, Fairness and Housing, GMI are required to undergo cyclical inspection and accreditation against set standards, to ensure that we are providing safe, effective, connected, person-centred community services, which are underpinned by continuous improvement. The accreditation cycle is over three years, with a mid-cycle inspection at the 18 month point of the cycle.

In May this year, the Quality Innovation Performance (QIP) mid-cycle accreditation visit was undertaken at GMI. The inspection visit was over two days, with the Assessor visiting both Georgina and Martina refuge sites. QIP are an external company which performs assessment of organisations against the Human Services Standards (Victorian Department of Families, Fairness and Housing standards) and the Quality Improvement Council Standards, which include Governance, Human Resources, Risk Management and Health and Safety reviews.

The inspection report was received in late May, when GMI were advised they passed the accreditation with no recommendations. This means there were no requirements for changes or improvements to be made in line with the assessed standards. The summary report included the following:

- Strongly committed staff group who are passionate about the work that they do and very focused on the client's voice.
- The commitment to ensuring that children and young people are considered as victim/ survivors in their own right. Assessment and planning are undertaken with them, and a range of therapeutic interventions are available to support their recovery.
- Reviewing the organisation's staffing and creating a specialist housing worker to support this area of need for clients that enables case workers to concentrate on client's other needs.
- Relationship development with key services in new catchment areas to ensure that clients' needs are appropriately met while in refuge.
- Investment in project positions to strengthen the organisation's back of house systems to support growth and leading-edge practice in family violence. This includes the Diversity and Inclusion project officer and the Policies and Procedures project officer.
- The strength of understanding of and embedding a culture of diversity and inclusion including the work done to review eligibility criteria for the service.
- The work done to date on the new strategic plan and the amount of activity achieved in the 2022-2023 Business Plan
- The comprehensive training provided to staff to ensure that mandatory and other training is in place to ensure that staff have the skills to provide clients with the supports they need.
- The strong financial position the organisation is in, enabling GMI to consider purchasing additional CAP properties as a pathway out of refuge.



Accreditation cont.

The report included a very small number of 'suggested improvements', many of which were already in progress or planning stages. The GMI Board of Management and Chief Executive Officer praised all team members for their excellent work and support for our clients, which was clearly evidenced in this excellent report.

Policy and Procedure Restructure Project

At the end of 2022, GMI appointed a Project Officer to undertake a full review and restructure of our Policies and Procedures. These documents are a vital part of the framework that ensures GMI Clients and Staff are safe, and we are providing our services within all required legislation. This 12-month project, which was commenced in February 2023, is an extremely large piece of work which encompasses all aspects of the organisation, including Governance, Child Safety and Wellbeing, Equity and Inclusion, Human Resources, Health and Safety, Privacy and Information Management, Risk Management and Financial Management.

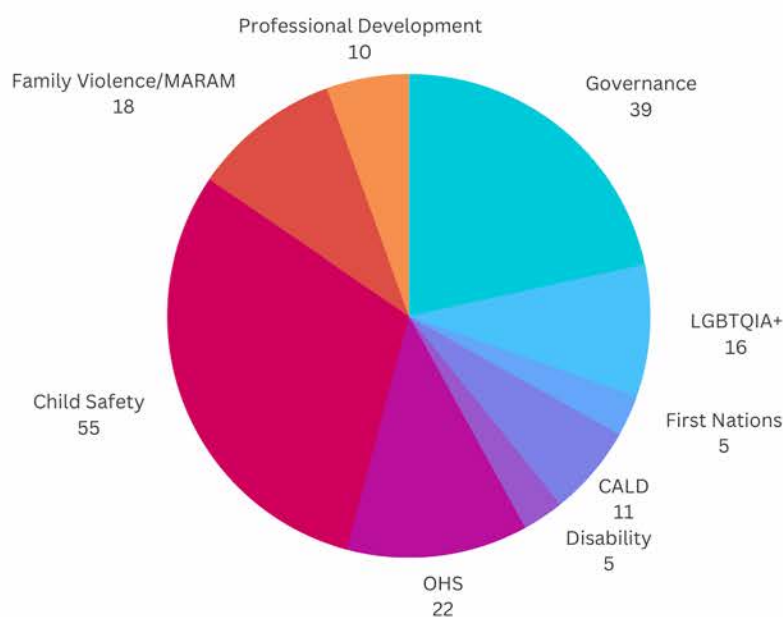
The restructure has given GMI a very rare opportunity to take an 'overhead view' of how all of the parts of the organisation work together, whilst ensuring guidance and processes are clearly documented and made available to all staff to inform what happens in practice. The project is progressing and aims to be completed by the end of January 2024.

Training and Professional Development

In 2022-23, GMI staff participated in 181 individual training opportunities across 9 key areas.

All staff undertook training in Identifying and Responding to Child Abuse and Neglect, and Privacy Fundamentals in the Workplace.

In preparation for the expansion of our eligibility to be inclusive of transgender and gender-diverse people, we engaged the Zoe Belle Gender Collective to conduct a Trans and Gender diverse Inclusive Practice Workshop, which was very well received by all who attended.



GMI staff also participated in multiple capacity building opportunities, including events such as IDAHOBIT Dress up day, National Reconciliation Week activities and a Luna New Year event. GMI now incorporates regular capacity building sessions within staff practice meetings, which provide flexible learning opportunities through film screenings, guest speakers, and knowledge sharing.



Equity and Inclusion

In late 2022, a decision was made to implement the role of Equity and Inclusion Officer, a post that was commenced in January 2023. GMI is passionate about embedding Equity and Inclusion across all of our operations, practices, and processes. Since the commencement of the E&I Officer, we have seen very positive work happening through our four portfolios, which are:

- Aboriginal and Torres Strait Islander People
- LGBTQIA+ Community
- People from a Cultural and Linguistically Diverse background (CALD)
- People with Disability.

In recognition of the Traditional Owners of the lands where we live and work, we engaged First Nations consultants to identify Woi Wurung traditional words to rename our four Crisis Accommodation Properties. The following names were selected, showing their translations which embody GMI's values and purpose. Plaques were sourced from a First Nations business and now hold pride of place at each of the properties.

- Wilam- Sanctuary, Safe Haven, Home
- Dhandoo-wooring- Justice, Equity
- Bundha- Solidarity, Unity
- Yuma- Resilience, Give

GMI currently has in place a Reflective Reconciliation Action Plan (RAP) which has been endorsed by Reconciliation Australia. We are working towards achieving the Innovation RAP during 2024.

During 2022, GMI revised our eligibility criteria to establish inclusivity for all trans and gender diverse Clients. In July 2023, GMI commenced working towards achieving Rainbow Tick Accreditation, with the aim of completion and accreditation by July 2024. Rainbow Tick is a quality framework that helps health and human services organisations show that they are safe, inclusive, and affirming services and employers for the LGBTQIA+ community. Achieving Rainbow Tick is an important step in the ongoing GMI journey to inclusivity and support for all of our Clients and Staff.

Through our Culturally and Linguistically Diverse (CALD) portfolio, we have continued to have key client facing documents translated into several languages to better support our CALD clients.

Throughout the year we have celebrated and acknowledged several significant dates including Luna New Year, IDAHOBIT, Reconciliation Week and Cultural Diversity Week. These events give our staff and clients the opportunity to embrace our cultural diversity and learn more about our multicultural society.



Donations and Support

GMI would like to take the opportunity to acknowledge and thank all those people/services who have donated to our service over the last year and make a difference to the lives of our clients (both adult and children).

A sincere thank you to Allen's Philanthropy who donated \$21,000 to GMI to support our work in the family violence sector and to Olivia who collected a significant number of toiletries and personal care items to the refuges (see image below). These items were distributed amongst clients across both sites.

We would also like to acknowledge the peer support, sharing of resources, ideas and advice of our networks, in particular:

- Anglicare: Counselling, Family Violence Support Package
- Safe and Equal: Peak body
- Elizabeth Morgan House: Peer Support, Sharing of resources, member of Northern Alliance, secondary consultation.
- Good Samaritan Inn: Peer Support, Sharing of resources, member of Northern Alliance
- Intouch: Immigration legal advice, PR assistance, cultural support.
- MOSS (Merri Outreach Support- Children's Program): Peer Support, sharing of resources, Partners in Supporting Children.
- Northern Alliance – Family violence refuges in the North: providing peer support, networking opportunities, shared training and resources.
- Northern Integrated Family Violence Network (NIFVS): sharing, gathering information.
- Safe Steps: FV Referrals.
- Rainbow Health Australia: Mentoring and training.
- Next Steps Australia: Providing material aid for clients in refuge.
- Australian Dental Foundation: Access to free dental treatments for clients.
- Uniting: Financial Counselling.
- Annie North: Sharing or resources, Secondary consults.
- Orange Door NEMA and Hume Merri-bek.
- Playroom Therapy: Training and sharing of resources and knowledge.
- Women's Legal: Legal advice and support for clients.



Olivia with her generous donation.

Financial Statements

COMMITTEE'S REPORT

Your committee members submit the financial report of Georgina Martina Inc. for the financial year ended 30 2023.

Committee Members

The names of committee members throughout the year and at the date of this report are:

Jo Natoli
Rebecca Acuto
Lara Pasquale
Priyani Withanaarachchi
Catherine Tran Resigned 22 March 2023
Therese O'Beirne Resigned 2 November 2022
Catherine Pham
Sandra Morris

Principal Activities

The principal activities of the entity during the financial year were support service for women and children experiencing domestic violence or family violence.

Significant Changes

No significant change in the nature of these activities occurred during the year.

Operating Result

The operating surplus for the 2023 financial year amounted to \$432,307.

Signed in accordance with a resolution of the members of the committee.



Member's name: Rebecca Acuto



CATHERINE PHAM

Member's name :

Dated this 27 day of September 2023

Financial Statements

Income and Expenditure

	Note	2023 \$	2022 \$
INCOME			
Government grants		3,798,706	3,701,358
Service fees and rental		14,691	12,416
Interest		26,908	3,930
Profit/(Loss) on sale of non-current assets		(4,172)	300,897
Donation		-	30,000
Other income		5,561	948
		<u>3,841,694</u>	<u>4,049,549</u>
EXPENDITURE			
Accreditation cost		2,599	10,101
Audit fees		5,000	4,314
Board expenses		14,534	5,804
Bank Charges		420	417
Computer expenses		7,715	8,207
Covid 19 Capacity Building		7,112	12,640
Depreciation expense		91,466	106,712
Insurance		7,455	7,275
Motor vehicle expenses		28,481	22,739
Property upgrade and maintenance		36,637	137,861
Printing, stationery & postage		25,679	15,516
Program costs		416,302	319,668
Repairs & maintenance		78,629	38,132
Salaries & wages		2,252,091	1,779,309
Staff recruitment expenses		8,106	4,908
Staff training & welfare		81,930	71,098
Strategic Plan Initiative		13,200	11,367
Subscriptions		3,043	3,135
Superannuation contributions		247,377	160,237
Telephone & IT Support		23,335	19,232
WorkCover		58,276	77,087
TOTAL EXPENDITURE		<u>3,409,387</u>	<u>2,815,759</u>
Current year operating surplus before income tax		432,307	1,233,790
Income tax expense	1 (a)	-	-
Net current year operating surplus after income tax		432,307	1,233,790
Other comprehensive income		-	-
TOTAL OPERATING SURPLUS & COMPREHENSIVE INCOME		<u>432,307</u>	<u>1,233,790</u>
RETAINED SURPLUS AT THE BEGINNING OF THE FINANCIAL YEAR		<u>4,821,367</u>	<u>3,587,577</u>
RETAINED SURPLUS AT THE END OF THE FINANCIAL YEAR		<u>5,253,674</u>	<u>4,821,367</u>

Financial Statements

Assets and Liabilities

	Note	2023 \$	2022 \$
CURRENT ASSETS			
Cash and cash equivalents	2	5,549,251	5,157,022
Accounts receivable and other debtors	4	29,385	17,907
Prepayments		23,630	-
TOTAL CURRENT ASSETS		5,602,266	5,174,929
NON-CURRENT ASSETS			
Property, plant and equipment	3	285,230	357,707
TOTAL NON-CURRENT ASSETS		285,230	357,707
TOTAL ASSETS		5,887,496	5,532,636
CURRENT LIABILITIES			
Accounts payable & Grants in advance	5	153,261	259,347
GST payable & PAYG withheld	6	90,234	109,797
Provisions for employee benefits	7	321,916	278,867
Other provisions		-	-
TOTAL CURRENT LIABILITIES		565,411	648,011
NON -CURRENT LIABILITIES			
Provisions for employee benefits	7	68,411	63,258
TOTAL NON-CURRENT LIABILITIES		68,411	63,258
TOTAL LIABILITIES		633,822	711,269
NET ASSETS		5,253,674	4,821,367
EQUITY			
Retained surplus		5,253,674	4,821,367
TOTAL EQUITY		5,253,674	4,821,367

Financial Statements

Statement of Cashflow

CASH FLOWS FROM OPERATING ACTIVITIES	Notes	2023 \$	2022 \$
Receipts from government grants		3,733,117	3,683,196
Interest received		26,908	3,930
Other receipts		20,252	13,360
Payments to suppliers and employees		(3,364,887)	(2,664,324)
Net cash provided by (used in) operating activities		415,390	1,036,162
CASH FLOWS FROM INVESTING ACTIVITIES			
Net cash provided by/ (used in) property, plant and equipment		(23,161)	(92,247)
Proceeds from sale of investments		-	958,498
Net cash provided by (used in) investing activities		(23,161)	866,251
CASH FLOWS FROM FINANCING ACTIVITIES			
Net cash provided by (used in) financing activities		-	-
Net increase/(decrease) cash held		392,229	1,902,413
Cash at beginning of year		5,157,022	3,254,609
Cash at end of year	2	<u>5,549,251</u>	<u>5,157,022</u>



Financial Statements

Notes to Financial Statement

Note 1: Summary of Significant Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act Reform Act 2012. The committee has determined that the association is not a reporting entity.

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

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

a. Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under the *Income Tax Assessment Act 1997*.

b. Property, Plant and Equipment (PPE)

Property, plant and equipment are carried at cost, independent or Board valuation. All assets excluding freehold land, are depreciated over their useful lives to the entity.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

c. Impairment of Assets

At the end of each reporting period, the committee reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell, and value in use, the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in the income and expenditure statement.

d. Employee Provisions

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

e. Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

f. Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

g. Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.



Financial Statements

Notes to Financial Statement

h. Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised received. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

All revenue is stated net of the amount of goods and services tax (GST).

If conditions are attached to the grant that must be satisfied before the association is eligible to receive the contribution, recognition of the grant as revenue will be deferred until those conditions are satisfied.

i. Leases

Leases of PPE, where substantially all the risks and benefits incidental to the ownership of the asset (but not the legal ownership) are transferred to the association, are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term. Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

j. Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

k. Financial Assets

Investments in financial assets are initially recognised at cost, which includes transaction costs, and are subsequently measured at fair value, which is equivalent to their market bid price at the end of the reporting period. Movements in fair value are recognised through an equity reserve.

l. Accounts Payable and Other Payables

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

Financial Statements

Notes to Financial Statement

	Notes	2023 \$	2022 \$
Note 2: Cash and cash equivalents			
Cash at banks		5,545,251	5,152,882
Cash on hand		4,000	4,140
Total cash and cash equivalents		<u>5,549,251</u>	<u>5,157,022</u>
Note 3: Property, Plant and Equipment			
Office Furniture & Equipment		270,888	258,630
Less accumulated depreciation		(130,493)	(96,322)
		<u>140,395</u>	<u>162,308</u>
Land and Building - at cost		94,064	94,064
Less accumulated depreciation		(12,542)	(10,190)
		<u>81,522</u>	<u>83,874</u>
Motor Vehicles		192,851	192,851
Less accumulated depreciation		(129,538)	(81,326)
		<u>63,313</u>	<u>111,525</u>
Total Property, Plant and Equipment		<u>285,230</u>	<u>357,707</u>
Note 4: Accounts Receivable and Other Debtors			
Trade Debtors & Other Debtors		29,377	17,899
Other - membership shares		8	8
		<u>29,385</u>	<u>17,907</u>
Note 5: Accounts Payable			
Income in Advance		127,171	181,282
Provision		15,889	-
Trade Creditors & Accrual		10,201	78,065
		<u>153,261</u>	<u>259,347</u>
Note 6: GST Payable and PAYG Payable			
GST Payable		31,342	70,443
PAYG Payable		58,892	39,354
		<u>90,234</u>	<u>109,797</u>
Note 7: Provisions for Employee Benefits			
Current Liabilities			
Annual Leave		171,201	138,291
Other Leave		2,584	2,584
Sick Leave		148,131	137,992
		<u>321,916</u>	<u>278,867</u>
Non Current Liabilities			
Long Service Leave		<u>68,411</u>	<u>63,258</u>

Financial Statements

Notes to Financial Statement

Note 8: Cash flow information

	2023	2022
Reconciliation of Net Cash Provided by Operating Activities to Operating Surplus	\$	\$
Operating Surplus	432,307	1,233,790
Non-cash flows in deficit from ordinary activities		
Depreciation	91,466	106,712
Net loss/(gain) on disposal of property, plant and equipment	4,172	(329,801)
Changes in assets and liabilities		
Decrease/(increase) receivables/prepaid	(35,108)	(15,136)
Increase/(decrease) in other creditors	(106,086)	7,423
Increase/(decrease) provision	48,202	53,743
Increase/(decrease) in GST & PAYG withheld payable	(19,563)	(20,569)
Net cash used by operating activities	415,390	1,036,162

Georgina Martina Inc.

STATEMENT BY MEMBERS OF THE BOARD OF DIRECTORS

The board has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the board the financial report as set out on pages 2 to 8:

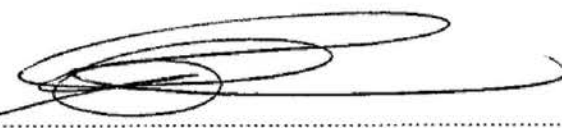
- 1) Presents a true and fair view of the financial position of Georgina Martina Inc. as at 30 June 2023 and its performance for the year ended on that date.
- 2) At the date of this statement, there are reasonable grounds to believe that Georgina Martina Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the board and is signed for and on behalf of the committee by:

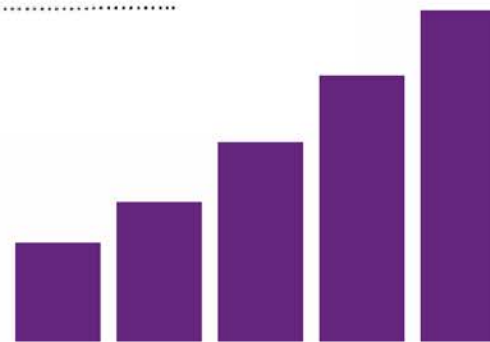
Board Chair



Treasurer



Dated this 27 day of September 2023



Case Study 1

PD (42) and her son SD (16 Months) were referred to our service in January 2023 after fleeing violence from her husband.

Upon entry to GMI, PD disclosed that the person using violence (PUV) had already began the family law process and there was a court date set for the following week. PD was very concerned that the PUV was seeking access to their child as throughout the child's life, the PUV had provided minimal support to parent, and the child was often a target of the PUV's anger. PD had disclosed that the PUV would deliberately put SD in unsafe situations, PD additionally disclosed that since the birth of SD, the violence had escalated. PD thought this was due to the PUV being jealous of the child and the attention that PD would give to SD.

Whilst supported by GMI, case managers alongside the Children's Practice lead were able to provide PD with family violence education. Through this, we were able to respectfully challenge the PUVs use of violence as a symptom of mental health. GMI supported PD with obtaining an intervention order (IVO) that listed SD as a protected person, as well as advocate in the space of Family Law and mediation. PD was born overseas and had a lack of understanding about the Australian Legal system or indeed the supports that were available in Australia, and the PUV often used this to his advantage to isolate PD from being able to seek any help. PD was able to keep herself and her child safe through careful and considered safety planning and persevered through the difficulties of navigating the Australian and international systems.

In PDs time with GMI, her growth and resilience were nothing short of amazing, her empowerment grew day by day as she saw what she and her child were able to achieve when they weren't subject to ongoing violence and coercive control.





Case Study 2

M is a 7-year-old boy living with his mother and two brothers. M's father lives interstate and he sees his father every school holidays. M lives with Autism and has an Intellectual Disability. M's siblings also live with disability. M and his brothers were exposed to family violence perpetrated by his step-father. M heard and saw times where his step-father said hurtful things towards his mother, would threaten to hurt their puppy, and would stop him and his mother from seeing friends. M would hear and see lots of arguments in the home and would notice his mother was feeling sad. M went to visit his father during the school holidays as he usually did. Whilst away, M's mother made a decision to contact police and move to emergency accommodation with her children to keep them safe from family violence. M's mother and siblings were welcomed to Georgina Martina Inc refuge where they current live together. M's mother wanted M to come back to live with her. She spoke with the case managers at refuge and decided to seek legal advice about having M return to her day-to-day care. The refuge was supportive of accommodating M with his family and assisted the mother with speaking to a lawyer and starting Family Law Court proceedings. The Magistrate decided for M to return to live with his mother, acknowledging the safety and support that could be provided by the refuge, the importance of the sibling relationship, and commending M's mother on her efforts to protect her children from family violence.

With the support of the refuge case managers, M was able to receive an updated cognitive assessment and enrolled in a special development school where he built new relationships with teachers, therapists, and friends. M was also supported to access medical appointments to check his eyes and ears, to ensure he was in good health.

M's mother experienced challenges with responding to the children's behaviour in the home and ensuring all her children had the right services involved. M's mother was also trying to look after her own physical and mental health and work towards finding a new home for the family to live in. The refuge case managers noticed that there were times M's mother was feeling very overwhelmed; sometimes she was so overwhelmed that things became too much and his mother struggled to get the children to school on-time and follow through with appointments and tasks. The case managers felt in order to best support M they would need to ensure his mother was also supported.

The safety and stability that refuge has been able to offer the family has allowed the NDIS supports to become available to M; he is now working with an occupational therapist and music therapist, and his mother is interested in having M access some form of play therapy and family violence therapy.

Case Study 3

B & her 9-month-old baby J entered refuge after staying in safe steps accommodation for two weeks. B is a young mother at only 21 years of age and had been in a violent relationship for the past three years. Throughout those three years B was completely isolated from her family and friends and was not allowed to seek any independence. When B would go to appointments or shops her ex-partner would force her to take photos to ensure that she was where she said she was meant to be.

Once B had baby J, she started to plan her move to leave the relationship. When B told her ex-partner she wanted to separate her ex-partner began drinking more excessively and becoming verbally abusive. B was trying to find suitable private rentals for her and baby J but due to the current housing crisis found it difficult. The ex-partner's abuse began to escalate, and B contacted safe steps for support.

When B came to refuge, she was determined to turn her life around for herself and baby J. B began looking for work and actively searching for housing. B was extremely assertive and was grateful to have an element of freedom and agency at refuge. B only stayed at Georgina Refuge for three weeks and in that time the case management team were able to successfully secure medium-term housing for B and baby J through Berry Street family Violence Program where B could stay for up to 12 months whilst still receiving family violence support and therapeutic support.

B also was successful in securing a full-time job that was only 20 minutes away from her new accommodation. Georgina case management team supported B with purchasing a uniform for her job and other equipment needed as well as finding childcare for baby J.



Contact Us



gmi@gmi.org.au



Website Coming Soon