



ANNUAL REPORT

2024-25



ACKNOWLEDGEMENT OF COUNTRY

Toora Women acknowledges the Ngunnawal and Ngambri people as the Traditional Custodians of the Country on which we live and work. We recognise this land was never ceded and the experience of colonisation and loss continues to affect the lives of Aboriginal and Torres Strait Islander women and communities today.

Despite this, Aboriginal and Torres Strait Islander people's connection to land, sea and community is strong and continuing. We pay our respects to Elders past and present, and to Aboriginal and Torres Strait Islander children and future leaders, for they hold the memories, the traditions, the culture and the hopes of First Peoples. We express our gratitude for the privilege of being able to live and work on their land.

FUNDING PARTNERS

We rely on government funding, philanthropic donations and donations from individuals and organisations to ensure every woman in Canberra receives the support they need.

Our funding partners include:

- ACT Health and Community Services Directorate
- Justice and Community Safety Directorate
- Alcohol, Tobacco and Other Drug Association ACT (ATODA)
- Capital Health Network
- Department of Social Services.



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WHO WE ARE

40 years of standing up for women

Toora started out with a quiet determination to create a world without fear for women, and that quiet determination has grown louder and louder. Today, our voice is clear and fierce.

Our services are inclusive, evidence-based and led by women-for women. We operate within a culture of empowerment and equality and provide practical support and individually tailored services within a safe, friendly and welcoming environment, so women can build the life they want to live.

Through both support and advocacy, our many services listen together and work as one. This is our power, and it is how we can change lives today, and society tomorrow.

Our purpose

To provide better life outcomes and support so that women, non-binary and feminine identifying people accessing our services and those in the community can live without fear, have equity, dignity, respect and agency and are valued for their contribution to society.

Our vision

To be the organisation that bridges the gap between need and support for women, non-binary, and feminine-identifying people in the ACT who are impacted by substance dependency, homelessness, domestic and family violence and connection with corrections.

To be an organisation that grows beyond changing lives to changing society.



OUR VALUES

UNWAVERING COMMITMENT

We foster trust by being accountable, responsive and reliable in all situations to ensure we can provide support in times of need.

EXCELLENCE AND INTEGRITY

We act with honesty, transparency and fairness and ensure our decision-making is guided by integrity and strong ethics.

BOLD ADVOCATES

We are driven by our purpose and act with boldness and determination to challenge systemic barriers to create a community where we live with dignity, safety and respect.

ADAPTIVE SERVICE

We provide flexibility, choice and agency to ensure our services adapt to individual needs.

DIGNITY AND RESPECT

We value and celebrate diversity and the differences that each person brings to ensure all perspectives are considered and heard with respect.

COLLECTIVE STRENGTH

Together we are stronger and work collectively to provide connection to a comprehensive network of support.

47,639



nights of accommodation to women & children

471



women & accompanying children supported

71,311



days of service provided

314



women & children received specialist domestic & family violence services & support

1,200



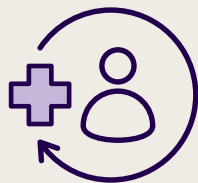
individual counselling sessions including Parentline

226



women & 178 children supported through our housing & domestic violence services

55



women supported through our Alcohol & Other Drug (AOD) services

43



women and 4 children through our Coming Home Program

22



women supported in AOD Residential Rehabilitation

40%



of women accessed multiple services from residential to clinical to AOD

Of the **471 women** supported:

152

identified as **Aboriginal and/or Torres Strait Islander**

72

identified as **culturally and linguistically diverse**

42

identified as living with a **disability**

18

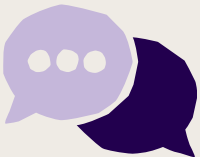
women supported on 24 occasions through the judicial system



140

psychoeducational group sessions delivered

(including DBT skills, Healing Trauma, Circle of Security Parenting and Art Based Healing)



8

women and 6 children supported through Toora's Ascend Rental Subsidy Scheme to access safe, independent housing



Of the women who accessed our services:

86%

reported experiencing domestic & family violence

69%

reported experiencing mental distress

22%

reported problematic alcohol or substance abuse

20%

have had connection with the justice system

5

women provided with critical immigration assistance on 9 occasions



7

women provided with employment support on 11 occasions



A MESSAGE FROM OUR CHAIR



After four years on the Toora Board as a community member, it has been my privilege to take over as Chair in 2024-25. I would like to thank outgoing chair, Brooke McKail, for her leadership and commitment to Toora, leaving it in better shape than when she joined.

In 2024-25, bolstered by security of funding and our maturing governance and service delivery stability, the Board reaffirmed its commitment to our strategic plan. Security of funding (while still a challenge in some areas) is vital to organisations such as us to be able to innovate, plan and most importantly focus of what truly matters – support to the women we support, their families and the community.

The continuing improvement in Toora's governance helped ensure we maintained our essential accreditation in several areas and provides us with a strong footing to consolidate and improve our services and to seek to expand or develop into new lines of service, where appropriate.

Among the many issues the Board considered in 2024-25 central concerns high on our agenda were:

- Being a culturally safe organisation. Particular recognition must be given to Board member Janelle Rowswell, proud Gamilaray woman and our Aboriginal Ambassador, Ngunnawal Elder Serena Williams for their leadership in developing our Mura Gadi induction program which provides an essential tool for the organisation to better understand the local Indigenous experience.
- Working to better understand client perspectives and ensure that we are achieving outcomes for our clients, not just delivering a service.

- Planning for the future of Toora beyond the next year to look toward where we wish to be in the future, informed by current debates and challenges such as gender equality, new technology, opportunities and risks.
- Considering how to make the system work more effectively for clients and the community through partnership across the sector and building the sector's resilience.

Economic and social pressures continue to make homelessness, housing insecurity, domestic and family violence, poverty and addiction all too common. Finding ways to break the cycle of entrenched disadvantage and allow women to gain autonomy, security and freedom from violence and trauma remains our reason for existing.

I wish to thank all those who contribute to this goal – my fellow board members, Kellie our CEO, her leadership team, funding bodies, donors and most importantly Toora's amazing workers and volunteers. The achievements of 2024-45 are collective efforts, which combined help transform lives.

Finally, I would like to acknowledge the women who we serve. Their courage and resilience are remarkable. Their journeys are not easy but seeing them rebuild their lives is a privilege.

Robyn Bicket, Chair

TREASURER'S REPORT



As Chair of the Finance Subcommittee, I am pleased to present this report for the 2024–25 financial year, a year marked by strategic consolidation, financial stewardship and continued investment in Toora’s integrated service model.

This year, Toora continued to strengthen its financial governance and align its financial strategy with the organisation’s broader strategic priorities. The Finance Strategy 2025–2027, endorsed by the Board in March 2025, supports Strategic Priority 4 of the Toora Strategic Plan 2024–2029: sustaining the capacity and capability of the organisation.

The strategy outlines a roadmap for financial sustainability, including:

- Diversifying income streams and strengthening funding partnerships.
- Enhancing financial risk management and operational efficiency.
- Investing in systems and processes that support integrated service delivery.
- Exploring opportunities for strategic investment to support long-term growth and sustainability.

In line with Toora’s financial risk appetite, the Board endorsed the Finance Subcommittee’s recommendation to apply a diversified investment approach that balances security and growth. This includes a mix of short-term and managed investment options to generate passive income and reinvest in core services.

Toora also commenced exploration of options to secure a long-term physical location—whether through acquisition or rental, that would enable centralised operations and improve organisational efficiency. This initiative reflects our commitment to creating a cohesive and collaborative working environment that supports integrated service delivery and future growth.

During 2024–25 Toora has made improvements in financial processes, controls and reporting. These enhancements have enabled more accurate forecasting, better liquidity management and increased transparency in financial decision-making.

Toora has also implemented initiatives to optimise operational costs, including improved arrears management, strategic procurement, and leveraging volunteer and pro bono contributions. These efforts ensure that resources are directed where they are needed most—towards client outcomes and service excellence.

In addition, a new Finance Subcommittee Chair was appointed during 2024–25. The new Chair, has brought senior leadership experience across federal government agencies, having held roles such as CFO and COO, with experience in financial strategy, risk management, and digital transformation.



This year's financial strategy has been instrumental in supporting Toora's transformation into a truly integrated service. Our financial planning has enabled the expansion of clinical services, further integration of Parentline ACT, and the development of inclusive programs that span housing, domestic violence, alcohol and other drug support, and justice system engagement.

The Finance Subcommittee has worked closely with the Board and Executive to ensure that every financial decision supports Toora's vision of being one cohesive organisation with a connected network of services catering to individual needs.

I extend my sincere thanks to the Finance team, led by Toora's CFO, for their strategic foresight and operational excellence. Their work has ensured that Toora remains financially resilient and well-positioned to meet the growing needs of our community.

As we look ahead, the Finance Subcommittee remains committed to prudent financial governance, strategic investment, and supporting Toora's mission to deliver high-quality, gender-specialist services that change lives and shape society.

Annie Ryan FCPA, Secretary

CEO'S REPORT



I remarked last year, and it remains true for this year, that it has been another year of outstanding and immeasurable impact for women in the Canberra community.

This year, after securing and building on core funding, we were able to turn our minds intentionally to our future. Setting a clear path to bridge the gap of need and enhance client offering and experience.

A brand refresh symbolised a reinvigorated organisation leveraging the fierce legacy of the women before us and a not so quiet determination to be united in our purpose, because our every day reminds us that women need us to be.

While I remain proud of the work of Toora, I am alert to the increasingly volumes and complex presentation and experiences of women in the Canberra community. Of the women who accessed Toora's services:

- 86% reported experiencing domestic and family violence
- 69% reported experiencing mental distress; and
- 22% reported problematic alcohol and substance use
- 20% have had connection with the justice system.

It is for this reason that Toora's service continuum is designed to respond to trauma, homelessness and substance dependency. Toora's power is that our services listen and work as one to respond to the whole woman, with over 40% of Toora's clients accessed multiple Toora services from residential to clinical to our alcohol and drug services.

Over 2024-25, our focus was on:

- Deepening our understanding of Toora's identity, purpose and vision through our refresh and sharpened value proposition.
- Continuing our commitment to our specialisation in gendered-specific services, with the broadening definition of non-binary and feminine identifying representing the inclusive intent of Toora's services. 100% of women surveyed indicated that being a woman, non-binary and feminine identifying organisation was critical to their sense of safety.
- Deepening our commitment to our 32% First Nations women and children with the design of our Bullundyimma Yurwangdyimma (many strong women) Aboriginal Program and cultural evaluations of our programs.
- Embedding our clinical services with close to 1,200 individual counselling sessions including Parentline and close to 140 psychoeducation group sessions delivered.
- Expanding our community housing service capacity through investment planning and increasing our property portfolio.

- Evaluating and improving quality service and program delivery through our dedicated quality reviewer.
- Increasing the client experience and outcomes.

I want to acknowledge the Toora team that I am privileged to work alongside. Toora is **a force for all women** and you won't find a better example of this than our team who supports the Canberra community every day.

I thank the service delivery team who tirelessly advocate and serve the needs of those who need our support. The success of our team is due in equal part to our corporate staff. Service and advocacy take on many forms and, while not client-facing, the contribution of Toora's corporate team enables service delivery and provides the foundation for positive client outcomes.

To everyone who has supported us, as an extension of the Toora team, you help us change lives and for some, save them.

Kellie Friend, Chief Executive Officer

OUR BOARD

Toora is guided by a dedicated Board of Directors who bring diverse experience, insight and leadership to our organisation. The Board plays a vital role in shaping Toora's vision and ensuring that our services remain sustainable, accountable and responsive to the needs of women, non-binary and feminine-identifying people in our community.

This year, our Board has been deeply engaged in strengthening Toora's identity as one connected organisation. Their governance, strategic oversight and unwavering commitment have provided the foundation for growth, stability and innovation across our programs.

We acknowledge and thank our Board members for their time, expertise and passion. Their leadership ensures that Toora continues to thrive as a trusted provider of gender-specialist services and an advocate for lasting change.

We would like to acknowledge and thank outgoing Chair, Brooke McKail.

As of 30 June 2025, our Board comprised:



Robyn Bicket
Chair



Rachel Saffon
Deputy Chair



Annie Ryan
Secretary



Danielle Young
Community Board Member



Cathi Moore AM
Community Board Member



Aletana Ajulo
Community Board Member



Janelle Rowswell
Community Board Member



Nicole Quince
Community Board Member



Sarah Elphick
Community Board Member



Kellie Friend
Chief Executive Officer

STRATEGIC PLAN

Our path as one connected organisation

Over the past year, Toora has strengthened its identity as an integrated service – one organisation, working together to provide a seamless continuum of support. We know that every woman’s journey is different, and that needs often change over time. By bringing our housing, counselling, day program and alcohol and other drug services into closer alignment, we ensure that women, non-binary and feminine-identifying people can move between supports without losing connection or trust.

This integrated approach reflects our belief that healing, safety and empowerment are best achieved when services are holistic, accessible and responsive. It has also allowed us to create stronger internal systems, clearer pathways of care and a united sense of purpose across the organisation.

The following strategic priorities guide our focus as we continue to grow as one connected organisation, committed to delivering the highest standard of gender-specialist support.

STRATEGIC PRIORITY 1

To provide high-quality gender specialist services for parents, women, non-binary and feminine identifying people and their families that are holistic, evidence-based and outcome-focused.

STRATEGIC PRIORITY 2

To have a strong internal identity and an unwavering brand as a trusted and accessible provider of gendered specialist services.

STRATEGIC PRIORITY 3

To be an inclusive and diverse organisation that is a provider of choice for parents, marginalised women, non-binary and feminine-identifying people and their families.

STRATEGIC PRIORITY 4

To be an organisation that sustains the capacity and capability to meet and continually grow towards our vision.

STRATEGIC PRIORITY 5

To be an effective and respectful advocate for our vision and purpose.

STRENGTHENING OUR FOUNDATIONS

Brand and Website Refresh

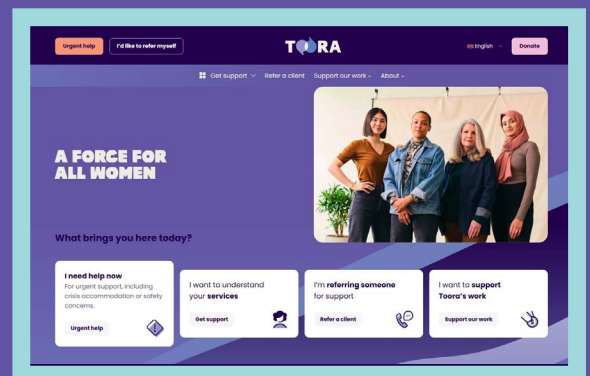
This year, Toora proudly launched a refreshed brand and website, designed to reflect both the heart of our work and the depth of our services. The refresh celebrates Toora as one connected organisation, where women can access a full continuum of support—safe housing, counselling, alcohol and other drug programs, and specialised services—all under one trusted name.

The new website creates a clear and welcoming entry point for women seeking help, making it easier to navigate our services and connect with support quickly. It also provides a strong referral tool for service providers and community partners, ensuring that those in need are guided seamlessly to Toora.

Beyond a new look, this refresh represents our commitment to accessibility, professionalism, and unity of purpose. It ensures our brand reflects the quality and compassion of our services, while positioning Toora as a visible, trusted, and contemporary provider in the ACT community.

WHAT THE REFRESH MEANS FOR WOMEN

- A clearer, easier pathway to access Toora's services
- One trusted entry point into a full continuum of support
- A modern, welcoming brand that reflects safety, dignity and care



WHAT THE REFRESH MEANS FOR OUR PARTNERS

- A stronger, unified brand to confidently refer women into
- A streamlined website that makes referrals faster and clearer
- Greater visibility of Toora's full continuum of services in the ACT
- Improved access to Toora's impact, outcomes and stories to share with stakeholders



OUR SERVICES

For over four decades, Toora has stood alongside women in Canberra, offering safety, support, and pathways to independence. As a specialist women's service, we provide a continuum of care that recognises the complex and intersecting challenges women face. Whether it is escaping violence, finding stable housing, addressing alcohol and other drug use, or accessing counselling, women can enter our service at any point and be supported holistically.

Our services span:

Housing and Domestic Violence Support – safe accommodation and case management for women and their children experiencing homelessness or family violence.

Alcohol and Other Drug Programs – residential rehabilitation, day programs, counselling, and recovery support tailored to women's needs.

Counselling and Trauma Recovery – individual and group therapy, including evidence-based modalities such as EMDR, DBT, and Circle of Security Parenting.

Parentline ACT – telephone and online counselling, information, and referral for parents, with a focus on strengthening family relationships.

This integrated model allows women to access the right support at the right time, without repeating their story or navigating fragmented systems. Every service is delivered through a gender-specialist, trauma-informed lens, ensuring safety, dignity, and empowerment remain at the centre of care.

Toora's work is more than crisis response – it is about long-term recovery and growth. By offering one connected organisation, we walk beside women on their journey, supporting them to rebuild their lives and thrive.

HOMELESSNESS AND DOMESTIC VIOLENCE SERVICES

In the 2024/25 FY, Toora's Domestic Violence and Homelessness Services (TDVHS) team strengthened its capacity to support women and children experiencing crisis, homelessness, and domestic and family violence. A key achievement was the finalisation service related policies and documents across all programs - ensuring consistent, trauma-informed guidance for both staff and clients.

Toora's housing programs continued to deliver strong outcomes for women and children across the ACT. In 2024/25, 71% of clients in accommodation successfully transitioned into permanent housing, demonstrating the effectiveness of Toora's wrap-around support model. Casework and tailored recovery planning ensured that 85% of identified client needs were met, while 72% of women reported feeling better about themselves and 70% reported an overall improvement in their health. These results reflect the impact of safe housing paired with holistic support, enabling women not only to secure long-term accommodation but also to rebuild confidence, wellbeing and independence.

In July 2024, Toora welcomed Official Visitor David Healey, who visited eight Toora properties and spoke directly with 18 women about their experiences. His positive report to the ACT Minister highlighted the quality of support provided and commended Toora staff for their commitment. Toora welcomes further relationship development and partnership with the Official Visitor to ensure women's experiences influence program delivery.

The team also successfully managed major sector transitions. In line with ACT Government decisions, Toora smoothly transitioned the Families Contract to YWCA while integrating 18 properties from Northside Community Services under the Women's Contract. Throughout, clients were kept informed and supported and all data transfers were completed by 30 June 2024. On February 2025, the new Women's Contract was


executed, securing ongoing delivery of crisis accommodation, transitional housing and holistic recovery services.

Toora also introduced a range of new service enhancements to further support women's recovery. In recognition of the importance of holistic health, Toora entered into an MOU with Canberra Dental Care. This partnership provides clients access to essential dental treatment, addressing a key barrier to women's overall wellbeing and recovery.

Education and empowerment were also supported through the launch of the *Jo Connop Scholarship*, designed to help Aboriginal women pursue their studies and strengthen opportunities for their future. This Scholarship was created in memory of Jo Connop, Toora's Aboriginal Liaison Officer who sadly passed away in 2023. Jo's place, a dedicated 2 bedroom home for First Nations women was opened in November. With one woman occupying Jo's place in the last 12 months, who has gained employment and restoration of her children.

In the 2024/25 FY, Toora updated the *Way Home* guide, a key resource first published in 2023, designed to inform women, community partners and stakeholders about the services available for women facing housing insecurity or homelessness in the ACT. The refreshed edition continues to serve as a practical guide for women seeking support and showcases the breadth of support available in the local region.

Finally, in February 2025, all caseworkers were trained in the new CSNET Case Management System. This upgrade has improved consistency, transparency, and efficiency in recording client activities, ensuring Toora continues to deliver high-quality, data-informed services.



Together, these achievements highlight the resilience and dedication of the TDVHS team in creating safe housing, wrap-around supports and pathways to independence for women and children across the ACT.

Ascend Rental Subsidy Program

The Ascend Rental Subsidy Program continues to play a vital role in preventing homelessness among women and children in the ACT. By providing short- to medium-term subsidies, Ascend enables women escaping domestic and family violence, financial hardship, or housing instability to access safe and secure tenancies in the private rental market while building towards long-term independence.

During this reporting period, 14 clients (including 6 children) were supported, with subsidies ranging from \$245–\$400 per week. The program supported a diverse client group, including two First Nations women, three clients from culturally and linguistically marginalised backgrounds and women living with disability. Ages ranged from young children through to women aged 45–64.

Beyond financial support, each client worked with Toora case coordinators to develop an individualised plan that addressed safety, wellbeing, and pathways to independence. Women reported improved wellbeing, reduced stress, and greater stability for themselves and their children.

Ascend demonstrates the power of housing security combined with tailored support—helping women and children move from crisis towards independence and safety.

Coming Home Program

The Coming Home Program continues to provide critical support to women navigating the justice system, helping them to break cycles of incarceration and rebuild their lives in the community. In 2024/25, the program achieved significant outcomes, with 95% of participants not re-entering the Alexander Maconochie Centre (AMC) after engagement with Toora. This demonstrates the effectiveness of intensive case management, trauma-informed support, and strong community partnerships in reducing recidivism. The program also contributed to improved health and recovery outcomes, with 65% of women reporting a reduction in substance use during their time in the program.

Beyond meeting justice and corrections obligations, Coming Home supports women to secure housing, access education and employment opportunities, and reconnect with family and community. These achievements highlight the program's vital role in creating safer, healthier, and more stable futures for women engaged with the justice system.

CASE STUDY

Yasmin's story: building a safer future

Yasmin*, a single mother from a culturally and linguistically diverse background, came to Toora after escaping violence and coercive control from her former partner. With full custody of her daughter and limited support from her family, Yasmin faced significant barriers to securing housing due to poor credit history, low income and social isolation.

Through Toora's Ascend Rental Subsidy Program, Yasmin and her daughter were provided with immediate access to a safe private rental property. This eased financial stress and reduced the risk of returning to unsafe environments. Toora worked alongside Yasmin to connect her with Care Financial ACT to stabilise her finances, supported her to lodge a Housing ACT application and linked her with Legal Aid ACT to address ongoing court matters. Staff also accompanied Yasmin to important legal and financial appointments, ensuring she felt supported at every step.

The results have been transformative. Yasmin has sustained a stable tenancy for more than six months without rent arrears, regained financial stability, and is now able to fund her daughter's private dance lessons. She enjoys spending quality time with her daughter and feels increasingly confident, independent and optimistic about their future.

Reflecting on her journey, Yasmin shared: "Thank you Toora. I will be able to sustain my full rental payments when Ascend ends as I am keen to increase my work hours to full time." Her case coordinator added: "It's been amazing to see Yasmin grow into a confident, articulate woman in her Ascend and Toora journey."

This story demonstrates how integrated, person-centred care - combining safe housing, financial guidance, and legal support - can empower women to heal, grow and thrive.

* name has been changed.

"My case worker is always there for me. She lets me talk to her about the court process I am going through with my husband. And she really listens to me, I feel heard which is encouraging at this time in my life when often court is so overwhelming."



ALCOHOL AND OTHER DRUGS SERVICES

This year, Toora strengthened its services while responding to increasingly complex client needs. Many women presented with co-occurring mental health conditions, requiring more intensive, sustained support. To meet this challenge, Toora deepened collaboration with sector partners such as Karalika, Stride Mental Health, and Step Up Step Down, ensuring continuity of care. Internally, reflective practice was expanded under a new Senior Practitioner role, and staff wellbeing was supported through monthly wellness activities like mindfulness, empowerment training, and brain training.

Program delivery also evolved. Day Program sessions were adapted with multimedia tools and activity-based learning to better engage women, including those with ADHD. Group Session Rating Scales were introduced, strengthening participant feedback and improving facilitation. Counselling services expanded with new modalities, including *The Shark Cage Program* for women experiencing both family violence and substance use, alongside specialist EMDR, DBT, and attachment-focused counselling. Daily emergency counselling sessions were also introduced to ensure women could access immediate support when needed.

Ongoing challenges with late cancellations and non-attendance were managed through active waitlist systems, outreach sessions, and flexible over-subscription of programs to maintain service levels. These strategies increased engagement and ensured women received timely care.

Encouragingly, in 2024/25 FY, of the 55 women who engaged Toora's AOD services:

- 80% of AOD Residential service users reported a reduction in AOD use
- 77% of AOD Residential clients reported an improvement in their Mental Health
- 67% of AOD Residential clients improvement in their Physical Health

- 80% of AOD Residential clients reported an improvement in their overall quality of life
- 80% of AOD Residential service users reported they achieved their goals.

Toora also advanced its cultural safety commitments. The new *Mura Gadi – Pathways for Learning* training series, co-designed with Ngunnawal Elders, was rolled out across the organisation. The launch of the *Bullandyimma Yurwangdyimma program* (“many strong women”) saw the creation of Toora's first dedicated First Nations Clinical role, offering culturally safe support for Aboriginal and Torres Strait Islander women.

These achievements highlight Toora's ability to adapt, innovate, and uphold high standards of care - ensuring women across the ACT can access safe, connected, and culturally responsive services.

Renovating Lesley's Place: A new era for Toora

This year, Toora completed vital renovations to our drug and alcohol accommodation facility, Lesley's Place, ensuring the space continues to provide a safe, supportive and dignified environment for women and non-binary people in recovery.

The upgrades, funded through ACT Government Infrastructure investment with support from ACT Health and the Property team, focused on improving safety, accessibility and comfort across bedrooms, bathrooms and communal living areas.

We are also grateful to ACT Housing for their flexibility in converting a housing property into an interim facility, ensuring this vital service continued throughout the refurbishment.

Local contractors Accelerate Building, led by Ryan and Bobby, delivered the works with care and dedication, supported by trades who went above and beyond - including those who donated time, care and items.

A special thanks goes to Domayne for furnishing the facility and designing interiors that create a welcoming, home-like setting.

The transition was smooth, thanks to the coordination of our AOD, Property and TDVHS teams, who worked together to support clients during the move. These works not only address urgent maintenance needs but also enhance the long-term sustainability of the property, reducing future upkeep costs and fostering a space where recovery is supported through security, respect and community connection.



CASE STUDY

Sarah's story: rebuilding stability

Sarah*, 32, was referred to Toora while living in transitional housing and facing significant challenges, including substance dependency, family violence and the removal of her three children into care. These experiences left her feeling vulnerable, but also motivated to make changes in her life.

She engaged strongly with Toora's Alcohol and Other Drug Day Program, completing multiple rounds and participating actively in group work. Sarah took on a peer role within the program, supporting others by modelling respectful behaviours and contributing to group discussions. Through the program, she developed practical skills in emotional regulation, mindfulness and setting healthy boundaries – tools that helped her manage stress and stay focused on her goals.

Her commitment extended beyond the program, with Sarah working closely with Toora staff to rebuild safe and consistent routines. With this support, she began weekend visits with her children, strengthening family connections and preparing for reunification.

One year later, Sarah is living independently in a Toora property and has maintained her sobriety. She now has unsupervised visits with her children, and court proceedings are underway for their full-time return to her care. Sarah continues to be a positive influence within the program, encouraging new participants in their recovery journeys.

* name has been changed.

"I have learnt different skills to continue my abstinence after I leave program. Such as learning to deal with cravings, strong emotions, how to effectively solve problems and have difficult conversations in an appropriate way."



CLINICAL SERVICES

Counselling service enhancements

This year, Toora's counselling team expanded specialist support to deliver stronger outcomes for women. We welcomed both an eye movement desensitisation and reprocessing (EMDR) specialist and a DBT specialist, giving clients the option to access additional counselling tailored to their needs. As a result, Toora was proudly able to provide over 900 counselling sessions to more than 120 clients.

Our AOD counsellor is now based at Lesley Place two days per week, providing mindfulness sessions, individual counselling, SMART Recovery, and Art-Based Healing groups. Women can also access the counsellor as needed for extra support with emotional regulation. To ensure timely care, we introduced daily emergency sessions, allowing women to request a counselling session outside of their regular appointments.

Recognising that relationships with children are central to recovery, Toora has sought funding to train staff in Circle of Security Intensive (COS-I). This evidence-based program strengthens parental wellbeing, enhances parent-child relationships, and reduces behavioural challenges. Once training is complete, COS-I will complement existing AOD treatment pathways.

In addition, our clinical team continues to deliver Circle of Security Parenting (COS-P) each term, supported by external clinical supervision to maintain program integrity and service excellence.

These enhancements reflect Toora's commitment to trauma-informed, specialist counselling that meets the unique needs of women and supports their recovery journey.

STATS SNAPSHOT

- Over **900 individual counselling sessions** provided to a total of 121 clients
- **88 psychoeducational group sessions** hosted (including DBT skills, Healing Trauma, Circle of Security Parenting and Art Based Healing)
- **92% of clients** reported improvement in their mental health after working with a Counsellor

CASE STUDY

Bianca's story: strengthening recovery through counselling


Bianca*, 25, was referred to Toora's counselling service by Parentline. She has a 20-year history of substance use - primarily alcohol and prescription medication - which escalated during a difficult separation from her ex-partner. For years, substance use became a way to manage emotional distress linked to coercive control, ongoing conflict and family court proceedings.

Despite having a supportive partner and good access to community services, Bianca continued to experience high stress, symptoms of Complex PTSD and challenges with emotional regulation. Recognising the link between her trauma and substance use, she engaged with Toora's Alcohol and Other Drug counselling service to address both issues together.

Through counselling, Bianca began EMDR therapy. Over six sessions, she worked through the preparation and stabilisation phases, learning somatic techniques to reduce stress and improve physical wellbeing. She also engaged in "parts" work, increasing her self-awareness and strengthening her ability to manage emotional triggers.

These strategies have helped Bianca reduce her reliance on alcohol and prescription medication, with fewer episodes of use and greater stability in her day-to-day life. With the foundations now in place, she is ready to begin the next phase of EMDR, focused on addressing long-held beliefs and building a stronger sense of self.

* name has been changed.



"My counsellor has changed my life. I have so much trust in her, in my future as well. She is open about our future counselling and what will happen. I was frightened when I came she has changed this. I know future sessions will be useful. I know I've a lot more work to do."

PARENTLINE ACT

Strengthening families through integrated support

In 2024, Parentline ACT became part of Toora, beginning an exciting new chapter. This transition has ensured the service's long-term sustainability and created new opportunities to connect parents and carers with a wider network of support. By combining Parentline's trusted phone counselling with Toora's holistic services, families now have access to a more seamless continuum of care.

Over the past year, nearly 900 parents and carers reached out to Parentline for help with challenges ranging from relationships and parenting struggles to mental health concerns. Each call was met with compassion and a strengths-based approach, helping parents feel heard, supported and better equipped to face the ups and downs of raising children. As one caller told us: *"I feel more confident in my skills from the phone call and had some new techniques to try."*

This period also saw a noticeable increase in calls from fathers, who now make up over 20% of callers - double the number from the year before. This growth reflects our commitment to ensuring that Parentline is a welcoming space for all parents and carers.

Beyond the phone line, Parentline strengthened its presence in the community by joining events such as Children's Week and the Volunteering ACT Expo, and by working closely with local organisations to connect families to practical programs and support networks. Staff and volunteers also undertook cultural training to make sure that every parent who calls feels safe and respected.

Looking ahead, Parentline is preparing to extend its operating hours into the evenings and expand access to face-to-face counselling and parenting groups. With these changes, parents and carers will have even more opportunities to find support at the times and places they need it most.

Parentline remains, at its heart, a listening ear and a lifeline for families - helping parents feel less alone and more confident in their journey.

“The Parentline service was a very helpful sounding board for me. The call was validating and helpful”

“I am thankful and grateful to Parentline for the opportunity to talk this out”

“I have found it very helpful to have the validation that I am on the right track”

IN THE 2024/25 FY, PARENTLINE ACT:

- Provided 239 telephone counselling sessions
- Gave information and referrals over the phone 132 times
- Responded to 121 written enquiries or SMS support
- Provided 114 Support Link referrals, and subsequent counselling sessions





OUR COMMUNITY

Engagement with our community

Community connection is at the heart of Toora's work. Beyond our direct services, we actively participate in and contribute to events, campaigns, and forums that strengthen awareness, collaboration and advocacy across Canberra and beyond. These opportunities allow us to stand alongside women, community partners and sector allies to amplify the voices of those with lived experience, influence systemic change and celebrate collective progress.

Over the past year, Toora staff, clients and supporters have taken part in a diverse range of community and sector events. From raising awareness of domestic and family violence, to advocating for gender equality, cultural recognition, and housing justice, our presence reflects our commitment to building one connected organisation that is firmly embedded within the wider community.

Our community engagement not only raises awareness of the challenges women face, but also showcases Toora's vision for a safer, more inclusive society. Together with our partners, we continue to advocate, educate, and connect -

ensuring that women across the ACT are seen, heard and supported.

In the 2024/25 FY, Toora had the privilege of being involved in a variety of events:

- **ACT Insurance Ball** – Partnering with the business community to raise funds and awareness for local services.
- **ACT Candle Lighting Ceremony** – Honouring women's lives lost to violence and standing with survivors.
- **National Sorry Day Bridge Walk** – Walking in solidarity with First Nations communities for truth and healing.
- **ACT NAIDOC Flag Raising Ceremony** – Celebrating Aboriginal and Torres Strait Islander cultures and resilience.
- **A Gender Agenda Queer Trivia Pride Month Fundraiser** – Supporting inclusivity and celebrating pride in our community.
- **Volunteering Expo** – Showcasing opportunities for community members to connect with Toora's mission.
- **MAC and GOPIO Australia Day Event** – Building multicultural connections and promoting diversity.



OUR COMMUNITY

- **Beryl's 50th Anniversary Dinner** – Honouring a milestone of women's housing and support services in the ACT.
- **She Matters – Stop Killing Women Rally** – Standing against gendered violence and advocating for systemic change.
- **Cricket ACT Event** – Promoting inclusion and wellbeing through sport and community partnerships.
- **50th Anniversary Office for Women** – Celebrating decades of advocacy and progress for women in Canberra.
- **AHURI Conference** – Contributing to national dialogue on housing policy and innovation.
- **2024 ACT Children's Week Awards** – Recognising achievements in supporting the wellbeing of children and families.
- **DVCS Election Event** – Engaging candidates and the community on domestic violence issues ahead of elections.
- **MARRSS Multicultural Youth Summit** – Supporting diverse young people and amplifying their voices.
- **Perinatal Wellbeing Festival** – Highlighting the importance of maternal mental health and early parenting support.
- **Reclaim the Night** – Joining the community in protest and solidarity against gendered violence.
- **Re-Love Fashion Parade** – Showcasing sustainable fashion while raising awareness of women's issues.
- **Women's Tennis Network Fundraiser** – Partnering through sport to raise funds for women in need.
- **Youth Housing and Homelessness Forum** – Advocating for improved housing solutions for young people.
- **10th CHIA Affordable Housing Development & Investment Summit** – Sharing expertise on housing challenges and opportunities.
- **ATOD-Mental Health Alliance Workshop** – Strengthening collaboration across the alcohol, other drugs, and mental health sectors.

OUR COMMUNITY

Our work would not be possible without the generosity of our supporters. Every donation, partnership and act of kindness helps us provide vital services and create pathways of hope and recovery. Thank you to the following organisations and individuals for making a lasting impact in the lives of women and families.

COMMUNITY PARTNERS

- A Gender Agenda
- ACT Council of Social Service (ACTCOSS)
- Alcohol, Tobacco and Other Drug Association ACT (ATODA)
- Australian Childhood Foundation
- Canberra Alliance for Harm Minimisation & Advocacy (CAHMA)
- Canberra Rape Crisis Centre
- Care Financial
- Community Home Australia
- Community Housing Australia
- Community Housing Industry Association
- Conflict Resolution Service
- Directions ACT
- Domestic Violence Crisis Service
- DV Safe Phones
- Early Morning Centre
- Families ACT
- FARE Australia
- GetAboutAble
- Givit
- Good360
- Gugan Gulwan
- Hepatitis ACT
- Karalika
- Legal Aid ACT
- Mackillop Family Services
- Marymead CatholicCare
- Mental Health Community Coalition ACT (MHCC ACT)
- Meridian
- Migrant and Refugee Settlement Services (MARSS)
- Multicultural Hub Canberra
- Narrabundah College

OUR COMMUNITY

- OneLink
- OzChild
- OzHarvest
- Perinatal Wellbeing Service
- Quest for Life Foundation
- Rotary Australia
- Roundabout
- Sisters In Spirit Aboriginal Corporation
- Soroptomist International of Canberra Inc
- Thread Together
- Uniting Care
- Victim Support ACT
- Vinnies
- WESNET
- Winnunga Nimmityjah Aboriginal Health and Community Services
- Woden Community Service
- Women with Disability
- Women's Health Matters
- YWCA Canberra
- Zonta

BUSINESS, GOVERNMENT AND FUNDING PARTNERS

- ACT Government, including:
 - ACT Health
 - Community Services Directorate:
 - Emergency Services Agency
 - Justice and Community Safety Directorate
- ANU Workplace giving program
- Artemis Partners
- Bed Bath N' Table
- Beyond Bank
- Bond Hair Religion
- Callida Consulting
- Canberra Dental Care
- CHC Affordable Housing
- Clayton Utz
- Coolamon Consulting

OUR COMMUNITY

- CPA Australia
- Curves Weston
- Embrace Disability Group
- Griffin Legal
- Hands Across Canberra
- Independent Property Group (IPG)
- KPMG
- McInnes Wilson Lawyers
- N-ableIT
- New Best Friend
- Queanbeyan and District Rodeo Association
- Snow Foundation
- Synergy
- Tailored HR solutions
- The Chief Minister's Charitable Fund
- Toshiba
- University of New South Wales (UNSW)
- WomanSpeak

INDIVIDUAL DONORS

- Agung Smaraputra
- Brenton Kalisch
- Bruce and Joy Reid
- C Hodgens
- Carolyn Smith
- Chad Hodgens
- Chris Poulton
- David Scaife
- David Woodhouse
- Elisabeth Wynen
- Elizabeth Waddell
- Emily Srbinovs
- Erfan Sakib
- Erica Boyles
- Gemma King
- Greg Tannahill
- Gregory Cox
- Helena Cain

OUR COMMUNITY

- Jackie Wenner
- Jacqui uhlmann
- Jade McCarthy
- James McMenamin
- Jan Liddell
- Joanna Higgins
- Joanna Roy
- Joy Aldred
- Judith Spence
- Kamini Davenport
- Kerrie Aust
- Kiah Hanson
- Kin Ng
- Kristine Dun
- Lachlan Blain
- Larissa Lefevre
- Leila Fetter
- Liz Moleta
- Louise Heywood
- Mandy Doherty
- Maxine Deakins
- Natalie Wilkins
- Nathan Vincent
- Nicole Forman
- Penelope Wise
- Peter Doyle
- Philippa Brant
- Phoebe Preston
- Pia Toghill
- Rebecca Pope
- Rebecca Tibbits
- Ronak Patel
- Roseanna Grigg
- Samantha Palmer
- Sarah Hull
- Simone Fox
- Timothy Bourke Margi
- Victoria Leaver
- Virginia Buonopane



DIVERSITY AND INCLUSION

Our Commitment

Toora continues to be a strong ally to diverse groups in our community. We remain committed to providing culturally sensitive services in an environment where race, culture, gender expression, sexuality and other differences are respected and valued. We recognise the unique challenges faced by Aboriginal and Torres Strait Islander women, women from culturally and linguistically diverse (CALD) backgrounds, as well as transgender women, non-binary people, intersex people and other feminine-identifying people.

Our organisation continues to evolve to ensure we provide best-practice services to our diverse clients. The diversity of our staff, clients and community reflects our commitment to implementing meaningful change.

Diversity remains a priority in our Strategic Plan:

“To be an inclusive and diverse organisation that is a provider of choice for parents, marginalised women, non-binary and feminine-identifying people and their families.”

Our Diversity and Inclusion Committee, chaired by our CEO, continues to lead this work. The Committee oversees the implementation of Toora’s diversity strategies, including our:

- Reconciliation Action Plan
- Gender Diversity Framework
- Disability Inclusion Framework
- CALD Inclusion Framework.



Reconciliation at Toora

Toora's vision for reconciliation is an Australia in which Aboriginal and Torres Strait Islander peoples are included, deeply respected and meaningfully engaged on issues important to their culture, identities and communities.

In 2024–25, we reaffirmed our commitment to the existing 2024–2026 Innovate Reconciliation Action Plan (RAP), continuing to build on our foundational work with a focus on:

- Amplifying the voices of Aboriginal and Torres Strait Islander women
- Building a culturally competent service environment
- Embedding a Holistic Case Management Model
- Sharing collective intelligence through community engagement.

Disability Inclusion Framework

In partnership with GetAboutAble and the ACT Office for Disability, Toora completed the final draft of its Disability Inclusion Plan. The plan outlines our commitment to:

- Organisational commitment to disability inclusion
- Developing networks and partnerships
- Digital accessibility and communication
- Building capacity to provide disability-aware services
- Inclusive service delivery processes and programs
- Improving physical accessibility of Toora properties. This year 6 of our properties were assessed for accessibility, both physical and sensory to cater more effectively to our clients needs.

Gender Diversity

The Gender Subcommittee focuses on ensuring that Toora's services remain responsive to the diverse experiences of women, trans women, non-binary and other feminine-identifying people.

This year, the subcommittee:

- Reviewed and updated internal policies to reflect inclusive language and practices.
- Delivered staff training on gender diversity, intersectionality, and LGBTQI+ awareness, including a mandatory training module for all new and existing staff.

- Supported the development of trauma-informed care frameworks tailored to gender-diverse clients. Including a gap analysis of the Housing standards for LGBTQIA+.
- Commenced a research project on housing, AOD and trauma need for gender diverse communities to best understand Toora's role in bridging the gap.

CALD Inclusion

The CALD Subcommittee works to ensure culturally safe and responsive services for women from culturally and linguistically diverse backgrounds.

In 2024–25, the subcommittee:

- Conducted a cultural safety audit across all service sites.
- Delivered multilingual resources and translated key service documents.
- Partnered with community leaders and organisations to co-design culturally appropriate programs.
- Hosted a series of cultural awareness events to celebrate diversity and foster inclusion among staff and clients.

QUALITY IMPROVEMENT

In 2024–25, Toora continued to strengthen its governance, compliance, and quality improvement frameworks. Key initiatives included:

- A new Client Management System (CSNet). CSNet has comprehensive capabilities for day-to-day management of client data and activities, and extensive reporting capabilities. It has allowed for Toora to have one system for all clients across programs rather than the separate systems previously used for individual program areas.
- Ongoing improvements to our online Risk and Incident Management System
- Conducting reviews of key organisational policies
- Refining governance structures and strengthening reporting mechanisms
- Advancing Clinical Governance systems and practices
- Improving organisational systems to support excellence in service delivery.

The appointment of a Senior Practitioner has played a central role in developing, implementing, reporting and reporting on robust and effective case management. Case reviews have been conducted for each client and take place quarterly. The Senior Practitioner has assumed responsibility for Intake resulting in uplift of the entry and allocations process for clients.

During the 2024-25 period Toora conducted significant work in reviewing and developing key policies and procedures as well as client handbooks and service manuals and the Toora Crisis Management Plan. Key updates included:

- Clinical Governance Framework
- Safeguarding and Client Protection Policy Manual
- Service Manuals – Lesley’s Place, Homelessness, ASCEND, Property, Intake and Allocations
- Client Rights Policy
- Client Service Handbooks – Homelessness Services, Lesley’s Place
- Toora Crisis Management Plan
- Privacy Policy.

The Toora Governance Team was restructured and named the Quality and Risk Team to emphasise Toora’s commitment to and focus on quality improvement and risk management as we undertake the priorities of our Strategic Plan 2024-2029.

Accreditations and Standards

Toora is accredited by the:

- QIC Health and Community Service Standards
- National Regulatory System for Community Housing (NRSCH)
- Australian Charities and Not-for-profits Commission (ACNC).

In 2024-25, Toora was accredited against the QIC Health and Community Services Standards. Accreditation with QIC provides quality and performance assurance for organisations, staff, funding bodies and clients. In addition to finding that Toora met all accreditation requirements, the assessors reported:

The services and programs are evidence based, gender specific, and trauma informed, with a client centred approach to strengths based case management. Staff said that they understand the direction of the organisation, they feel well supported and receive the training and supervision they need to do their job. They showed a strong alignment with Toora’s values and spoke about an unwavering commitment to their clients.

Clients spoke about their experience with the service, how it had made a difference to their lives, and how the service environments and staff had made them feel safe and respected.



Toora was assessed by the ACT Human Services Registrar against the NRSCH in 2025 and found to be compliant in all areas. The Registrar provided two recommendations and these have been added to our Continuous Improvement Plan. The next NRSCH assessment will be scheduled for September 2026.

Early in this reporting period (July 2024) Toora was visited by the ACT Homelessness Official Visitor (OV). OV's identify, monitor and help resolve service issues, with a view to improve service quality and the wellbeing of "entitled persons". The OV visited 8 Toora Houses and met with clients. Only a few concerns were identified including the number of women with small or infant children in shared properties and the ongoing systemic issue of waiting periods for public housing. The OV reported:

My impression was of a high quality, professional organisation that supports its clients very well. The case worker that escorted me through the residents was so genuine about her care for women that I held concerns for her welfare and individual self-care, but she assured me that she had very good professional supervision when required. This is a tough industry with many systematic issues with rising costs of living, rising incidents of domestic violence, addictions and displacement.

Toora is a high performing agency and my only comment would be that Toora remain vigilant to the welfare and care of these amazing case workers at the coal face. The impression I got of the culture at Toora was inclusive, supportive and corroborative which was witnessed through shared meals in the office. It is therefore obvious as to why they are performing so well as an organisation.

Toora self-assesses against or applies governance and practice standards from the:

- National Child Safe Principles for Organisations
- National Model Clinical Governance Standards
- Community Housing Industry Association's Community Housing Organisations Response to DFV: Toolkit & Standards
- Australasian Therapeutic Communities Association (ATCA)
- Cultural Respect Framework
- ACT Wellbeing Framework.



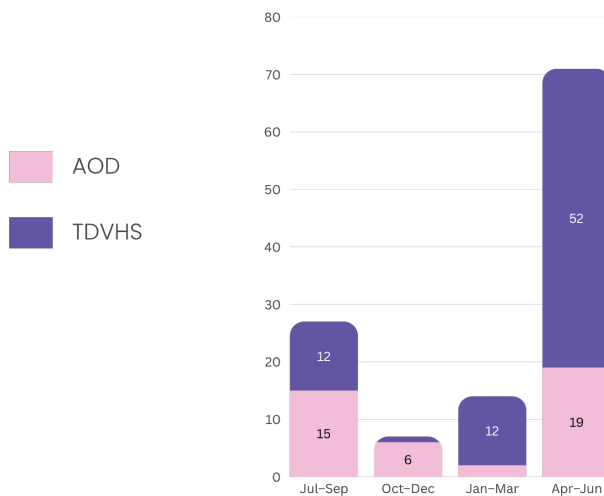
Client satisfaction

Toora undertook a range of client satisfaction surveys across programs in 2024-25. During the year 119 Client Satisfaction Surveys were completed and 12 Exit Surveys. Overall clients reported they were satisfied to highly satisfied with Toora services and staff – between 80% and 90% for Client satisfaction surveys and 80% on exit.

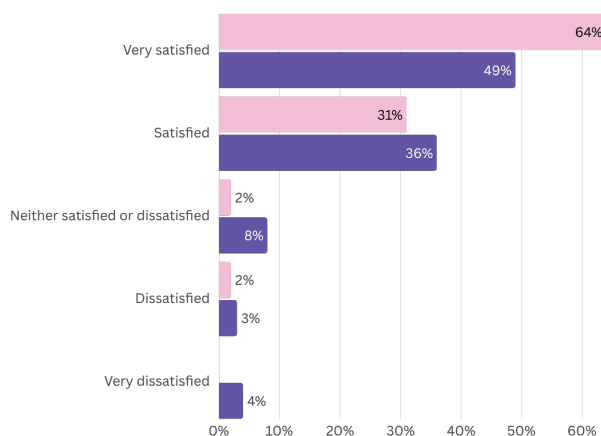
We have developed new surveys where there is one client satisfaction survey and one exit survey for all Toora programs and clients. This will provide us with more comparable data while still allowing us to give service specific data to program areas. Over the coming period there will be an increased focus on improving client engagement with the surveys and frontline staff promoting client feedback.

TDVHS and AOD Satisfaction surveys:

CLIENTS COMPLETING SATISFACTION SURVEY



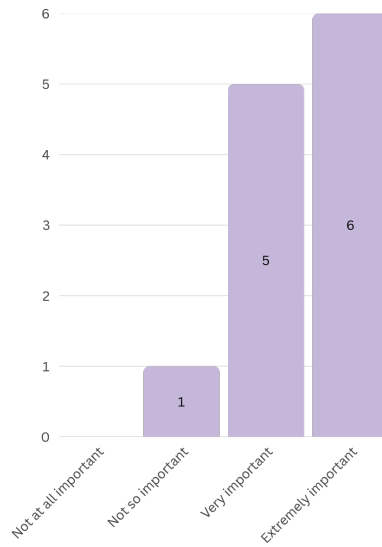
CLIENT SATISFACTION SURVEYS



EXIT SURVEY

How important was it for you to be in a women's only service?

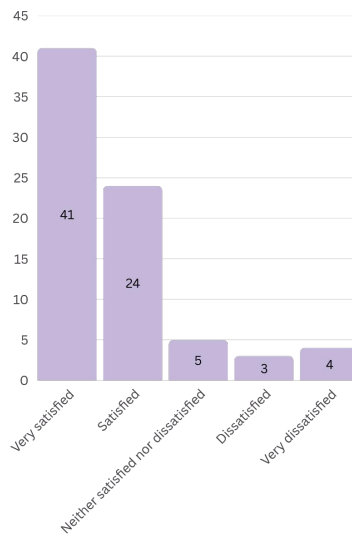
(Noting small response size, comments included feeling safe and accepted, and past trauma around males)



TDVHS ONLY

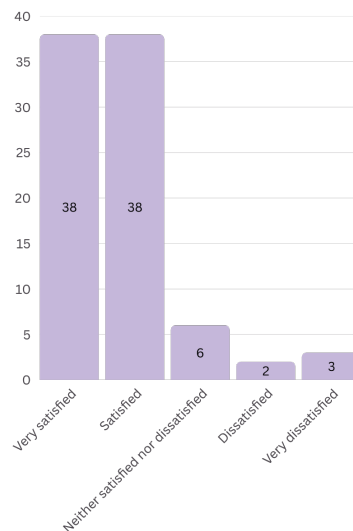
Our purpose is "to provide better life outcomes and support so that women, non-binary and feminine identifying people accessing our services and those in the community can live without fear, have equity, dignity, respect and agency and are valued for their contribution to society."

How satisfied are you that we have fulfilled our purpose in attending to your and/or your children's needs?



TDVHS ONLY

Overall, how satisfied are you with the support received at Toora so far?

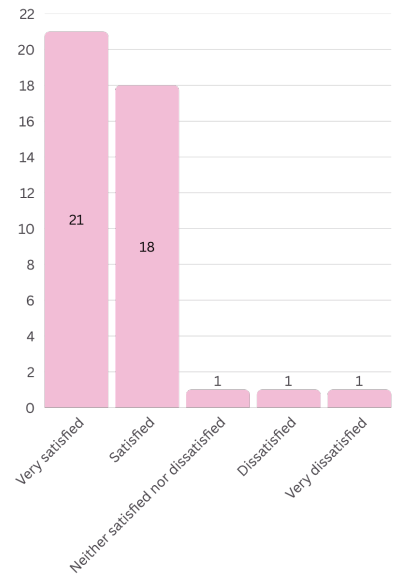




AOD ONLY

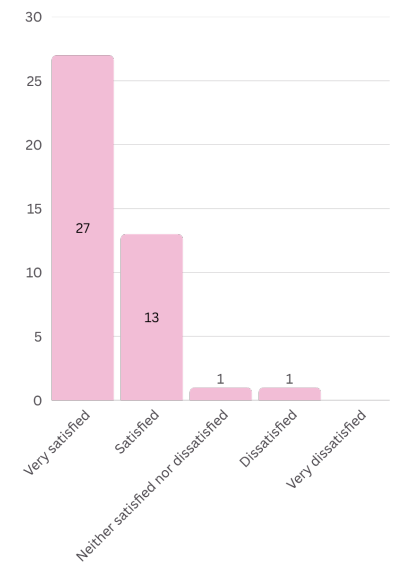
Our mission is “safety, respect and choice for women”. How satisfied are you that we fulfilled our mission in attending your and/or your children’s needs?

(This survey question referred to Toora’s previous mission statement, which has since been updated in July 2025 to reflect Toora’s purpose in accordance with its current Purpose, Vision and Values)



AOD ONLY

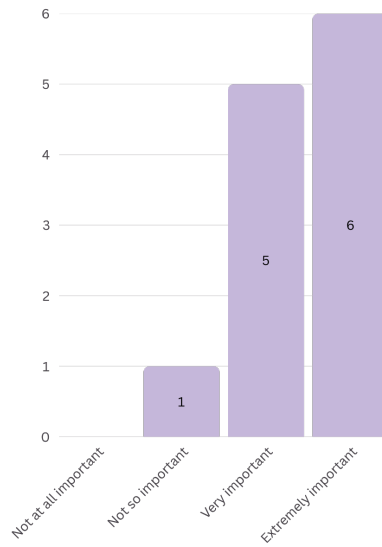
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EXIT SURVEY

How important was it for you to be in a women's only service?

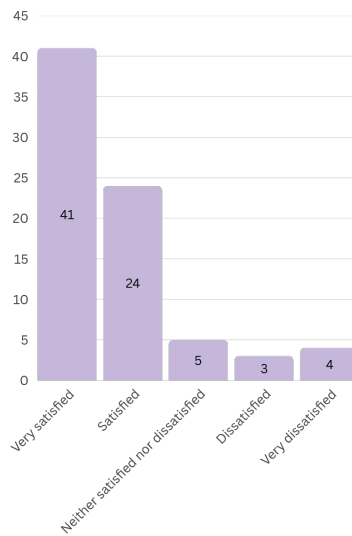
(Noting small response size, comments included feeling safe and accepted, and past trauma around males)



TDVHS ONLY

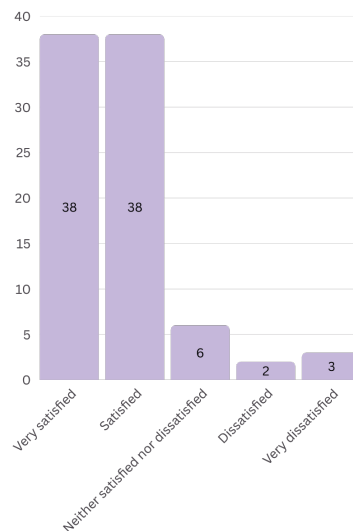
Our purpose is "to provide better life outcomes and support so that women, non-binary and feminine identifying people accessing our services and those in the community can live without fear, have equity, dignity, respect and agency and are valued for their contribution to society."

How satisfied are you that we have fulfilled our purpose in attending to your and/or your children's needs?



TDVHS ONLY

Overall, how satisfied are you with the support received at Toora so far?





FINANCIAL STATEMENTS

Toora Women Incorporated

ABN: 11 099 754 393

Financial Statements

For the Year Ended 30 June 2025

Toora Women Incorporated

ABN: 11 099 754 393

Contents

For the Year Ended 30 June 2025

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Toora Women Incorporated

ABN: 11 099 754 393

Committee Report 30 June 2025

In accordance with the Associations Incorporation Act 1991 (ACT), the Members of the Committee submit the financial statements of Toora Women Incorporated ("Toora") for the year ended 30 June 2025.

Committee Members

The name of each Committee member of Toora during the year ended 30 June 2025, or, if different, at the date of this report, is as follows:

Name	Role	Resigned
Brooke McKail	Chair (July – November 2024)	November 2025
Robyn Bicket	Committee Member (July – November 2024), Chair (November 2024 - June 2025)	
Danielle Young	Deputy Chair (July – November 2024), Committee Member (November 2024 – June 2025)	August 2025
Rachel Saffron	Secretary (July – November 2024), Deputy Chair (November 2024 - June 2025)	
Cathi Moore AM	Committee Member (July 2024 – June 2025)	
Aletana Ajulo	Committee Member (July 2024 – June 2025)	
Janelle Roswell	Committee Member (July 2024 – June 2025)	
Annie Ryan	Appointed on 28 November 2024 Committee Member (October 2024- November 2024), Secretary (November 2024 – June 2025)	
Nicole Quince	Appointed on 28 November 2024 Committee Member (November 2024 – June 2025)	
Sarah Elphick	Appointed on 28 November 2024 Committee Member (November 2024 – June 2025)	
Kellie Friend	CEO (<i>Ex Officio</i>) (July 2024 – June 2025)	

Principal Activities

The principal activity of Toora during the year ended 30 June 2025 was:

- Residential and outreach Domestic and Family Violence Services
- Residential and outreach Homelessness Services
- Residential, outreach and day program Alcohol and Other Drug Services
- Counselling services

Operating Results

The result of Toora for the year ended 30 June 2025 was a surplus of \$150,933 (2024: deficit of \$98,853).

Significant Changes in State of Affairs

No significant change in the state of affairs of Toora occurred during the financial year.

Toora Women Incorporated

ABN: 11 099 754 393

Committee Report

30 June 2025

Incorporation

Toora Women Incorporated is an association incorporated under the ACT Associations Incorporation Act. Toora is domiciled in Australia and its principal place of business and registered office address is Weston Community Hub, Hilder Street, Weston Creek ACT.

Events after the Reporting Date

No matter or circumstance has arisen since the end of the financial year to the date of this report that has significantly affected or may significantly affect:

- a) The operations of Toora;
- b) The results of those operations; or
- c) The state of affairs of Toora in subsequent financial years.

Signed in Canberra on 2025 in accordance with a resolution of the Members of the Committee:


Robyn Bicket (Nov 6, 2025 08:06:37 GMT+11)

Chairperson


Annie Ryan (Nov 5, 2025 22:12:55 GMT+11)

Treasurer

**Auditor's Independence Declaration
Under Subdivision 60 - 40 of the Australian Charities and Not-for-profits
Commission Act 2012 to the Committee of Toora Women Incorporated**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of the auditor independence requirements as set out in any applicable code of professional conduct in relation to the audit.



Nexia Duesburys (Audit)
Canberra, 6 November 2025



Rod Scott
Partner

Toora Women Incorporated

ABN: 11 099 754 393

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2025

	Note	2025 \$	2024 \$
Revenue			
Revenue	2	<u>7,071,355</u>	6,287,618
Expenses			
Administration		968,133	735,410
Amortisation on leased asset		-	8,364
Contractors		159,476	631,111
Depreciation		32,126	33,896
Employee expenses		4,046,174	3,465,806
Insurance		201,351	212,105
Property expenses		1,079,884	945,751
Superannuation		<u>433,278</u>	354,028
		<u>6,920,422</u>	6,386,471
(Deficit)/Surplus before income tax		150,933	(98,853)
Income tax expense	1(a)	-	-
(Deficit)/Surplus for the year		<u>150,933</u>	(98,853)
Total comprehensive income for the year		<u>150,933</u>	(98,853)

The accompanying notes form part of these financial statements.

Toora Women Incorporated

ABN: 11 099 754 393

Statement of Financial Position As At 30 June 2024

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	3,102,375	1,400,354
Financial assets	4	500,000	1,650,000
Trade and other receivables	5	61,412	85,232
Other assets	6	46,110	23,343
TOTAL CURRENT ASSETS		3,709,897	3,158,929
NON-CURRENT ASSETS			
Property, plant and equipment	7	1,400,367	1,053,625
TOTAL NON-CURRENT ASSETS		1,400,367	1,053,625
TOTAL ASSETS		5,110,264	4,212,554
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	8	483,041	379,345
Employee benefits	10	212,691	168,617
Other liabilities	11	1,362,525	779,151
TOTAL CURRENT LIABILITIES		2,058,257	1,327,113
NON-CURRENT LIABILITIES			
Employee benefits	10	55,378	39,745
TOTAL NON-CURRENT LIABILITIES		55,378	39,745
TOTAL LIABILITIES		2,113,635	1,366,858
NET ASSETS		2,996,629	2,845,696
EQUITY			
Retained surplus		2,996,629	2,845,696
TOTAL EQUITY		2,996,629	2,845,696

The accompanying notes form part of these financial statements.

Toora Women Incorporated

ABN: 11 099 754 393

Statement of Changes in Equity For the Year Ended 30 June 2025

2025

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2024	2,845,696	2,845,696
Net surplus for the year	150,933	150,933
Balance at 30 June 2025	<u>2,996,629</u>	<u>2,996,629</u>

2024

	Retained Surplus	Total
	\$	\$
Balance at 1 July 2023	2,944,549	2,944,549
Net deficit for the year	(98,853)	(98,853)
Balance at 30 June 2024	<u>2,845,696</u>	<u>2,845,696</u>

The accompanying notes form part of these financial statements.

Toora Women Incorporated

ABN: 11 099 754 393

Statement of Cash Flows For the Year Ended 30 June 2025

	2025	2024
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from grants, customers and others	8,229,767	7,710,226
Payments to suppliers and employees	(7,443,488)	(7,172,161)
Interest received	144,610	82,487
Interest paid	-	(16)
Net cash provided by/(used in) operating activities	<u>930,889</u>	<u>620,536</u>
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payments for property, plant and equipment	(378,868)	-
Proceeds from/ (Payments for) term deposits	1,150,000	(789,430)
Net cash provided by/(used in) investing activities	<u>771,132</u>	<u>(789,430)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:		
Principal payments of lease liabilities	-	(9,201)
Net cash provided by/(used in) financing activities	<u>-</u>	<u>(9,201)</u>
Net increase/(decrease) in cash and cash equivalents held	1,702,021	(178,095)
Cash and cash equivalents at beginning of year	<u>1,400,354</u>	<u>1,578,449</u>
Cash and cash equivalents at end of financial year	3 <u><u>3,102,375</u></u>	<u><u>1,400,354</u></u>

The accompanying notes form part of these financial statements.

Toora Women Incorporated

ABN: 11 099 754 393

Notes to the Financial Statements

For the Year Ended 30 June 2025

The financial report covers Toora Women Incorporated (the Association) as an individual entity. The Association is a not-for-profit entity, registered and domiciled in Australia.

Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures, Interpretations of the Australian Accounting Standards Board and the *Australian Charities and Not-for-profits Commission Act 2012*.

The functional and presentation currency of the Association is Australian dollars. The amounts presented in the financial statements have been rounded to the nearest dollar. The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

A number of new or revised Australian Accounting Standards are effective for the first time in the current financial year. These standards have had no material impact on the Association.

The following is a summary of the material accounting policies adopted by the Association in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated.

1 Material Accounting Policy Information

(a) Income tax

The Association is exempt from income taxation under the relevant provisions of Section 50-40 of the Income Tax Assessment Act 1997.

(b) Property, plant and equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment.

Where a revaluation has been performed, any accumulated depreciation at the date of the revaluation is eliminated against the gross carrying amount of the asset and the net amount is restated to the revalued amount of the asset.

The carrying amount of property, plant and equipment is reviewed at the end of the reporting period to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of expected net cash flows that will be received from the assets' employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Association and the cost of the item can be measured reliably. All other costs (e.g. repairs and maintenance) are charged to the statement of profit or loss and other comprehensive income during the financial period in which they are incurred.

Increases in the carrying amount arising on revaluation of assets are credited to a revaluation reserve and recognised in other comprehensive income. Decreases that offset previous increases of the same asset are charged against fair value reserves and recognised in other comprehensive income. All other decreases are charged to the profit or loss.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(b) Property, plant and equipment (continued)

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of the reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains and losses are included in the profit or loss. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

Depreciation

The depreciable amount of all fixed assets including leased assets are depreciated on a straight-line basis over their estimated useful lives to the Association commencing from the time the asset is available for use.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Motor vehicles	14.29%
Buildings	2.50%

(c) Leases

At inception of a contract, the Association assesses whether a contract is, or contains, a lease. A contract is considered to contain a lease if it allows the Association the right to control the use of an identified asset over a period of time in return for consideration.

Where a contract or arrangement contains a lease, the Association recognises a right-of-use asset and a lease liability at the commencement date of the lease.

A right-of-use asset is initially measured at cost, which is the present value of future lease payments adjusted for any lease payments made at or before the commencement date, plus any make-good obligations and initial direct costs incurred. Lease assets are depreciated using the straight-line method over the shorter of their useful life and the lease term. Periodic adjustments are made for any re-measurements of the lease liabilities and for impairment losses.

Lease liabilities are initially measured at the present value of the future minimum lease payments, discounted using the Association's incremental borrowing rate if the rate implicit in the lease cannot be readily determined, and are subsequently measured at amortised cost using the effective interest rate. Minimum lease payments include fixed payments, amounts expected to be paid under a residual value guarantee, the exercise price of purchase options for which the Association is reasonably certain to exercise and incorporate the Association's expectations of lease extension options.

The lease liability is remeasured when there are changes in future lease payments arising from a change in rates, index or lease terms from exercising an extension or termination option. A corresponding adjustment is made to the carrying amount of the lease assets.

Short term leases (lease term of 12 months or less) and leases of low value assets (\$10,000 or less) are recognised as incurred as an expense in the statement of profit or loss and other comprehensive income.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(d) Financial instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Association becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the Association commits itself to either the purchase or sale of the asset (i.e. trade date accounting is adopted).

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs, except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. In most circumstances trade receivables are initially measured at the transaction price.

Classification and subsequent measurement

Financial instruments are subsequently measured at either fair value or amortised cost using the effective interest rate method. The subsequent measurement depends on the classification of the financial instrument as described below.

Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties in an arm's length transaction. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

The effective interest method is used to allocate interest income or interest expense over the relevant period.

Financial assets

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

Financial assets that meet the following conditions are subsequently measured at amortised cost:

- the financial asset is held within a business model whose objective is to hold financial assets in order to collect contractual cash flows; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

Financial assets that meet the following conditions are subsequently measured at fair value through other comprehensive income (FVTOCI):

- the financial asset is held within a business model whose objective is achieved by both collecting contractual cash flows and selling the financial assets; and
- the contractual terms of the financial asset give rise on specified dates to cash flows that are solely payments of principal and interest on the principal amount outstanding.

By default, all other financial assets are subsequently measured at fair value through profit or loss (FVTPL).

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(d) Financial instruments (continued)

Despite the above, the Association may make the following irrevocable election/designation at initial recognition of a financial asset:

- the Association may irrevocably elect to present subsequent changes in fair value of an equity instrument in other comprehensive if certain criteria are met; and
- the Association may irrevocably designate a financial asset that meets the amortised cost or FVTOCI criteria as measured at FVTPL if doing so eliminates or significantly reduces an accounting mismatch.

Financial liabilities

All financial liabilities are subsequently measured at amortised cost using the effective interest method or at FVTPL.

Impairment of financial assets

The Association recognises a loss allowance for expected credit losses on financial assets that are measured at amortised cost or at FVTOCI. No impairment loss is recognised for investments in equity instruments. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial asset.

The Association recognises lifetime expected credit losses for trade receivables. The expected credit losses on these financial assets are estimated based on the Association's historical credit loss experience adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the future direction of conditions at the reporting date, including time value of money where appropriate.

(e) Impairment of non-financial assets

At the end of each reporting period, the Association reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the recoverable amount of the cash-generating unit to which the asset belongs is estimated.

(f) Employee benefits

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 that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled plus related on-costs and are disclosed as current liabilities.

Employee benefits expected to be settled more than one year after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Changes in the measurement of the liability are recognised in profit or loss.

Contributions are made to employee superannuation funds and are charged as expenses when incurred.

Notes to the Financial Statements

For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(g) 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.

(h) Cash and cash equivalents

Cash and cash equivalents comprise cash on hand, demand deposits and short-term investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

(i) Revenue and other income

Revenue is measured at the amount which the Association expects to receive in consideration for satisfying performance obligations to a customer. A performance obligation is the distinct good or service defined within the contract with a customer. The transaction price is allocated to one or more performance obligations contained within the contract, with revenue being recognised as or when the performance obligation is satisfied.

Where consideration comprises variable components, the amount recognised as revenue is constrained to that amount that would not result in a significant reversal of the cumulative revenue recognised when that uncertainty is resolved.

Timing of Revenue Recognition

Revenue is recognised either at a point in time or over time, when (or as) the Association satisfies performance obligations by transferring the promised goods or services to its customers.

If the Association satisfies a performance obligation before it receives the consideration, the Association recognises either a contract asset or a receivable in its statement of financial position, depending on whether something other than the passage of time is required before the consideration is due.

Where the Association has received consideration but has not satisfied its related performance obligations, then a contract liability is recognised in its statement of financial position.

Grants

Grant funding that contains specific performance obligations on the use of those funds is recognised as and when the Association satisfies its performance obligations stated within the funding agreement. A contract liability is recognised where grant funds have been received but the Association has not yet satisfied its obligation under the funding agreement. A financial liability is recognised for unspent grant funds for which a refund obligation exists in relation to the funding period. General grants that do not impose specific performance obligations on the Association are recognised as income when the Association obtains control of those funds, which is usually on receipt.

Rental contributions

Rental contributions are recognised as revenue when received.

Donations

Donations are recognised as revenue at the earlier of receipt or when money is pledged and virtually certain to be received.

Toora Women Incorporated

ABN: 11 099 754 393

Notes to the Financial Statements For the Year Ended 30 June 2025

1 Material Accounting Policy Information (continued)

(i) Revenue and other income (continued)

Interest Income

Interest income is recognised using the effective interest method.

(j) Goods and services tax (GST)

Revenue, 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. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(k) Comparative figures

Where required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Association.

The directors do not believe that there were any key estimates or key judgments used in the development of the financial statements that give rise to a significant risk of material adjustment in the future.

2 Revenue and Other Income

	2025	2024
	\$	\$
Revenue from contracts with customers	-	-
Other income		
Donations	120,378	74,879
Grant revenue	5,853,340	5,347,201
Interest	107,496	107,229
Other income	178,793	81,302
Rental contributions	811,348	677,007
	7,071,355	6,287,618
Total revenue	7,071,355	6,287,618

Toora Women Incorporated

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Notes to the Financial Statements For the Year Ended 30 June 2025

3 Cash and Cash Equivalents

	2025	2024
	\$	\$
Cash at bank	<u>3,102,375</u>	<u>1,400,354</u>

4 Financial Assets

	2025	2024
	\$	\$
Term deposits	<u>500,000</u>	<u>1,650,000</u>

5 Trade and Other Receivables

	2025	2024
	\$	\$
Trade and other receivables	56,559	21,916
Accrued income	-	21,349
Accrued interest	4,853	41,967
	<u>61,412</u>	<u>85,232</u>

6 Other Assets

	2025	2024
	\$	\$
Prepayments	41,331	11,706
Other assets	4,779	11,637
	<u>46,110</u>	<u>23,343</u>

Toora Women Incorporated

ABN: 11 099 754 393

Notes to the Financial Statements For the Year Ended 30 June 2025

7 Property, Plant and Equipment

	2025	2024
	\$	\$
Motor vehicles		
At cost	198,548	195,394
Accumulated depreciation	(192,561)	(177,962)
	<u>5,987</u>	<u>17,432</u>
Buildings		
At cost	1,112,034	701,095
Accumulated depreciation	(65,814)	(48,287)
	<u>1,046,220</u>	<u>652,808</u>
Land		
At cost	348,160	383,385
	<u>1,400,367</u>	<u>1,053,625</u>

Movements in carrying amounts

Movement in the carrying amounts for each class of property, plant and equipment between the beginning and the end of the current financial year:

	Motor vehicles	Buildings	Land	Total
	\$	\$	\$	\$
Year ended 30 June 2025				
Balance at the beginning of year	17,432	652,808	383,385	1,053,625
Additions	3,154	375,714	-	378,868
Transfers	-	35,225	(35,225)	-
Depreciation expense	(14,599)	(17,527)	-	(32,126)
Balance at the end of the year	<u>5,987</u>	<u>1,046,220</u>	<u>348,160</u>	<u>1,400,367</u>

8 Trade and Other Payables

	2025	2024
	\$	\$
Trade creditors	98,180	81,758
Other payables and accrued expenses	247,627	206,319
GST	137,234	91,268
	<u>483,041</u>	<u>379,345</u>

Toora Women Incorporated

ABN: 11 099 754 393

Notes to the Financial Statements For the Year Ended 30 June 2025

9 Lease Assets

	2025	2024
	\$	\$
Right-of-use assets		
At cost		
Balance at 1 July	-	108,728
Additions during the year	-	-
Balance as at 30 June	<u>-</u>	<u>108,728</u>
Accumulated amortisation		
Balance at 1 July	-	100,364
Amortisation for the year	-	8,364
Balance as at 30 June	<u>-</u>	<u>108,728</u>

The above lease assets and liabilities relate to the Association's office premises in Griffin Centre. The office lease expired in 2024 and was not renewed. The lease is continuing on a month-by-month basis.

The amount expensed in the statement of profit or loss and other comprehensive income in relation to short-term and low-value leases was \$567,084 (2024: \$535,264).

10 Employee Benefits

	2025	2024
	\$	\$
CURRENT		
Provision for annual leave	195,822	155,350
Provision for long service leave	16,869	13,267
	<u>212,691</u>	<u>168,617</u>
NON-CURRENT		
Provision for long service leave	55,378	39,745

11 Other Liabilities

	2025	2024
	\$	\$
Income in advance	<u>1,362,525</u>	<u>779,151</u>

Toora Women Incorporated

ABN: 11 099 754 393

Notes to the Financial Statements For the Year Ended 30 June 2025

12 Financial Instruments

The Association's financial instruments consist mainly of cash at bank, investments, accounts receivable and payable.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 9: Financial Instruments as detailed in the accounting policies to these financial statements, are as follows:

	Note	2025 \$	2024 \$
Financial assets			
<i>Financial assets at amortised cost</i>			
Cash and cash equivalents	3	3,102,375	1,400,354
Trade and Other Receivables	5	61,412	85,232
Financial assets	4	500,000	1,650,000
Total financial assets		3,663,787	3,135,586
Financial liabilities			
<i>Financial liabilities at amortised cost</i>			
Trade and other payables	8	345,807	288,077
Total financial liabilities		345,807	288,077

13 Key Management Personnel Remuneration

Key management personnel is defined by AASB 124: Related Party Disclosures as those persons having authority and responsibility for planning, directing and controlling the activities of the Association, directly or indirectly, including any Committee member of the Association.

The total of remuneration paid to the key management personnel of the Association during the year is as follows:

	2025 \$	2024 \$
Total key management personnel compensation	792,112	579,260

In addition to the above compensation, the Association has paid insurance premiums of \$4,135 (2024: \$3,500) for corporate protection insurance which incorporates directors' and officers' liability insurance. It is not practical to determine the details of the components of the insurance premium that relate to key management personnel.

14 Related Party Transactions

Other than the compensation of key management personnel which is separately disclosed, there were no other related party transactions during the financial year.

Toora Women Incorporated

ABN: 11 099 754 393

Notes to the Financial Statements For the Year Ended 30 June 2025

15 Auditor's Remuneration

	2025	2024
	\$	\$
Auditing or reviewing the financial statements	12,750	12,750
Other services	13,500	-
	<u>26,250</u>	<u>12,750</u>

Other services include the audit of grant funding acquittals.

16 Contingent Assets and Contingent Liabilities

In the opinion of committee members, the Association did not have any contingent assets or contingent liabilities at 30 June 2025 (30 June 2024: None).

17 Economic Dependency

The Association is dependent upon grant funding from Community Service Directorate and ACT Health Directorate. At the date of this report the members of the committee believe that both directorates will continue to support the Association's role as a service provider.

18 Events After the End of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association, the results of those operations or the state of affairs of the Association in future financial years.

19 Statutory Information

The registered office and principal place of the Association is:

Toora Women Incorporated
Weston community Hub
Hilder Street
Weston, ACT 2611

Toora Women Incorporated

ABN: 11 099 754 393


Statement by Members of the Committee

The members of the Committee of Toora Women Incorporated, declare that:

1. The financial statements comprising the statement of profit or loss and other comprehensive income, statement of financial position, statement of changes in equity, statement of cash flows and notes to the financial statements satisfy the requirements of Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, and;
 - a. comply with Australian Accounting Standards - Simplified Disclosures; and
 - b. give a true and fair view of the financial position as at 30 June 2025 and performance for the year ended on that date of the Association.
2. In the opinion of the members of the Committee, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the members of the Committee.

On behalf of the committee:

Committee Member: *Robyn Bicket*
Robyn Bicket (Nov 6, 2025 08:06:37 GMT+11) Committee Member: 
Annie Ryan (Nov 5, 2025 22:12:55 GMT+11)

Dated 06/11/2025

Independent Auditor's Report To the Members of Toora Women Incorporated

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Toora Women Incorporated (Association), which comprise the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the statement by members of the committee.

In our opinion, the accompanying financial statements of the Association, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of Association's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibility for the audit of the financial statements section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The members of the committee are responsible for the other information. The other information comprises the information in Association's committee report for the year ended 30 June 2025, but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard.

Audit. Tax. Advisory.

Committee's responsibility for the financial statements

The committee of the Association is responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012. The Committee is also responsible for such internal control as the Committee determines is necessary to enable the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Committee is responsible for assessing Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Committee intends to either liquidate Association or to cease operations, or has no realistic alternative but to do so.

The committee is responsible for overseeing the Association's financial reporting process.

Auditor's responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A further description of our responsibilities for the audit of the financial statements is located at The Australian Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



Nexia Duesburys (Audit)
Canberra, 6 November 2025



Rod Scott
Partner

Independent Auditor's Report To the Members of Toora Women Incorporated

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Toora Women Incorporated (Association), which comprise the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the statement by members of the committee.

In our opinion, the accompanying financial statements of the Association, are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:

- (i) giving a true and fair view of Association's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2022.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibility for the audit of the financial statements section of our report. We are independent of the Association in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The members of the committee are responsible for the other information. The other information comprises the information in Association's committee report for the year ended 30 June 2025, but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of the other information we are required to report that fact. We have nothing to report in this regard.

Audit. Tax. Advisory.

Committee's responsibility for the financial statements

The committee of the Association is responsible for the preparation of the financial statements that give a true and fair view in accordance with Australian Accounting Standards – Simplified Disclosures and the Australian Charities and Not-for-profits Commission Act 2012. The Committee is also responsible for such internal control as the Committee determines is necessary to enable the preparation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Committee is responsible for assessing Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Committee intends to either liquidate Association or to cease operations, or has no realistic alternative but to do so.

The committee is responsible for overseeing the Association's financial reporting process.

Auditor's responsibility for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A further description of our responsibilities for the audit of the financial statements is located at The Australian Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.



Nexia Duesburys (Audit)
Canberra, 6 November 2025



Rod Scott
Partner

**Auditor's Independence Declaration
Under Subdivision 60 - 40 of the Australian Charities and Not-for-profits
Commission Act 2012 to the Committee of Toora Women Incorporated**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of the auditor independence requirements as set out in any applicable code of professional conduct in relation to the audit.




Nexia Duesburys (Audit)
Canberra, 6 November 2025



Rod Scott
Partner



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