



ANNUAL REPORT 2021





Our Vision

All women will have safe, secure, affordable housing choices

Our Purpose

Effective provision of specialist housing services

Our People

Board, Staff and Volunteers

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2020/2021 Message from the Chair



Valerie Mosley
Chair

While the past year has been one of great challenge and many changes, one thing remains same: the need for more safe, secure and affordable housing for women (and their children).

While the statistics were shocking enough before the current crisis, today women are facing even greater threats from domestic violence. They're also facing the loss of income from insecure employment or unemployment, with all the associated implications for their ability to gain and sustain a place they can safely call home.

This is an issue that Women's Housing Ltd (WHL) is intimately familiar with as the lead agency in the provision of female-specific housing and the delivery of services that help women rebuild their lives. Today, there has never been greater need for affordable housing for vulnerable women and WHL remains committed to advocating for the housing needs of women and children and contributing to the growth of affordable housing stock.

Key achievements

WHL's key achievement in the 2020 to 2021 financial year was successfully tendering for a number of housing projects in the first funding round of the Victorian State Government's Big Housing Build. It was a stellar effort by the entire team, led by Chief Executive Officer, Judy Line, and we look forward to sharing details of the winning projects at a later date.

The opportunity to house more women and children in need could not come at a more critical time, and with the first round of Big Housing Build projects starting by the end of December 2021, many families should be in their new homes by the end of 2023.

The State Government's second funding round is expected in the final quarter of 2021.

Over the course of 2020-21, WHL also completed 90% of the \$750,000 maintenance stimulus program, another excellent achievement that will ensure the sustainability and liveability of our property portfolio.



**Artist Impression of
Big Housing Build
St Albans development.**

Courtesy of
ClarkeHopkinsClarke
Architects



Focus on the future

2021 marks our third year since being appointed as a Registered Housing Association – a truly significant milestone in our history as an organisation – and we continue to build on the strong foundations that have been established since.

The focus for the coming year will be on reviewing and updating the 5-year WHL Strategic Plan, and securing construction and long-term finance debt to support projects that have been funded under the Big Housing Build.

WHL has been selected as a partner to Homes Victoria and developer AV Jennings in the redevelopment of Harvest Square (previously called Gronn Place) in Brunswick West.

In other important news, WHL has established a Reconciliation Action Plan committee to develop and implement this key policy and will also commence implementation of the Community Housing Aboriginal Cultural Safety Framework.



The artwork for the Reconciliation Action Plan depicts women in our homes and how everything around them are connected.

Artwork design by Reanna Bono, Wemba Wemba and Wiradjuri. As an Graphic Designer, Reanna has focused her career on Aboriginal design. This has given her the opportunity to create her own digital Aboriginal designs, allowing her to connect with her culture, while telling a story in a new way in this digital age that we now live in.

It takes a team

Great things can be achieved when people work together towards a common purpose and WHL is privileged to have strong relationships with many organisations, including the Victorian State Government, our lenders, support service partners, advisors and volunteers.

Special thanks to my fellow Directors: Erica Edmands, Peggy O’Neal, Andrew Cronin, Judy Line and Michael Barlow for your ongoing commitment to WHL’s vision and values.

In particular, I’d also like to thank our Chief Executive Officer, Judy Line, for her leadership during this COVID-19 marathon. While it’s important to be able to pivot swiftly as circumstances change, it’s equally critical to continue planning for the longer term even as the landscape continues to evolve around us.

On behalf of the Board, I would also like to thank all the dedicated staff at WHL and the consultants who contribute specialist expertise. Your personal and joint contributions are much appreciated, and I look forward seeing how WHL continues to build new pathways to housing for vulnerable women over the coming year.

Valerie Mosley
Chair



CEO Annual report 2020–2021

Overview

Little did I think I would be writing this year's message from locked down Melbourne again, yet if there is one thing that the past twelve months has shown us all, it's to expect the unexpected. I am delighted to say that all staff, from the executive to our frontline tenancy workers, have repeatedly stepped up to this challenge and pivoted swiftly – sometimes with only a few hours notice – to adapt our service to meet the needs of our tenants.

Staying COVIDSafe

With Melbourne spending 200 days in lockdown in 2020–2021, keeping our tenants and their families safe has been a key focus throughout the year. The WHL COVIDSafe Plan developed last year remains central to that effort and is included within the WHL Risk Management Register.

Our COVIDSafe Plan focuses on protecting vulnerable members of the community – particularly women and children – and those with underlying health conditions, compromised immune systems, the elderly, Aboriginal and Torres Strait Islanders, and those from culturally and linguistically diverse communities. And, of course, it is also designed to support our own employees and volunteers.

Things change quickly so the Plan is regularly updated and implemented in accordance with changing government guidelines, directives and legislative requirements.

The future of work

While our doors remained shut to visitors for much of the year, staff continued working from home and available by phone and email. This has highlighted to us how work is no longer just about “going to work” and over the coming year, we will be exploring models for the future, including decentralised offices and, of course, WFH.

A Big Shout Out

For me personally, the biggest challenge of the year was the Big Housing Build tender response. While the entire team are to be commended, we would not have made it to the finish line without the amazing support of WHL's own Lena Tomkinson, who literally worked around the clock to ensure the responses – some including more than 3000 pages of pdfs – were submitted on time.

I would also like to thank the consultants, in particular David Osborn who we dragged out of retirement. The consultants worked over months to identify potential sites in areas of high need, crunch the numbers and develop links with Councils, builders, planners and more.

These homes will be for low-income women – particularly those experiencing family and domestic violence, older women, and Indigenous women (no less than 10% on all new developments) – and the opportunity for funding could not have come at a better time.

Judy Line

Chief Executive Officer



A Little Cheer in a Bleak Year

Normally at Christmas time the office is a hive of activity organising Christmas parties and wrapping and distributing donations for our renters. But COVID-19 stopped everything... even Christmas. Never fear the elves at Women's Housing Ltd were not to be stopped. Thanks to TWO VERY GENEROUS donations Christmas visited the children in our properties. In the week before Christmas 2020 the wonderful staff hand delivered 170 \$100 gift cards to all the children housed by Women's Housing Ltd.





Transitional Housing and Women's Services

This year the Women's Services team helped 763 women with Housing Establishment Funds (HEF) with the average payment being \$858.32. The Women's Justice Diversion Program (WJDP), which commenced in October 2020, helped 450 women with brokerage funding. The average payment was \$822.57. Further, the Women's Services team saw 1006 new clients throughout the year across all programs.

Homelessness Services Data

	2020-2021	2019-2020
Intake Assessment and Planning Services - SHS funded (HEF)		
Number of client contacts	13,251	13,472
Housing Establishment Funds distributed	\$654,895.20	\$316,911.19
Average HEF Payment	\$858.32	\$563.89
Total HEF assists	763	562
Rent In establishing and maintaining rent	265	319
Crisis/Emergency Accommodation	478	227
Relocation costs	173	16
Women's Justice Diversion Program (WJDP) - DoJCS Grant Funding		
Number of client contacts	5866	-
Housing Establishment Funds distributed	\$370,155.00	-
Average HEF Payment	\$822.57	-
Total brokerage assists	450	-
Rent In establishing and maintaining rent	82	-
Crisis/Emergency Accommodation	340	-
Relocation costs	31	-
Housing Services		
Transitional Properties as at 30 June	85	94
Total Households Accommodated	103	110
Exits	18	22

Community Housing and Rooming House

WHL housed 334 tenants this year.

	2020-2021	2019-2020
Households Accommodated		
Rooming House Tenancies	130	192
Community Housing Tenancies	196	142



Our Board and executive team



Valerie Mosley is a consultant whose previous experience includes Director of IT, KPMG Management Consulting, where she managed an international team that provided enterprise solutions for delivering corporate and financial information. She has also worked as a financial consultant for Merrill Lynch as well as General Manager of an international consulting group that provided advisory services to governments in developing nations in the areas of economic policy and financial reform.

Qualifications:

- BS Business Education
- University of Houston (USA)
- Leadership Victoria Alumni



Erica Edmands has over 20 years experience as an equity and diversity lawyer, nationally accredited mediator, HR Director, facilitator and workplace investigator in the private and public sector. Commencing at Herbert Smith Freehills, she is presently a Director of Inclusion@ work, an independent workplace investigation, mediation and diversity and inclusion specialist, and a Partner at En Masse. An experienced NFP board member, Erica is President of Kidsafe Victoria, Deputy Chair of CAPFA and a CEO mentor at Kilfinan Australia.

Qualifications:

- Bachelor of Laws
- Bachelor of Arts (Economics and History) University of Melbourne
- Graduate, Australian Institute of Company Directors
- NMAS Nationally Accredited Mediator





Peggy O’Neal AO has worked as a lawyer in the superannuation and financial services industry for more than 20 years. She is currently a part-time consultant for Lander & Rogers Lawyers. Previously Peggy was a partner at Herbert Smith Freehills. She presently serves as a non executive director on several boards including VicHealth and Infrastructure Specialist Asset Management. Peggy is President of the Richmond Football Club. She has been named by the AFR peer review survey as one of the “Best Lawyers” in Australia every year since 2010.



Qualifications:

Bachelor of Arts, Virginia Polytechnic Institute and State University (USA)

Juris Doctor, University of Virginia (USA)

Doctor of Laws (Hon) Swinburne University

Fellow, Australian Institute of Company Directors

Andrew Cronin has more than 25 years of experience in the professional services sector. He is currently a partner with PricewaterhouseCoopers, where he specialises in providing assurance and advisory services to public companies. He works across a range of industries, including the property and construction sectors, and he is experienced in advising companies on appropriate governance and internal control frameworks. Andrew has worked in a number of countries, including over two years in the United States.



Qualifications:

Bachelor of Commerce, University of Melbourne

Chartered Accountant, ICAA

Fellow, Financial Services Institute of Australia

Registered Company Auditor, ASIC



Michael Barlow is an urban planner with expertise in urban strategy, city development and large project delivery with a career spanning more than 35 years. He is currently a director at Urbis Pty Ltd where he advises the private sector and government on city development including major transportation projects, major commercial development, mixed-use precincts and strategic urban renewal projects. Michael has also worked throughout Asia and the Middle East in a variety of cities where he has advised on city developments and metropolitan strategies. Michael has co-authored a major report on creating 'Smart Growth' opportunities for Australian cities.



Qualifications:

Diploma of Applied Science – Town Planning, RMIT
Member – Property Council of Australia (Victoria)
Member – Victorian Planning & Environmental Law Association

Judy Line has worked in the housing and homelessness sector since 1986 and has been CEO at Women's Housing Ltd since 2005.



Prior to her position with WHL, Judy worked in women's refuges, a youth service and was the state project officer for the Victorian Public Tenant's Association. Judy is a passionate housing advocate and works within a community development framework. Since joining WHL, the agency has grown from a small transitional housing manager to a housing association that now provides long term social housing and specialises in building new affordable housing for women and their children.

Qualifications:

Graduate of the Australian Institute of Company Directors (2014)
Master of Business Administration (2001)
Post Graduate Management (1999)
Diploma Community Services (Community Development) (1998)



Adrian McKenzie has over 25 years experience in senior finance roles working both in professional services sector and ASX listed environments. He is currently the Chief Financial Officer and Company Secretary of Women's Housing Limited having joined the organisation in 2013. Adrian reached senior management roles with PricewaterhouseCoopers in over a decade with the firm specialising in assurance and corporate advisory roles. He worked across a wide range of industries including property and construction industries and spent a number of years working overseas in the UK and USA. Adrian worked as Chief Financial Officer and Company Secretary of ASX Listed companies, IDT Australia Ltd (Pharmaceutical) for over 10 years and Q Technology Group (Security) for 3 years before joining Women's Housing Limited.



Role: Chief Financial Officer

Qualifications:

Bachelor of Applied Economics, Deakin University
Chartered Accountant, ICAA
Associate Member, Governance Institute of Australia

Lindy Parker has over twenty years' experience working in the Affordable Housing and Homelessness sector in Victoria. Lindy is a member of the Victorian branch of the Australian Housing Institute and the Victorian Women's Housing Alliance.



Lindy is keen to improve service delivery to tenants of Women's Housing Ltd and is a great advocate for women across Victoria requiring housing.

Lindy previously worked with emerging ethnic communities and has seen the benefit of partnering with other services to achieve positive outcomes for women.

Role: Operations Manager

Qualifications:

Diploma of Teaching, Burwood State College
Certificate of Social Housing (IV), RMIT
Diploma of Business Management, CWCC



Paul Ryan has over 20 years experience has over 20 years experience working in the Affordable Housing and Homelessness sector in Victoria and South Australia. Paul has extensive knowledge and practical skills in effective management and implementation of housing assets and property systems within social housing organisations. Paul's interest and expertise has extended to engaging in the broader context of housing as the former chairperson to the Tenants Union of Victoria and the Community Housing Federation of South Australia. Paul is a recipient of the Commonwealth Centenary Medal for the development of housing and support services for people experiencing homelessness.



Role: Asset Manager

Qualifications:

Professional Certificate in Asset Planning, Institute of Public Works Engineering Australasia
Certificate Infrastructure Financial Management, Institute of Public Works Engineering Australasia
Prince2 Project Management Practitioner Level, Melbourne
Graduate Certificate Housing Management and Policy, Swinburne University
Bachelor Arts Social Welfare, Monash University
Associate Diploma Arts Welfare Studies, Monash University

Sarah Sheppard became the Women's Services Manager after five years at Women's Housing Ltd as a Tenancy Officer and an IAP Outreach Worker.



Sarah has extensive experience working with criminalised women and brings her understanding of alcohol and other drug and mental health service delivery to women experiencing homelessness.

In 2019-20 Sarah designed the Women's Justice Diversion Program which now operates as a DoJCS funded service to divert women from prisons and courts into housing and support. This program complements the Initial Assessment and Planning programs for women across Victoria.

Role: Women's Services Manager

Qualifications:

Bachelor of Social Work, RMIT University



Financial Statements

The financial information has been extracted from the WHL Financial Statements which are available at www.womenshousing.com.au/news/annual-reports/

WOMEN'S HOUSING LIMITED

ACN: 080 116 883

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2021

	Note	2021 \$	2020 \$
Income	4(a)	6,220,508	6,235,934
Other income	4(b)	69,201	129,414
Staffing and development		(2,147,572)	(2,009,280)
Depreciation expense	5	(195,609)	(171,314)
Emergency housing assistance		(947,036)	(306,175)
Property costs		(2,091,251)	(1,431,739)
Property development bid costs – Big Housing Build		(831,946)	-
Occupancy costs		(8,150)	(14,289)
Administration		(298,206)	(301,851)
Motor vehicle expenses		(15,944)	(31,487)
Net gain/(loss) on revaluation of investment properties	10	(1,447,314)	3,963,566
Other expenses		(74,656)	(96,627)
Finance expenses	5	(201,468)	(216,072)
Net profit/(loss) before income tax		(1,969,443)	5,750,080
Income tax expense		-	-
Net profit/(loss) for the year		(1,969,443)	5,750,080
Other comprehensive income, net of income tax			
Items that will not be reclassified subsequently to profit or loss		-	-
Items that will be reclassified to profit or loss when specific conditions are met		-	-
Total comprehensive income for the year		(1,969,443)	5,750,080

The accompanying notes form part of these financial statements.



WOMEN'S HOUSING LIMITED
ACN: 080 116 883

Statement of Financial Position As At 30 June 2021

	Note	2021 \$	2020 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	6	1,247,718	3,086,107
Trade and other receivables	7	797,015	195,847
Other financial assets	8	-	1,000,000
Other assets	11	2,127,657	157,942
TOTAL CURRENT ASSETS		4,172,390	4,439,896
NON-CURRENT ASSETS			
Property, plant and equipment		9 137,986	138,260
Investment properties	10	61,470,345	62,857,854
Right-of-use assets	12(a)	188,382	329,282
TOTAL NON-CURRENT ASSETS		61,796,713	63,325,396
TOTAL ASSETS		65,969,103	67,765,292
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	13	680,191	389,326
Lease liabilities	12(b)	150,030	145,980
Employee benefits	15	409,713	304,607
Other financial liabilities	16	188,495	296,740
TOTAL CURRENT LIABILITIES		1,428,429	1,136,653
NON-CURRENT LIABILITIES			
Borrowings	14	8,870,147	8,858,342
Lease liabilities	12(b)	50,598	196,015
Employee benefits 1		5 30,477	15,387
TOTAL NON-CURRENT LIABILITIES		8,951,222	9,069,744
TOTAL LIABILITIES		10,379,651	10,206,397
NET ASSETS		55,589,452	57,558,895
EQUITY			
Retained earnings	17	55,589,452	57,558,895
TOTAL EQUITY		55,589,452	57,558,895

The accompanying notes form part of these financial statements.


WOMEN'S HOUSING LIMITED
ACN: 080 116 883
Statement of Changes in Equity For the Year Ended 30 June 2021
2021

	Note	Retained Earnings \$	Total \$
Balance at 1 July 2020	17	57,558,895	57,558,895
Net profit/(loss) for the year	17	(1,969,443)	(1,969,443)
Balance at 30 June 2021	17	55,589,452	55,589,452

2020

	Note	Retained Earnings \$	Total \$
Balance at 1 July 2019	17	52,917,955	52,917,955
Change in accounting policy to reflect the retrospective adjustments – adoption of AASB 1058	17	(1,109,140)	(1,109,140)
Balance at 1 July 2019 restated		51,808,815	51,808,815
Net profit/(loss) for the year	17	5,750,080	5,750,080
Balance at 30 June 2020	17	57,558,895	57,558,895

The accompanying notes form part of these financial statements.



WOMEN'S HOUSING LIMITED
ACN: 080 116 883

Statement of Cash Flows For the Year Ended 30 June 2021

	2021	2020
Note	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES:		
Receipts from grants and customers	6,703,447	4,895,829
Payments to suppliers and employees	(6,360,448)	(4,280,904)
Interest received	11,715	8,492
Interest paid	(185,613)	(209,166)
Net cash provided by/(used in) operating activities	18 169,101	414,251
CASH FLOWS FROM INVESTING ACTIVITIES:		
Payment for capital works	(59,805)	(4,059,506)
Capital grants received	-	370,056
VPF grant repaid	(175,000)	-
Purchase of plant and equipment	(54,435)	(76,855)
Investment in term deposit	-	(1,000,000)
Proceeds from term deposit	1,000,000	-
Deposit paid for big build projects	(2,572,833)	-
Net cash provided by/(used in) investing activities	(1,862,073)	(4,766,305)
CASH FLOWS FROM FINANCING ACTIVITIES:		
Proceeds from borrowings	-	10,058,344
Repayment of borrowings	-	(5,488,060)
Repayment of lease liabilities	(145,417)	(135,090)
Net cash provided by/(used in) financing activities	(145,417)	4,435,194
Net increase/(decrease) in cash and cash equivalents held	(1,838,389)	83,140
Cash and cash equivalents at beginning of year	3,086,107	3,002,967
Cash and cash equivalents at end of financial year	6(a) 1,247,718	3,086,107

The accompanying notes form part of these financial statements.



Acknowledgements

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Jane Hodder, Partner, Herbert Smith Freehills
Ross Hamilton, PricewaterhouseCoopers

Women's Housing Ltd Supporters

#GoKindly
ADRA
En Masse
Footscape
Good360
Share the Dignity

Victorian Government

The Hon. Richard Wynne, Minister for Housing Planning and Multicultural Affairs
Bernard Gastin, David Schreuber – Housing Registrar
Nick Foa, Director of Housing
Jackie Barry, Director, Housing Asset Strategy and Finance
Tim Keoner, Victorian Property Fund

Consultants

Chris Arnold – Director – Equeltaux Pty Ltd
Joseph Connellan – Director – MC Two Pty Ltd
Karen Janiszewski – Director – Urbanxchange Pty Ltd
Victoria Heywood – Writer
Judy Bennett
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Herbert Smith Freehills
PricewaterhouseCoopers
Urbis
AV Jennings
Lendlease
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