



SAGE

COMMUNITY SERVICES

**ANNUAL
REPORT
2024**

ACKNOWLEDGEMENTS

SAGE Community Services (SAGE) respectfully acknowledges the Dharug people as the Traditional Custodians of the land on which we work and gather. We pay our respects to Elders past, present, and emerging, and extend our respect to all Aboriginal and Torres Strait Islander peoples, as well as their children, who are the leaders of tomorrow. We honour their enduring connection to the land and waters, and their rich cultural heritage. We are committed to actively supporting healing and reconciliation.



At SAGE, we celebrate and respect diversity, and we believe that everyone has the right to feel safe, welcome, and treated with dignity. We actively support the inclusion of children, young people, and adults from LGBTQIA+ communities, people with disabilities, individuals from culturally and linguistically diverse backgrounds, and those with diverse religious beliefs or affiliations. We are committed to amplifying the voices and experiences of First Nations Peoples, who represent the world's oldest continuing cultures.



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WHO ARE WE

Supporting children, women and families to be safe, nurturing, empowered and connected to their communities

SAGE Community Services is a not-for-profit, non-Government organisation supporting children, women and families, by providing a range of services and group work programs.

Based in Pendle Hill in Western Sydney, our service works primarily in the Parramatta and Cumberland local government areas, as well as part of the Hills-Shire.

Our primary programs are:

Staying Home Leaving Violence

Case management support for women and children who have left a relationship where there has been violence, and who need support around safety and housing.

Targeted Earlier Intervention (Family Support), which includes:

- Casework support for vulnerable families with children 0-12yrs
- Parenting groups
- Supported playgroups
- Counselling



SAGE

COMMUNITY SERVICES

OUR VISION

World where people thrive in their homes and communities

OUR VALUES

Compassion: Genuinely caring about people.

Respect: Treating people with dignity. We believe all people have strengths and are experts in their own lives.

Empowerment: Supporting people to have the confidence and freedom to speak out and make life choices that positively impact on their lives.

Partnership: Working together, not alone.

Inclusion: Welcoming and celebrating diversity. We strive to be accessible.

Integrity: We are honest, open, ethical & fair. We can be trusted to keep our word.

Excellence: We are dedicated to maintaining high standards and seek to continually improve.

SAGE BOARD AND TEAM

as at Jun 2024

BOARD OF MANAGEMENT

Chairperson	Alexandra Duffy	NSW Department of Education
Secretary	Sera Pinwill	Cumberland Multicultural Community Services
Treasurer	Peter Prants	Community Member
Committee Member	Samantha Phoonsiri	Anglicare
Committee Member	Emma Wharton	Mobile Early Childhood Educators Inc.
Committee Member	Kate Pederson	HOPE Connect
Committee/Member/ Public Officer	Josene Perri	Rosie's Place

TEAM MEMBERS

Leadership Team	Linda Marsonet	Executive Officer
	Kellie Frearson	Office Manager/Accounts Payable
	Jodi Noblett	Team Leader/Senior Case Manager (SHLV)
	Yulia Taylor	Team Leader/Senior Case Manager (TEI)
Staying Home Leaving Violence (SHLV)	Dana Hagoel	Case Manager
	Robyn Galea	Case Manager
	Zoe Griffiths	Case Manager
Targeted Early Intervention (TEI) (Family Support)	Emma Hamilton	Family Support Worker/Supported Playgroup Facilitator
	Suzanne O'Garey	Family Support Worker/Supported Playgroup Facilitator
	Wendy Cosier	Family Support Worker
	Fatemah Ebrahimi	Assistant Supported Playgroup Facilitator
	Rohia Akbary	Assistant Supported Playgroup Facilitator
	Marcela Garrett	Counsellor (SHLV & TEI programs)
Jodi Simpson	Student / Casual Group worker	
Thea Henderson	Student / Casual Group worker	
External Contractors	Klaus Rissel	Expert Bookkeeping and Accounting Services
	Lenie Gervais	Expert Bookkeeping and Accounting Services
	Bronwen Elliot	External Supervisor
	Lucy Naughton	External Supervisor
	Margaret Adam	External Supervisor
Catherine White	Consultant	
Former Staff	Janny Kim	Student / Casual Family Support Worker
	Janis Velan	Family Support Worker

A TRIBUTE TO JANIS VELAN

SAGE Team and Board

Janis Velan joined our Family Support team in March 2018. She brought with her a wealth of experience in the human services sector, a passion for social justice, a buoyant personality, and an infectious sense of humour.

As a caseworker, Janis was a determined advocate, a generous and empathic listener, and a fantastic team player. She was both professional and authentic in the care that she showed to clients, and always let her humanity lead the way.



As a group facilitator, Janis was a warm and welcoming host, a creative thinker and had a great gift for connecting with the group. She took on a range of group work roles, including co-facilitating parenting group and Young Parents Group. She also initiated and ran a new group, “Sydney Parents Group”, for parents with intellectual disabilities. Janis had a passion for children and was involved in developing school holiday activities such as the Wild Hearts Group for girls.

As a team member, Janis was a believer in SAGE’s mission, a truth-teller, and a champion for accessibility. She quickly became our go-to person for all things NDIS and disability related. She advocated for inclusion and created consent forms, flyers and information using her skills with easy read. Drawing on her own lived experience as a proud woman of colour, she was an articulate supporter of reconciliation and cultural humility.

As a friend and colleague, Janis was always ready with a listening ear, words of encouragement and a hilarious story. (Her story telling was truly legendary!) It is no exaggeration to say that Janis’s warmth, kindness, and vibrant personality made our workplace a more joyful place to be. Janis had the ability to always find strengths in others, whether colleagues or clients.

After the shock of her cancer diagnosis in October 2022, Janis responded with her typical tenacity, indomitability, and positive outlook. Although she had to take leave from her role at SAGE, she did not lose interest in SAGE’s work: she enjoyed staying in touch with team members, and loved to engage in lengthy conversations about SAGE and what was going on. She also continued to advocate and speak up against injustice wherever she saw it (often in the health services system that she now found herself in).

Janis longed to be able to return to work – so it was a great joy for all involved when she was able to resume work with SAGE in January 2024. Sadly, though, her cancer continued to progress, and she made the hard decision to resign in April.

Our beautiful Janis passed away on 2 July 2024.

We remember and honour Janis as a woman of fortitude and strength. She was funny, understanding, compassionate and kind. She touched the hearts of all who crossed her path, and her generosity of spirit has left her mark on all of us. She is (and will continue to be) sorely missed.

CHAIRPERSON'S REPORT

Alexandra Duffy



The first point of business for the year was the Strategic Plan (2024 -2026). Developing the new Strategic Plan provided a valuable opportunity for the staff and the Board of Management to work together. Guided by Catherine White (CMW Consulting) the process was both challenging and affirming.

Together we identified the goals and objectives of the Service and identified Actions and Indicators that support and foster these goals. The outcome of this process is that we have a collaborative document that will guide SAGE over the next 3 years.

After a lengthy and complicated build, The Cottage redevelopment project was completed. The rebuild provides the Service with a purpose-built child-centred space that is accessible, compliant, inclusive and flood-proof. This would not have been possible without the primary funding from the NSW Department of Community Services and Justice, with additional funds from NSW Department of Industry, IMB Foundation, and a donation from C3 Church. I thank the funding bodies for their support that made this project possible, and I thank our staff and clients for their patience and fortitude. It is great that we are now able to deliver our programs onsite, with increased capacity, safety and comfort.

Our Board of Management is made up of an experienced, supportive and committed group of colleagues who share their expertise and time. Over the course of the year, the Board has worked hard to review existing policies and procedures and support the development of new documentation to ensure that SAGE Community Services (SAGE) and our teams are provided with a clear and robust structure from which to deliver services. The ongoing process of review allows the Board to ensure that SAGE is in a sound financial position, continues to achieve its contractual and strategic outcomes, and has robust risk management systems in place which ensure uniformity, accountability, transparency and stability.

I thank the members of the SAGE Board for their ongoing involvement. After 6 years, I would like to thank Josene Perri for her contribution to the SAGE Board. Jo's commitment and expertise has been highly valued, and she will be greatly missed. We wish her all the best for the future as she plans to leave the Board before the next AGM.

SAGE is staffed by a dedicated, hardworking, and creative group of people who work together to ensure that a broad range of high-quality services are offered to our client population. This is my opportunity to acknowledge their efforts, contributions and talents that make SAGE the progressive service that it is.

Our community partners provide opportunities for collaboration that make it possible for us to extend our reach and explore new opportunities. These relationships are highly valued, and I acknowledge these continuing relationships and their role in service delivery.

To our current and future clients, our aim is to provide you with a range of services and programs that are both responsive to your needs and support you to build capacity, resilience and community. Together we look forward with the knowledge that SAGE is in a good position to respond to the demands and challenges of the coming year.

TREASURER'S REPORT

Peter Pants

This year SAGE Community Services has worked tirelessly to ensure the completion of the building project, while managing cash flow and exploring opportunities to expand service delivery. As a treasurer it is critical to be supported by a team with a cohesive vision and the skillset to support financial management and the provision of reliable and timely information. I would like to acknowledge the hard work of Linda Marsonet (Executive Officer), Kellie (Office Manager) and Klaus and Lenie from Expert Bookkeeping and Accounting services for their work in continuing to maintain and refine our financial processes.



Despite the challenges of cost increases, the need to respond to repairs and maintenance on the existing facility, increases in interest rates and the organisational commitment to responding to risk management, work health and safety, professional development and technological updates. Despite the challenges the organization has returned an overall surplus of \$5821 resulting in equity as at the 30 June 2024 of \$359,324.73.

SAGE has a positive cash flow, with a balance of \$219,596 of unrestricted cash at bank with further \$148,411 available as payments in advance on the business loan. The audited financial statements confirm that SAGE has assets to cover existing current and long-term liabilities including employee leave provisions.

Government grants continue to be the primary source of income for the organization. As such, SAGE is diligent in ensuring funded outcomes are met, income and expenditure is monitored, and grants are acquitted. I would like to acknowledge the ongoing support of the Department of Communities and Justice and the one-off supports provided by the Department of Social Services, IMB Bank Community Foundation, Cumberland City Council, City of Parramatta Council and Dooleys Lidcome Catholic Club during this year. We acknowledge the ongoing support provided donations and continue to explore options to diversify our income streams.

An external audit of the accounts including a review and assessment of material misstatement, an understanding of the internal controls relevant to the financial management of the organization and the organisation's use of the going concern basis of accounting, was completed on 3 October 2024. The completed audited financials are included in the Annual Report for your information.

I would like to take this opportunity to thank the Board for their ongoing support, insight and commitment to supporting a secure and transparent financial position for the organisation and acknowledge the work of the SAGE team who consistently provide timely information and ensure financial policies and procedures are followed and reviewed.

I look forward to continuing to work with the Board and team to expand and support the great work of SAGE.

EXECUTIVE OFFICER REPORT

Linda Marsonet

This year has seen the challenges and injustices faced by many of our clients exacerbated by the increase in cost-of-living, a lack of affordable housing, and the prevalence of domestic and family violence in our local community. The demand for services exceeds our capacity to deliver the supports required to meet the needs of the referrals we receive each week.



This year we completed our three-year Strategic Plan, with a focus on quality client services delivered in a timely manner that exceed client and stakeholder expectations, robust governance to maintain and promote compliance, transparency and accountability and a value-based culture that attracts, develops and retains the best staff in an environment in which they flourish and succeed. It was encouraging to see the Board and the Team work together under the facilitation of Catherine White (CMW Consulting) to collectively identify and commit to the priorities and direction of the organisation.

Sadly, the prevalence of Domestic and Family Violence continues to be a major issue for clients accessing support. While we know that prevention strategies that address issues such as gender inequality are paramount in seeing effective change, we continue to see the demand for Staying Home Leaving Violence and Family Support services outweigh the capacity to provide support. The impacts of trauma and the complexities of issues clients are seeking support with is reflective of the intersectionality of disadvantage faced by many in our local community. I would like to acknowledge the ongoing support the Department of Communities and Justice and in particular, Isabelle Khoury, our Commissioning and Planning Officer and Jaye Hardy, Senior Policy & Project Officer DFV Victim Support, who are consistently available for information and advice.

As an organisation we are constantly advocating for our clients while seeking ways to expand our capacity through additional funding, streamlining processes and working in partnership with other organisations. We are excited to announce that we have been successful in securing funding from July 2024 through the Department of Communities and Justice to provide support to male victim-survivors of domestic and family violence (DFV) in the Western Sydney Northwest and Southwest districts and engage additional Domestic Violence specialist case managers and a part-time counsellor to support women and children impacted by DFV in the Cumberland area. We look forward to expanding our team in the upcoming months.



As a service we know we cannot do all we do without the additional funding opportunities and support provided by our local councils and clubs. I would like to acknowledge funding received through the Cumberland City Council and City of Parramatta Council and through Dooleys Lidcombe Catholic Club. These grants have enabled us to provide Playgroup in the Park in the Cumberland area, Baby and Me Time groups, children's art classes in the Parramatta area and Stay Safe Workshops for women and children in Westmead, Constitution Hill and Pendle Hill.

EXECUTIVE OFFICER REPORT CONT.

An intentional focus on valuing, partnering and collaborating with organisations that share our cause has resulted in the co-delivery of parenting programs, involvement in local events and information sessions, providing client access to onsite legal support, the delivery of programs in local schools and community venues, participation in research opportunities and involvement in advocacy activities to support local issues. Thank you to our community partners for taking and making referrals, sharing information and expertise, and engaging in opportunities for partnership and collaboration.

This year we also had the pleasure of sharing workspace with staff from Taldumande Youth Services while they underwent building upgrades. It was great to have them onsite and be able to build further connections and possibilities for collaboration.

A highlight of this year was the opening of our new therapeutic space to support counselling, groupwork and case management. It was a challenge but the outcome has been well worth the hard work and dedication. Thank you to the Board, the team, funding bodies and our clients for your patience, perseverance and flexibility during the construction and fit out process.



As a service we recognise our team are our greatest asset. I want to express my deep appreciation to the team for their commitment to ensuring clients remain the centre of our work and for their ongoing advocacy and dedication to supporting clients to achieve the best outcomes possible during a particularly difficult year.

On 2 July this year we lost our beautiful colleague and friend, Janis Velan, to cancer. Janis was a highly valued and key member of our team who brought a passion for the work, social justice, equality, and a love of life and fun that is deeply missed by the team individually and collectively.

As I reflect on the past year, I continue to feel honoured and humbled to be part of a service that is responsive and adaptive to change, while remaining focused on providing excellent, integrity-filled, client-centred services. This would not have been possible without the support and commitment of a reliable and pro-active Board and a team of dedicated, professional and caring staff who consistently go above and beyond to support our clients and each other.

I look forward to the next year as we expand our team, the diversity of services we offer and the areas we support. We will continue to stand up for children to see they are protected from abuse, violence and exploitation and can live in homes that are safe, nurturing, empowering and connected to family and community. We will continue to consult with and work with our clients, the local community and the sector to advocate for change and supports to ensure everyone can live safely in a home of their choice and have access to the services and opportunities they need to thrive.

SNAPSHOT

Our clients



517+

received support via **one-off information, advice and referrals**

406

attended **groups**

382

were supported by individual one-on-one **case management or coordination**

22

accessed **counselling**

9%

Clients identified as **Aboriginal or Torres Strait Islander**

35%

Clients identified as **Culturally or Linguistically Diverse**

20%

Clients identified as living with a **disability**

>96%

were satisfied with the services they received

STAYING HOME LEAVING VIOLENCE PROGRAM REPORT



PROGRAM REPORT

Staying Home Leaving Violence / Keeping Women Safe in their Homes

Jodi, Team Leader/Senior Case Manager

Through a year marked by both challenges and triumphs, the Staying Home Leaving Violence team at SAGE Community Services have worked tirelessly to support women and children who continue to be unsafe after ending a relationship where there has been domestic or family violence. The team's unwavering commitment has supported many victim-survivors in Parramatta, Cumberland and the Hills, helping them to feel safer and to find the strength to heal and rebuild.

PROGRAM OVERVIEW

SHLV is funded by both the Department of Communities and Justice and Department of Social Services to support women and children who are unsafe and at risk of homelessness following separation from a violent relationship. SHLV works across the Parramatta and Cumberland local government areas, and more recently, also part of the Hills government area.

SHLV supports women and children through individual case management with safety planning, home safety audits and upgrades, advocacy and information and referral. SHLV can also offer shorter term, specialised support via case coordination.

In addition to individual client work, SHLV is also funded to facilitate a number of education sessions per year on domestic and family violence to the local community.

PROGRAM ACTIVITIES



The 23-24 financial year saw more women and children supported through case management and case-coordination than any other previous year - almost doubling numbers from five years prior.

Across the 2023-24 financial year, 186 women and children were supported through case management and case-coordination. More than 300 enquiries were received, with those that could not be accepted offered support through advice and referrals.



310+
Enquiries / request for support

186
Case management and Case coordination [combined SHLV and KWSITH]

Staying Home Leaving Violence

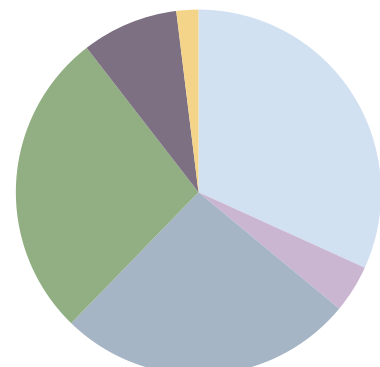
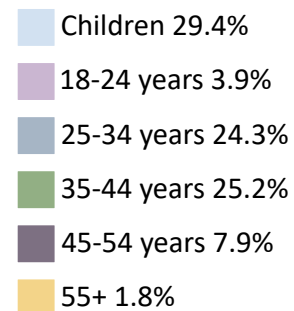
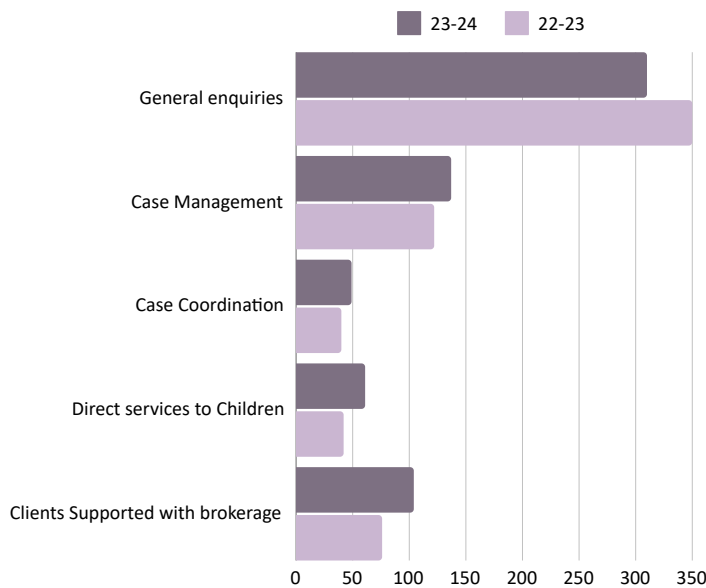
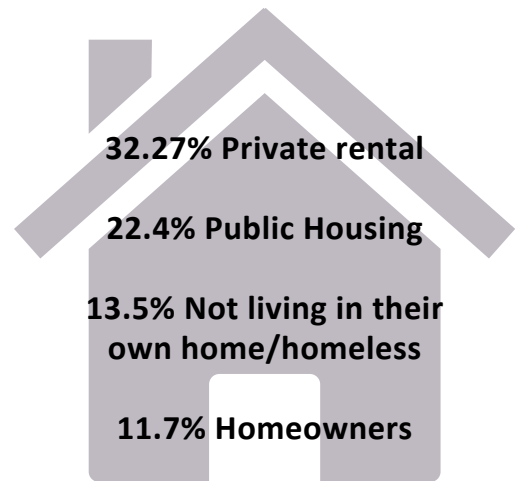
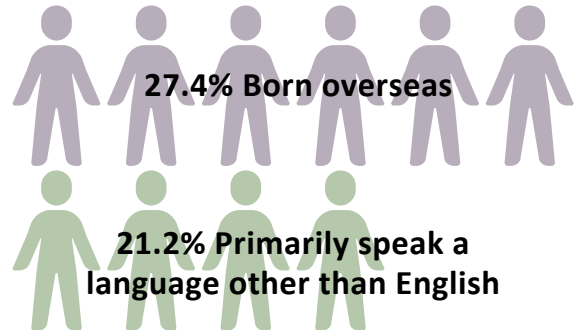
DEMOGRAPHIC/CLIENT DATA

The largest referral source for SHLV across the 23-24 financial year continues to be Cumberland Women’s Domestic Violence Court Advocacy Service (CWDVCAS) accounting for almost half with 44.7%. SHLV has built strong referral pathways with CWDVCAS, which includes prioritising high-risk referrals through the local Safety Action Meeting (SAM).

Self-referrals continue to be our second largest referral source despite a significant decrease from last year, with 16.8%. Other significant sources include; internal referrals and Family Support services, homelessness services and Health services.

A large number of SHLV clients in 23-24 were culturally and linguistically diverse. A little more than a quarter (27.4%) of SHLV clients were born overseas, while 21.2% primarily speak a language other than English.

Housing circumstances upon entry into the program were varied. Privately renting remains the most common type of housing at around 32.7%. Public housing residents were also similar to last financial year, making up 22.4%, while those not living in their own home or homeless and homeowners saw a significant decrease at 13.5% and 11.7% respectively.



“Forever grateful for [my case manager] and her team reaching out and keeping in regular contact with us. I feel that their understanding of our situation ensured the help we received was targeted towards our specific needs. Thank you.”

OUTCOMES

Of those clients whose support ended in the 23-24 financial year, 81.3% were supported to remain safely in their own home, with SHLV supporting 18.7% to relocate to a home of their choice.

More than 110 safety audits and security upgrades were completed and/or funded by SHLV/KWSITH. This does not include upgrades completed in public housing properties where SHLV provided advocacy/recommendations only, or where upgrades were completed through Victim Services applications.

More than 97% of clients indicated their satisfaction with the services they received. The number one reason for file closure was 'case goals met', and more than 89% of goals marked achieved.

More than 96% of clients indicated an improvement of their general wellbeing and (familial and social) relationships through the Outcome Ratings Scale. Similarly positive results were received through the SCOREs upon closure, with significant improvements in key areas like housing, level of safety and knowledge of domestic violence.

COMMUNITY ENGAGEMENT & PARTNERSHIPS

In addition to individual casework, SHLV also delivered one-off education/training sessions on six occasions including to:

- Cumberland Domestic Violence Forum
- NEAMI National
- Hills Domestic Violence Prevention Interagency
- SAGE playgroups

SAGE also supported staff to attend the STOP domestic violence forum in Tasmania.

WHAT'S NEXT FOR SHLV?

SHLV remains fully committed to supporting victim-survivors of family and domestic violence, ensuring they can live in safe and secure homes.

As in previous years, SHLV will continue to evaluate and adjust its services and processes to provide the highest quality support for women and children. The team looks forward to ongoing success, especially in enhancing the level of support and engagement with the children participating in the program.



SHLV continues to be members of key interagencies/meetings, including:

- Parramatta Homelessness Persons Interagency**
- Domestic Violence Community of Practice**
- Hills Domestic Violence Prevention Interagency**
- Safety Action Meetings**

"The service provided me and my children with support and safety in our home. I'm very satisfied with the care and support that we received from the service with the help of caseworkers. Thank you very much"

HEALTHY RELATIONSHIPS GROUPS

During term two, 2024, SHLV workers Dana and Robyn collaborated with Pendle Hill Public School to facilitate a group on healthy relationships. The program ran across four weeks. There were seven participants, identified by the school, in the group from Stage Three (years 5 and 6).

The program ran across four weeks and covered topics of communication, consent, respect and boundaries, feelings and emotions, and safety. Our groups aim was to:

- Promote and increase positive relationship skills
- Identify and develop personal strengths and self-worth
- Increase understanding of concepts of respect, emotional regulation, personal safety, consent and safe connection to community.

Our group program was delivered using various strategies to complement different learning styles. This included semi structured information, information sharing, practical strategies and tools and creative activities. There were also creative activities where participants made calm bottles to assist with regulation and what can I do wheels for conflict resolution strategies. Participants were supported to safely bring 'real life' examples to the group discussion to illustrate how they were able to incorporate their learning or seek assistance if they were experiencing a worry.



The strength of the group program can be seen in the change in the group dynamic and growth of the relationships between group members. This is evidenced by the increased information sharing that occurred as the group progressed and observations of the supportive nature between group members. Feedback from the teacher who was present for the groups noted that the relationships between the students was stronger and more supportive than prior to the group both during the group sessions and outside during school hours.

In terms of learning and outcomes beyond the group setting, the practical activities proved to be a great way to gain insight. The practical activities included items participants could use at home and were encouraged to discuss their use at home with adults, care givers, siblings and friends. Each week participants were able to provide examples of when they used the strategies at home. This provided valuable insight into the strength of the group structure and activities and practical application of learning.

A survey at the closure of group was provided to the participants. They commented that they felt safe and noted their learning in different areas and topics. They also reported they had fun which, as we all are aware, creates great learning outcomes for children of this age group.

LOU'S STORY*

*Names have been changed to protect privacy

BACKGROUND

Lou and her two children were referred to SHLV after separating from a violent relationship. Lou had been with her ex-partner, William, for 9 years. Together, they had two children, ages 7 and 3.

Throughout their relationship, Lou was victim to a number of abuse tactics, including coercive control, financial abuse, physical and sexual violence. Additionally, William worked in the I.T. industry and there was ongoing fear of technological abuse and monitoring.

RISKS AND VULNERABILITIES

- Immediate safety - William had keys to the home.
- Access to children
- Isolation - Lou had few supports in Australia as her family resided overseas.
- Fear of reporting to Police.
- Financial hardship - Lou was working and had full time care of the children. William had raised a number of debts against the family home.

STRATEGIES AND SUPPORTS

- **As William had access to the family's home, SHLV arranged an immediate lock change.**
- Immediate and ongoing safety planning with Lou and separate sessions with her eldest child
- Home safety audit on the home
- Additional security upgrades - repair of other locks, installation of sensor lights and a doorbell camera
- Technological sweep of Lou's devices and vehicle
- Loan of an SOS device
- Court support
- Support liaising and reporting to Police
- Support accessing financial counselling and legal services
- Ongoing education on domestic violence
- Referrals to counselling support
- Assistance with Victims Services applications



OUTCOME

With our support, Lou was able to regain some of her confidence and independence back. By the end of our time working with her, she had sought legal advice and was resolving the property issue in Family Court. She was also able to maintain her employment and become more financially stable.

During her time in the program, Lou gained confidence to report to the Police, and had reported multiple breaches with SHLV's assistance.

As support was ending, Lou was preparing to visit her grandparents in their home country, along with her two children.

TARGETED EARLY INTERVENTION (FAMILY SUPPORT)

PROGRAM REPORT



PROGRAM REPORT

Targeted Early Intervention (Family Support)

Yulia, Team Leader/Senior Case Manager



Targeted Earlier Intervention Family Support Casework (TEI) continues to support a high number of families with identified vulnerabilities, including family and domestic violence, family capacity building, parenting, child development, social isolation, and community engagement. The 2023-24 financial year presented many opportunities and challenges to the team, who remained committed to delivering critical support to their clients and supporting them to achieve many positive outcomes along the way.

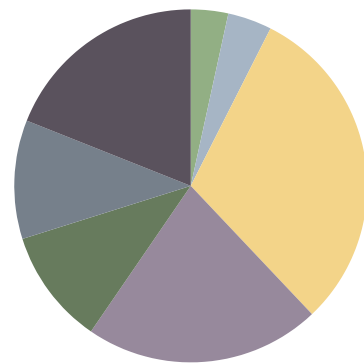
PROGRAM OVERVIEW AND UPDATES

SAGE Community Services have been funded by the Department of Communities and Justice (DCJ) to provide TEI support to children and families in parts of the Parramatta and Cumberland Local Government areas. SAGE delivers a wide variety of support to children, young people, families and communities. The Family Support Casework team supports vulnerable individuals and families by offering support and referrals, case management support, home visiting and practical skill development groups and parenting groups. In addition to Case Management, the SAGE TEI program also provides counselling, supported playgroups and transition to school programs, and information and referral.

TEI is dedicated to delivering coordinated, high-quality, evidence-based wrap-around support services to families facing challenges as early as possible. Our family support workers collaborate with families to assess their needs, connect them with suitable support services, identify goals, and offer guidance to help them address concerns. This support empowers families to manage their current and future situations more effectively.

During the 2023-2024 financial year, the TEI team assisted 369 clients through family support. This support included intake and assessment, information, advice, referrals, and family capacity-building activities.

TOTAL TEI ACTIVITY



- Counselling 3.9%
- Education/Skills training 2.4%
- Family Capacity Building 20.9 %
- Info/advice/referral 38.7%
- Intake/assessment 6.8%
- Parenting Groups 9.5%
- Supported Playgroups 17.6%

Our goal for the previous year was to have children engage in their own goals and development as part of a whole family approach. We are proud to say that we have been able to more than double our direct engagement with children compared to the last financial year. We have been able to do this through the use of specially created backpacks for children that contain age-appropriate items aimed at offering coping strategies. These backpacks support our case managers in facilitating conversations with children about their wellbeing, safety, goals and wishes.

OUTCOMES

Clients reported improvements in their circumstances, particularly in our key service delivery areas. This year, 43.8% clients reported an overall positive outcome in their circumstances, and 60.6% clients reported overall positive outcome in their goals.

This year, 93 clients reported improved capacity to understand and improve the developmental outcomes for their children, 76 clients reported an improvement in mental health outcomes and 94 clients reported improvements in how their families are functioning.

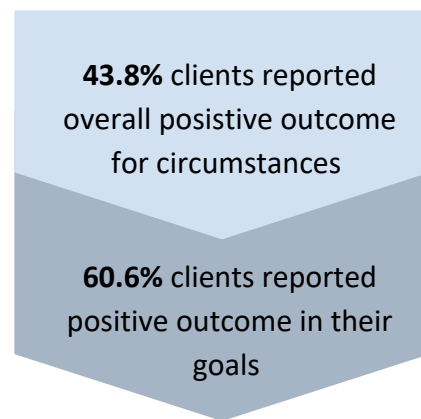
It is important to notice that personal and family safety continues to be an issue raised at the TEI level; 33 clients identified personal and family safety as an area of improvement during their work with family support casework services.

It is important to note that additional challenges have presented due to the increasing cost of living and the cost of housing. In the 23-24 financial year, 20% of our clients experienced homelessness or were at risk of homelessness due to rent unaffordability, lack of available housing in both private and public sectors.

It is important to note positive changes to client circumstances for areas such as financial resilience, housing, physical health, employment, and education were achieved, despite the limitations of our service's capacity to provide direct support in these areas. This highlights the importance of strong collaboration between services as part of providing effective and long-term changes in client circumstances.

During the intake and assessment process, the Family Support Team focuses on empowering clients to recognize their needs and establish goals to enhance their situations. By facilitating a better understanding of their issues and enhancing their knowledge and skills for managing them, clients are better equipped to address new challenges.

This year, 90 clients reported an increase in their knowledge, 92 clients felt more empowered to make choices that improve outcomes for themselves and their families, and 89 clients indicated an enhancement in their skills. As a result, 50 families observed changes in the behaviours for which they sought assistance. The importance of collaborative efforts is highlighted by 73 families who reported improved engagement with services to meet their needs. While we do not provide crisis services, 33 families noted that the support from SAGE mitigated the impact of the immediate crises they were experiencing.



HOW WELL WE DO

At SAGE we are continually reviewing our practice and our service delivery to ensure clients remain the centre of what we do; 95.3% of Clients reported positive interactions with SAGE Community Services.

TEI DEMOGRAPHICS 2023-2024

32.1 % identified as CALD
19.7 % Identified as having a disability
4.1 % Identified as Aboriginal/Torres Strait Islander



COMMUNITY ENGAGEMENT AND PARTNERSHIPS

This year, the Family Support team has been actively involved in community outreach initiatives, including participation in Guildford Public School's Multicultural Day. At this event, we established an information stall and organized a mini children's activity to highlight our work with children and families in Cumberland. This engagement provided an opportunity for families to connect with our services in a supportive and open environment.

Our TEI staff have consistently attended a range of interagency and key stakeholder meetings, including the Sydney West CP & Family Interagency, Western Sydney Response Hub, FAMS Practice Governance Sessions, Multicultural Services Network, TEI Cumberland COP, Cumberland Child Protection Interagency, Constitution Hill Huddle, and the Linkers Network.

Furthermore, we have been actively involved in Cumberland Council's Pilot Domestic and Family Violence Hub on a monthly basis. This participation allows us to serve clients from a central location, thereby mitigating barriers to accessing safe and effective services.

STAFF TRAINING AND DEVELOPMENT

This year we have prioritised providing the additional training and education required to deliver best practice care solutions. The Family Support team have continued to work together to provide support and supervision to social work students, as well as expanding the student program to support TAFE students completing their Early Childhood Education qualifications with community placements.

We were fortunate to attend training with Vikki Reynolds to enhance our trauma informed practice, provide consultation to Rosie's Place as part of their research into Problematic Harmful Sexualised Behaviour (PHSB), and complete case note training to ensure continued high standards in documentation processes.

WHAT IS NEXT FOR TEI?

TEI will remain dedicated to promoting the development, well-being and safety of children. We seek to provide the best possible outcomes for children and their families. Like in previous years, TEI will keep reviewing and adapting its support and processes to provide the highest quality assistance to children and families. TEI aims for ongoing success in its services, especially in enhancing support and engagement for children participating in the program.

MELANIE'S STORY*

Emma, Family Support Worker

*Names have been changed to protect privacy

As Family Support Workers the more we work with families the more evident that building their trust is the foundation to being able to work through challenges and achieve their goals.

FAMILY HISTORY

Melanie, a single mum of 3 children and came from a Domestic Violence situation. Melanie had just had her third baby and been referred to our service by the Early Childhood Nurse for support around a court matter, parenting skills and child development, assistance accessing material aid and help around accessing counselling.

Melanie was also very isolated and wanted to meet other parents and make some friends but also very wary of people in general. She lacked a lot of trust due to her history of anxiety and depression and the DV situation she had come from. For Melanie - like many of the clients we work with - her experience of being let down or having her trust broken was very real. It can take time to build that relationship to be able to help families move forward with their goals.

OUR SUPPORT

Upon meeting Melanie for the first time, she was unsure of what she wanted and was quick to say, "I don't trust people" and she did not know where to start. Melanie wanted to meet people but felt very apprehensive and was reluctant to attend any groups to begin with. She was also feeling overwhelmed with being a mum for the 3rd time and not coping very well.

We started off with regular appointments and contact and I was able to work through what Melanie wanted and we began setting small manageable goals together. As Melanie struggled with overwhelm and remembering things these goals were emailed to her after each session as requested. By doing this I was able to build Melanie's trust, and she started open up more and following through with tasks. When Melanie was struggling with accessing a new service due to her distrust, I asked her what made her trust us and work with our service, and she said because you follow through with things and you call when you say you will call. This really highlighted the importance of consistency and connection with our clients.

Since Melanie has been coming to SAGE, she has accessed two parenting groups, attends counselling, and is working on achieving her goals around court, her financial challenges, accessing childcare and making connections in the community. Whilst Melanie is still apprehensive in trusting others, she is making huge steps forward and is better able to trust herself resulting in her becoming much more confident in making decisions and being independent.



CASEWORKER REFLECTION

Melanie is just one of many clients where trust is a big issue due to past experiences and highlights the importance of building relationships with our clients to be able to have successful outcomes for them. Building relationships with our clients can only be done though with the support of a dedicated team of workers that are able to support each other in addition to formal supports provided by the organisation

PARENTING GROUPS

Wendy, Group Facilitator

SAGE facilitated four parenting groups in 2023-24, each in a different location.

“Learnt strategies to strengthen my relationship with my children. Found this course useful and practical to apply.”



BRINGING UP GREAT KIDS TERM 3, 2023

Bringing up Great Kids was held offsite at Girraween Public School in term 3, 2023. The group was attended by 17 parents. This program (five sessions) focused on how parents communicate with their children, and increases participants' awareness of how children understand and use messages from their parents in their development.

CIRCLE OF SECURITY PARENTING TERM 4, 2023

“Circle of Security Parenting” in term 4, 2023 was delivered in partnership (co-facilitation) with Western Sydney Local Health District Child and Family Health Services. The group was held at Toongabbie Community Centre (with the final two sessions held at the Arabic Evangelical Presbyterian Church, Toongabbie, when the Toongabbie Community Centre became unexpectedly unavailable). Nine parents attended this eight-session program, which assisted participants to become more attuned to their children's emotional needs, increased participants' understanding of children's behaviour and promoted secure attachment between parents/carers and their children.

TUNING IN TO KIDS TERM 1, 2024

“Tuning in to Kids” was run in term 1, 2024 at Toongabbie East Public School at the request and invitation of Karabi Community and Development Services. Six parents and one teacher attended. Across five sessions, this program supported participants to learn how to help their children develop emotional intelligence.

“Course was excellent. Coordinators had excellent handle of topics and content. Was very well explained with good examples and relaying information in easy-to-understand way.”

1-2-3 MAGIC: DISCIPLINE THAT WORKS WITH 3-10 YEAR OLDS TERM 2, 2024

“1-2-3 Magic: Discipline that works with 3–10-year-olds” was held onsite at SAGE in term 2, 2024. It was attended by 16 parents. Across four sessions, this program provided parents with strategies to manage unwanted behaviour, encourage good behaviour, and strengthen their relationships with their children.

YOUNG PARENTS GROUP

Yulia, Team Leader

“YP group has been a privilege to be a part of. Everyone is so lovely, and having support from people who understand my experience is so valuable to me. Group is something I look forward to every week, and I always leave feeling empowered.”



This financial year our Young Parents Group has had several changes, challenges, opportunities and areas of growth. As the facilitator in Term 3 and 4 of 2023, Emma, developed interesting content for the young parents and engaged them with crafts, interesting guest speakers and a safe and supportive environment. She supported the social work students to develop their group work skills throughout the placement, which resulted in Thea continuing to facilitate the Young Parents Group as a casual facilitator after her placement finished.

Due to the ongoing renovations and building, we continued to run Young Parents Group at Toongabbie Baptist Church and Pathways Community Church in 2023. We extend our gratitude to this organization for their generous support in providing venue space. We were fortunate to be able to return to SAGE premises for Young Parents Group in 2024.

Throughout the year we have had several partnerships and guest speakers which have included WSLHD Speech Pathologists, Occupational Therapists, and Paediatric Dieticians coming to provide information, advice and resources to the young parents. We have been able to source guest speakers on topics of sexual health, employment and education, and car safety and maintenance.

It has been heartwarming to witness the members supporting one another, warmly welcoming newcomers, and seeing them grow in confidence as they share their stories. We have had some exciting outcomes with one young parent feeling confident and supported to leave an unhealthy living dynamic which was impacting negatively on her mental health and family functioning. Another young parent shared that they felt safe enough to openly express their gender identity.

Looking ahead, we are sad that Thea is no longer the facilitator for Young Parents Group, but we welcome Rosemarie into the role and we are excited about the opportunities the next year will bring for the Young Parents Group.



SUPPORTED PLAYGROUPS

Suzanne, Playgroup Facilitator

GUILDFORD PLAY AND LEARN PLAYGROUP AND SAGE PLAYGROUP



SAGE Supported Playgroups meet at two locations across the local LGA. Guildford Play & Learn Playgroup is held at Guildford Public School, Guildford. SAGE Playgroup is held at Wentworthville Community Centre, Wentworthville.

Participants came from diverse cultures and nationalities, with five different languages spoken, other than English. We welcomed new families and said goodbye to some families as their children started Kindergarten.

The Supported Playgroups (Playgroup) continue to provide opportunities for parents/carers to engage with their children through play, educational activities & craft. Playgroup supports early childhood development in a range of areas including social, emotional, language & cognitive skills. Playgroup offers a pathway, in assisting children transition to formal early childhood services and school.

Facilitators plan activities to enhance child development and increase the capacity of parents/carers to support their children's learning and development. Each term the sessions focused on a range of themes including Family, Child Development, Community Connection & Healthy Relationships. Activities were planned around community events e.g., Book Week, NAIDOC Week, Harmony Week, International Day of Friendships, and many other celebrations.

All parents reported that coming to Playgroup has increased their knowledge on the importance of play in supporting their children to learn & grow. The Playgroup sessions provided an opportunity for parents to connect to their community and develop friendships. Many of these have continued outside of the Playgroup setting.

Facilitators provided families with information on Early Childhood Development, and links to services for families needing additional support for their children. Facilitators identified



some families that required further assistance to support their children's health and well-being. Referrals were made to Northcott Early Childhood Services, SDN Children Services & Western Sydney Local Health District Child and Family Health (speech, counselling, and nursing support), Westmead Children's Hospital for occupational therapy and SAGE family support for case management, counselling and groupwork.

Facilitators invited services to attend our Playgroup sessions. Guest speakers from the following services Health NSW (Speech Pathologist), Services Australia (Centrelink), Staying Home Leaving Violence (SHLV), & Lifestart Disability Services (Start Strong Pathways Program). Parents/carers were able to connect with speakers in a safe supportive environment.

SAGE will be working in partnership with Lifestart Disability (Start Strong Pathways Program). They will be visiting Playgroup monthly, supporting families with transitioning to early childhood education, engagement within daily routines e.g. toileting, and parent capacity building opportunities.



SAGE worked in partnership with TAFE NSW Nirimba. SAGE hosted four students, undertaking their Bachelor of Early Childhood Education. The students completed their community placements at SAGE Playgroup & Guildford Play & Learn.

TRANSITION TO SCHOOL PROGRAM

The Transition to School program is held at Guildford Public School. The program runs weekly during terms 3 & 4. Participants are children of school age, who are enrolled at Guildford Public School, to commence Kindergarten in 2024. Some of the participants are part of the Guildford Play & Learn Playgroup community.

Participants are prioritised by need, with places offered first to children, who have not attended formal early childhood education or pre-school, newly arrived families or children who may have additional needs.

Our program aims to support children experience a positive start to school, ensuring they are ready to enter school, learn and be part of a group environment. In our sessions, facilitators talk positively with the children about starting and attending school. Facilitators support children to further develop their language, literacy, social, independence & cognitive skills.

The program helps children make new friends, learn routines, and develop a sense of belonging within a school community.



Facilitators provide participants with worksheets to complete, where the children can continue developing their pre-writing, numeracy and reading skills.

The facilitators communicate with families and the school staff, ensuring the best learning outcome for their child.

COUNSELLING REPORT

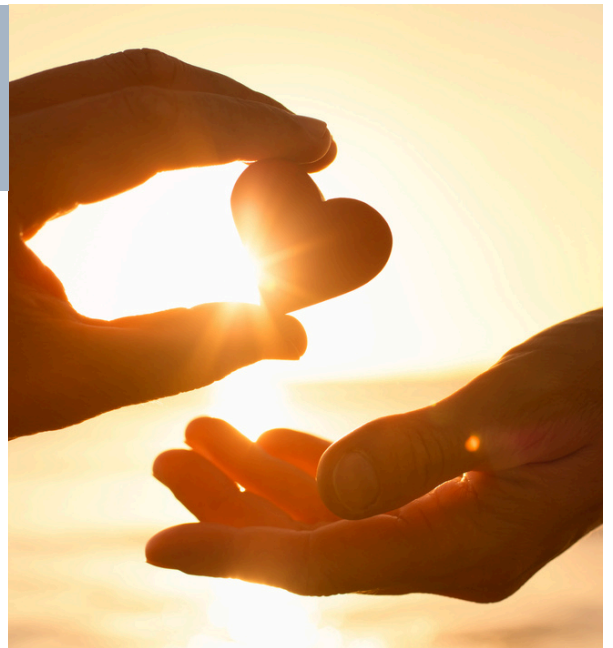
Marcela, Counsellor

This past year, 22 clients were seen at SAGE for counselling, with most referrals being internal, and three clients self-referring. Many counselling clients have experienced domestic violence, and others come for support in managing relationship breakdowns and family tensions in the aftermath of trauma.

For many clients, their goal is to find support that will help them manage their overwhelming feelings and help them regain empowerment in their daily lives.

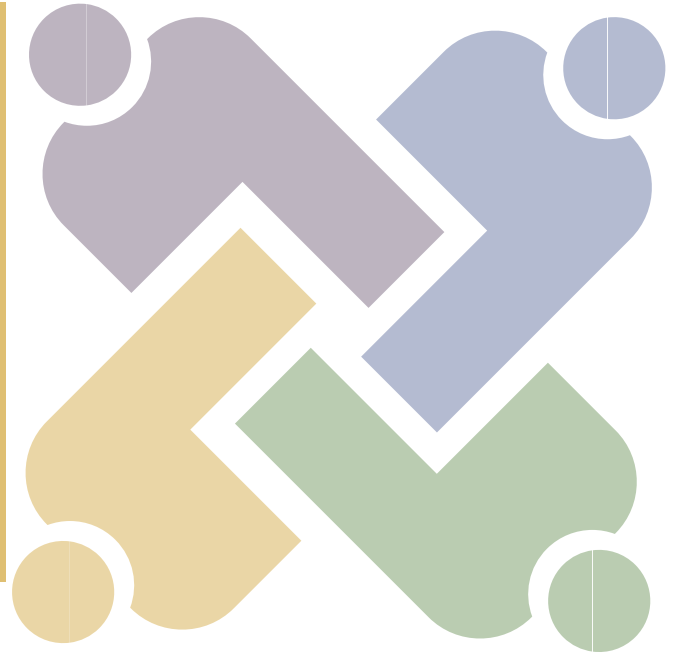
As a somatic and emotion-focused trained counsellor, a trauma-informed and sensitive lens, is used in supporting clients in understanding their responses to their experiences, as their body's way of keeping themselves safe. Psychoeducation and experiential work in session, invites clients to work with either strong emotions, limiting beliefs, trauma symptoms or physical symptoms using the body's intelligence to help clients understand and work towards resolving issues and meet their goals.

Clients seen at SAGE come from many cultural backgrounds. These include countries such as Peru, Lebanon, Iran, Nepal, Brazil, Serbia, Pakistan, Malaysia, Afghanistan, and Switzerland amongst others. It is a privilege working with such diverse and courageous group of people.



This year, I added to my qualifications by completing training in Theraplay. This is an attachment-focused, neurologically based, dyadic form of therapy based on playful interactions between parent and child to regain the joy in the relationship and learn ways to support the child's wellbeing. Parenting support with this therapy is now being offered as an addition to Family Support services at SAGE with positive outcomes and feedback.

PARTNERSHIPS & COMMUNITY ENGAGEMENT



PLAYGROUP IN THE PARK

Yulia, Team Leader

We facilitated a mobile supported playgroup, that was run from the Greystanes Community Centre and Merrylands Central Park. The Playgroup met for 2 hours every week, excluding school holidays. Families from the surrounding areas joined us for a morning of fun, interactive outdoor activities. Our Playgroup Facilitators offered lots of activities including craft, physical play, water play, story time, bike riding, sand play, building, and a nature scavenger hunt



Playgroup in the Park are drop-in sessions, and no bookings were required, each week had attendance of between 14 and 20 children at the session. As we have limits on the number of participants allowed at each session, our Playgroup Facilitators developed a waiting list of over 15 families.

Playgroup in the Park aims to encourage parents to get outdoors, explore nature and their environment. We are able to encourage this by utilizing local parks when weather permits and including nature play in weekly activity themes.



Rohia, Playgroup Facilitator

Playgroup offers children a nurturing environment crucial for their early development, particularly in preparation for school. Many participants come from culturally and linguistically diverse (CALD) backgrounds, and both they and their families are new to Australia.

"I have taken my daughter to playgroup that is organised on Wednesdays at Greystanes. I just wanted to let you know that I have enrolled my daughter in child care so we will no longer be attending playgroup. I also wanted to share my gratitude to how lovely it was getting to know the playgroup organises. They both do an extremely great job and [my child] has grown so much from playgroup. Your playgroup sessions have really helped [my child] to transition into childcare very easily. I am so grateful and thankful. Thank you so much and all the best."

This setting enables children and their parents or guardians to socialize and share experiences, fostering a sense of community.

Initially, children may appear hesitant to engage in playgroup activities. However, as relationships are built and familiarity grows, they become more comfortable and eager to participate actively.

Playgroup activities encompass educational games, singing and dancing, arts and crafts, and other planned initiatives designed to support cognitive development, stimulate creativity, and enhance motor skills.

A significant component of the sessions is story time, where children listen attentively and pose questions, thereby improving their communication skills. Storytelling also plays a vital role in developing literacy skills among the children.

This project was funded by the Cumberland Council Community Grants Program.

STAY SAFE WORKSHOPS

Kellie, Office Manager

The Stay Safe project was based on a good practice model of prevention and early intervention. Prevention and early intervention are intended not only to prevent the development of future problems such as isolation, anti-social behaviour, substance abuse and criminal behaviour, but also to reduce the prevalence of mental health problems and lessen the severity and duration of mental illness. An important goal of the program is to change the balance between risk and protective factors so that the effect of protective factors outweighs the effect of risk factors, thus building resilience.

Thanks to Dooleys Lidcombe Catholic Club Funding SAGE was able to deliver customised women's and children's "Stay Safe" Self Defence & Personal Safety workshops at no cost, to local community members and clients of SAGE Community Services and Karabi Community and Development Services.

The workshops were facilitated by Chris Fitcher-Coles and his team from Personal Safety Australia - STAY SAFE. The workshops aim to reduce participants vulnerability to crime and create a safer and healthier community through information and education using a holistic approach to consider personal safety that encompasses emotional wellbeing, confidence & self-awareness. The children's groups also covered topics such as anti-bullying, law and physical self-defence. All participants enjoyed the groups, and the catering provided.

The groups were delivered in various locations for over 36 women and children in Westmead, Pendle Hill and Constitution Hill.

Participant Comments:

"I learned the violence was not my fault and I how I can do things that are about me" (w)

"I learned about the law, how to protect myself and be aware of my surroundings" (w)

"I had fun learning about self-defence with my friends" (C)



BABY & ME TIME GROUP

Dana and Marcela, Group Facilitators

Baby and Me Time was designed to support mums and carers of babies, in nurturing and strengthening the bonding relationship with their baby. The programme provides a safe and supportive environment where women can comfortably discuss their experiences of childbirth, parenting, and relationships. The program spans seven weeks, with each week focusing on a different theme related to being a carer, including the birth story, brain development, fantasy vs. reality, communication with babies, and more.



In each session, activities include music and movement with baby, interactions between babies and mums, and educational and fun activities. Each activity is short so as not to overstimulate baby, and alternates between slow and then more energetic activities, developmentally appropriate to each baby, and in between activities for mums.

The group is kept to a maximum of eight women, giving each participant the time to contribute and have meaningful participation. Babies who are not yet walking are included, so that mums and babies are able to interact and participate with relative ease. Mums have stated the structure of the program has been not just informative but allowing them a lovely time to spend with their baby, in ways they have not had a chance to do before.

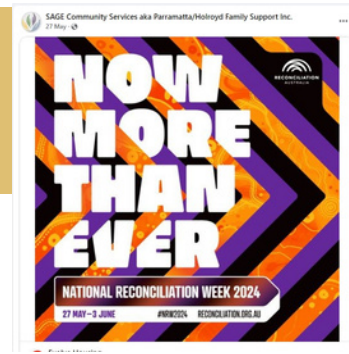


Mums are provided with all songs, fingerplays and photos taken of them and their child, as well as any resources provided for activities during the program. Each session finishes with the parachute activity accompanied by a slow song, where babies sit or lie under the parachute held and moved by mums to the words of the song. It is wonderful to see babies mesmerised by the moving colours of the fabric and some even holding up their little fingers in the air. It is also great to see women supporting each other and feeling validated when others share aspects of parenting or concerns like their own. It is especially meaningful seeing mums and babies focused on each other whilst having fun in the process.

**This project was funded by the City of Parramatta
Community Grants Program.**

SIGNIFICANT EVENTS COMMITTEE

Zoe, Significant Events Committee Chairperson



This year the 'Significant Events Committee' (SEC) continued to promote significant events and causes, both internally and externally, with the aim to:

- Increase employee and community awareness of significant events
- Encourage employee participation in significant events (both internally and externally)
- Promote SAGE and its services through social media
- Improve local community links and engagement
- Increase advocacy for vulnerable community groups
- Encourage team bonding and interaction through internal events and activities

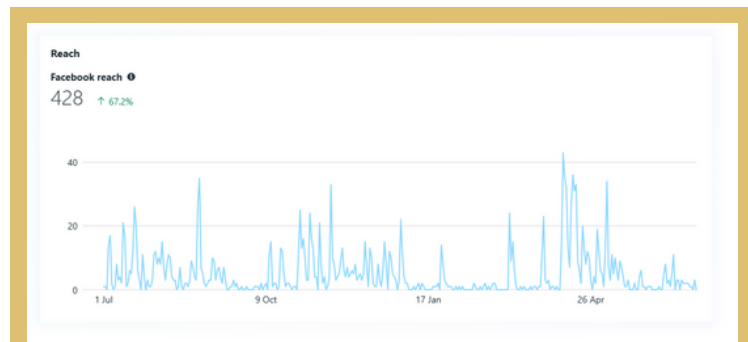
SEC promotes significant events relevant to SAGE and the community it supports, with a focus on a variety of vulnerable groups. Some of the events we have recognised this past year (or look forward to recognising in the year ahead), include:

- Book Week
- National Child Protection Week.
- Mental Health Month and R U Okay Day
- 16 Days of Activism
- International Women's Day
- Harmony Day
- Youth Week
- Domestic Violence Awareness Month
- International Day Against Homophobia, Biphobia and Transphobia
- National Families Week
- Reconciliation Week
- Men's Health Week
- Refugee Week
- Child Protection Week

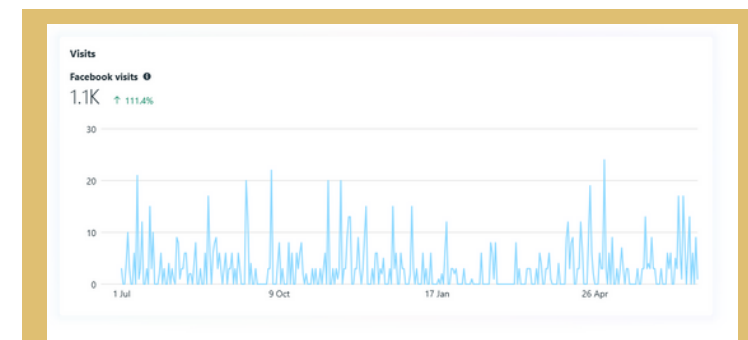
SEC INITIATIVES (SO FAR)

We continue to use a variety of platforms and approaches to recognising and celebrating significant events, both internally and externally:

- Increasing social media presence (through Facebook)
- Keeping our website up to date with resources
- Hosting significant event themed games and morning teas with staff
- Displaying posters and information around the service and to clients and groups
- Sharing resources and encouraging participation in local events and training



Increase in Facebook reach has increase by 67.2% to 428 over the July 2023 – June 2024 period.



Increase in Facebook visits up by 111.4% to 1.1K.

WSCLC PARTNERSHIP

Kellie, Office Manager

Access to free, reliable and timely legal advice continues to be a major challenge for the vast majority of our clients. One that if not overcome, can have huge implications on safety, financial wellbeing and their ability to move forward. That's why our new partnership with Western Sydney Community Legal Centre (WSCLC) has been a highlight for our service this year.

Our partnership with WSCLC offers SAGE clients free, individual legal sessions on a range of Family Law related matters, including:

- Separation or divorce
- Property settlement
- Parenting arrangements
- Mediation
- Apprehended Domestic Violence Orders (ADVOs)
- Domestic violence reporting

We appreciate the support WSCLC has provided our clients so far and look forward to seeing where this partnership can take us

Once a fortnight between June 2023 and June 2024, a WSCLC solicitor attended the SAGE office to conduct up to four pre-booked legal appointments. During this period, 28 individual sessions were booked in either via phone appointments or face to face. We have expanded this service offering free sessions for clients of other local services in the Cumberland area.

WORK DEVELOPMENT ORDERS

Wendy, Family Support Worker

SAGE Community Services continues to participate in Revenue NSW's Work and Development Order (WDO) scheme, as a WDO sponsor. Through this scheme, clients experiencing hardship are able to reduce their unpaid fines and debts by participating in a range of approved WDO activities provided directly by SAGE or by services that SAGE refers them to. Activities include:

- Case management
- Counselling
- Parenting/educational/vocational or life skills courses (including parenting programs)
- Voluntary work
- Medical or mental health treatment (with a qualified professional)

*From 1 July 2023 to 30 June 2024, through SAGE's WDO sponsorship:
• 6 new WDO were applied for
• \$3,874 worth of fines were reduced*

Participating in a WDO can contribute positively to a client's wellbeing in a range of ways. As well as removing the financial and emotional stress of the debt itself, a WDO helps a client to avoid the consequences of late payment, which can include more fees, loss of driver's licence or debt recovery action being taken. By engaging in approved activities to reduce their unpaid fines, our clients also gain emotional help, form new connections with services and peers, and learn new skills – all of which contributes positively to their overall wellbeing, not just their financial situation!

BUILDING UPDATE

Linda, Executive Officer

This year we were excited to finalise and launch the Growsafe Project. The core of this project was a fit for purpose, compliant facility to support trauma sensitive counselling, case management and groupwork for clients impacted by domestic, family or sexual violence, with a focus on ensuring a child-friendly space.



In order to meet development requirements, the project was expanded to include additional onsite parking, which required a relocation of the driveway and the security gates and fences. It also involved the purchase of play equipment and sensory activities that incorporated play for children that is inclusive while promoting child development (including risky play).

The project involved a significant investment by SAGE Community Services but could not have occurred without a large grant from the Department of Communities and Justice (Women, Family and Community Safety). A Grant from IMB Bank Foundation supported the donation from C3 Church to enable the fit out of the building, security and gates, landscaping and the purchase of play equipment.

THE LAUNCH

We were privileged to have the Honourable Jodie Harrison MP attend the launch of the facility and officially open the new space - now known as The Cottage. We also appreciate the ongoing support from Dr Hugh McDermott MP and his team.

The launch was attended by clients, community members, stakeholders and the SAGE Board and team. The event provided an opportunity for connection while breaking down access barriers for families who may not have attended a service before.

The children were provided with opportunities to engage in facilitated sensory activities. Face painting and henna painting were provided by local services and enjoyed by all.



Thank you to the SAGE Team who worked hard throughout the day and facilitated activities and prepared the sausage sizzle. We know The Cottage will provide a safe and welcoming space to support our clients on their healing journeys.

HONDA FOUNDATION

Linda, Executive Officer

This year we were thrilled to be approved to have access to a Honda Loan Vehicle. This has proved invaluable in supporting both family support and domestic violence services to the clients we work with.

The use of a safe, reliable vehicle has supported:

- home visiting for women and children impacted by domestic and family violence.
- the completion of home safety audits for clients at risk.
- clients to attend police stations to make statements, access ADVO's etc.
- home visiting and client transport to attend external services for children, women and families impacted by mental health, isolation and other issues that affect parenting and wellbeing.
- attendance at court support and meetings to support client outcomes.



We would like to thank the Honda Foundation for their invaluable support and look forward to opportunities to extend the partnership as we expand our services to support male victim survivors across the Sydney metro northwest and southwest areas.

COMMUNITY ENGAGEMENT

Linda, Executive Officer

SAGE recognises and supports the importance of working together as a community to identify and respond to concerns. We continue to attend local events to raise awareness and support the elimination of domestic violence, homelessness, disadvantage and discrimination in our community. We have participated in activities such as: International Women's Day events, NAIDOC Week events, homelessness and domestic violence forums, child protection forums and events, community consultations and DV vigils. Together we can make a difference.



ACKNOWLEDGEMENTS



FUNDING & ONE-OFF GRANTS

SAGE Community Services receives core funding from the Department of Communities and Justice (DCJ) to provide services under the Targeted Earlier Intervention (TEI) and Staying Home Leaving Violence (SHLV) programs.

Additional funding, under the Keeping Women Safe in Their Homes project, is provided by the Department of Social Services (DSS) and supplements the core SHLV program.

We extend our ongoing gratitude to our Commissioning and Planning Officer, Isabelle Khoury, for her ongoing support of the service.

We also extend our gratitude to the Honda Foundation, IMB Bank Community Foundation, Dooleys Lidcombe Catholic Club, Cumberland City Council, City of Parramatta Council, and DCJ Women's Family, Safety and Community for the provision of one-off grants that enable us to expand our services in response to the emerging needs of the community.

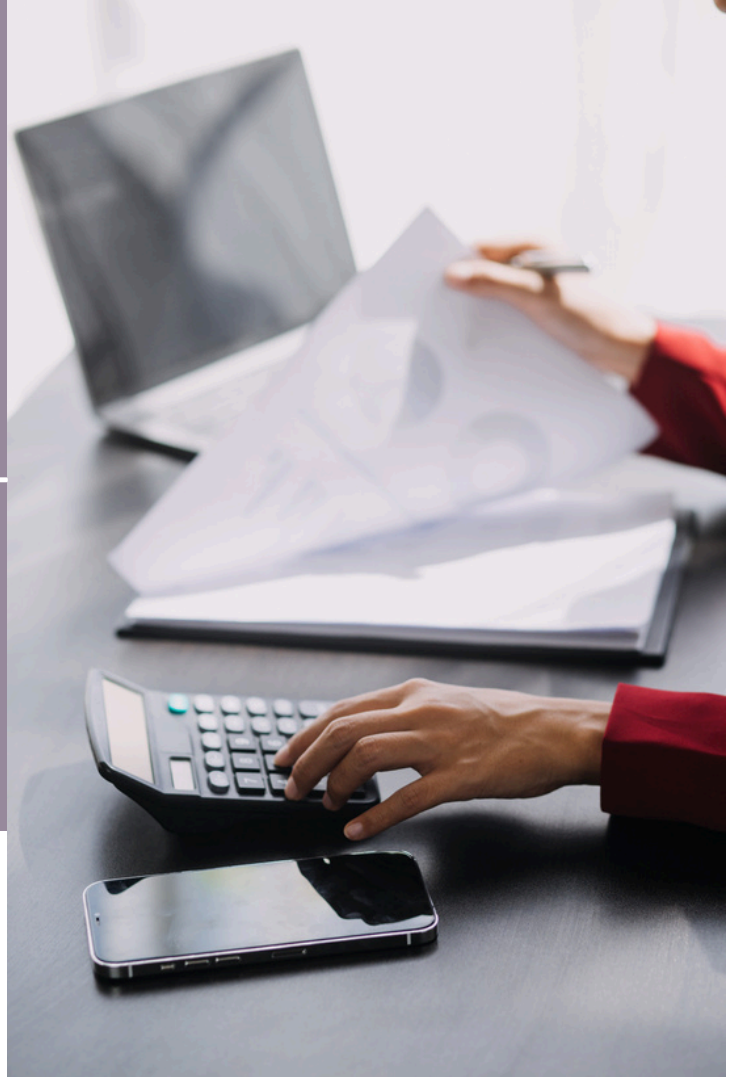


DONATIONS

SAGE appreciates all support and donations, and would like to thank:

- Australian Childhood Foundation
- Commonwealth Bank of Australia
- WESNET
- One off anonymous donors

FINANCIAL STATEMENTS AND AUDITOR'S REPORT



**PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262**

**FINANCIAL REPORT
FOR THE YEAR ENDED
30 JUNE 2024**

**Liability limited by a scheme approved under
Professional Standards Legislation**

**PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262**

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**PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262**

MANAGEMENT'S REPORT

Your committee members submit the financial report of the Parramatta Holroyd Family Support Inc T/as SAGE Community Services for the financial year ended 30 June 2024.

Committee Members

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

Alexandra Duffy
Sera Pinwill
Josene Perri
Samantha Phoonsiri
Kate Pederson
Peter Prants
Emma Wharton

Principal Activities

The principal activities of the association during the financial year were:
to provide support for families (including family support and domestic violence support and brokerage) in the Parramatta and Cumberland areas of Western Sydney.

Significant Changes

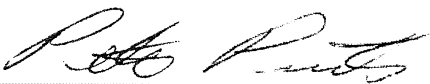
No significant change in the nature of these activities occurred during the year.

Operating Result

The profit after providing for income tax amounted to \$5,821.

Signed in accordance with a resolution of the Members of the Committee.

Committee Member: 
Alexandra Duffy Chairperson

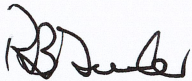
Committee Member: 
Peter Prants Treasurer

Dated this 3 day of October 2024

**AUDITORS' INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE MEMBERS OF
PARRAMATTA HOLROYD FAMILY SUPPORT INC**

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2024 there have been:

- (i) no contraventions of the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



R B Fowler FCA Registered Company Auditor

11 Tindale Street Penrith NSW 2750

Dated this 3rd day of October 2024



STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024 \$	2023 \$
Income			
Revenue	3	1,742,869	1,706,673
Expenditure			
Brokerage & Program expenses		(75,438)	(96,943)
Depreciation expenses		-	(13,481)
Employee benefits expenses		(1,252,460)	(1,264,430)
Finance expenses	4	(17,977)	(15,818)
Other expenses		(391,173)	(278,234)
Surplus for the year		<u>5,821</u>	<u>37,767</u>
Total comprehensive income for the year		<u><u>5,821</u></u>	<u><u>37,767</u></u>

PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2024

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	219,595	467,319
Receivables	6	1,584	-
Other assets	7	10,647	5,645
TOTAL CURRENT ASSETS		<u>231,826</u>	<u>472,964</u>
NON-CURRENT ASSETS			
Property, plant and equipment	8	856,773	785,096
TOTAL NON-CURRENT ASSETS		<u>856,773</u>	<u>785,096</u>
TOTAL ASSETS		<u>1,088,599</u>	<u>1,258,060</u>
LIABILITIES			
CURRENT LIABILITIES			
Payables	9	145,595	87,303
Provisions	11	218,961	244,046
Other current liabilities	12	633	206,136
TOTAL CURRENT LIABILITIES		<u>365,189</u>	<u>537,485</u>
NON-CURRENT LIABILITIES			
Borrowings	10	234,772	258,183
Provisions	11	129,313	108,888
TOTAL NON-CURRENT LIABILITIES		<u>364,085</u>	<u>367,071</u>
TOTAL LIABILITIES		<u>729,274</u>	<u>904,556</u>
NET ASSETS		<u>359,325</u>	<u>353,504</u>
EQUITY			
Retained earnings	13	359,325	353,504
TOTAL EQUITY		<u>359,325</u>	<u>353,504</u>

The accompanying notes form part of these financial statements.

**PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262**

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2024**

	Note	Retained earnings \$	Total \$
Balance at 1 July 2022		315,737	315,737
Profit attributable to members		37,767	37,767
Balance at 30 June 2023		353,504	353,504
Profit attributable to members		5,821	5,821
Balance at 30 June 2024		359,325	359,325

The accompanying notes form part of these financial statements.

**PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262**

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2024**

	2024	2023
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	1,736,780	1,763,887
Payments to suppliers and employees	(1,991,216)	(1,945,996)
Interest received	6,713	7,152
Net cash used in operating activities	<u>(247,724)</u>	<u>(174,956)</u>
Net decrease in cash held	(247,724)	(174,956)
Cash at beginning of financial year	467,320	642,276
Cash at end of financial year	<u>5</u> <u>219,596</u>	<u>467,320</u>

The accompanying notes form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

The financial statements cover Parramatta Holroyd Family Support Inc T/as SAGE Community Services as an individual entity. Parramatta Holroyd Family Support Inc T/as SAGE Community Services is an association incorporated in NSW under the Associations Incorporation Act 2009 ('the Act'). The entity is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards and a registered charity under the Australian Charities and Not-For-Profits Commissions Act 2012.

The functional and presentation currency of Parramatta Holroyd Family Support Inc T/as SAGE Community Services is Australian dollars.

The financial report was authorised for issue by the Board of Management.

The principal activities of the association for the year ended 30 June 2024 to provide support for families (including family support and domestic and family violence support and brokerage) in the Parramatta and Cumberland areas of Western Sydney.

Certain comparative figures have been reclassified to confirm to the current year presentation

1 Basis of Preparation

The financial statements are special purpose financial statements that have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures and the Corporations Act 2001.

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.

The Association has applied the following standards for the first time in their annual reporting period commencing 1 July 2022:

AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities

The Association adopted AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities in the current year to the extent applicable as required by ACNC regulation. Other than the limited changes in disclosure requirements, the adoption of AASB 1060 has no significant impact on the financial statements because the Association previously complied with Australian Accounting Standards in preparing its financial statements

Significant accounting policies adopted in the preparation of these financial statements are presented below and are consistent with prior reporting periods unless otherwise stated.

2 Summary of Significant Accounting Policies

Cash and Cash Equivalents

Cash and cash equivalents comprises 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

Income Tax

No provision for income tax has been raised as the Association is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

Goods and Services Tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of GST.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing or financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

Plant and equipment

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

Depreciation

Property, plant and equipment, is depreciated on a straight-line basis over the asset's useful life to the association, commencing when the asset is ready for use.

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

Borrowing Costs

All borrowing costs are recognised as an expense in the period in which they are incurred.

Borrowings are classified as current liabilities unless the Association has an unconditional right to defer settlement of the liability for at least 12 months after the reporting year.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

Revenue and Other Income

Grant revenue

Grant revenue is recognised in the profit or loss when the Organisation obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably. If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor

Interest revenue

Where the interest rate is fixed, revenue is recognised as interest accrues. Where the interest rate is variable and the amount of interest cannot reliably be estimated, revenue is recognised as interest is received.

Donation

Donations and bequests are recognised as revenue when control passes, which is normally on receipt, or where special terms and conditions are attached to them, in accordance with those terms and conditions.

Rendering of services

Revenue in relation to rendering of services is recognised depending on whether the outcome of the services can be estimated reliably. If the outcome can be estimated reliably then the stage of completion of the services is used to determine the appropriate level of revenue to be recognised in the period. If the outcome cannot be reliably estimated, then revenue is recognised to the extent of expenses recognised that are recoverable.

If the outcome cannot be reliably estimated then revenue is recognised to the extent of expenses recognised that are recoverable.

Other income

Other income is recognised when it is received or when the right to receive payment is established.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

Financial Instruments

Financial instruments are recognised initially on the date that the association becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs.

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.

Classification

On initial recognition, the association classifies its financial assets into the following categories, those measured at:

- amortised cost
- fair value through other comprehensive income - equity instrument (FVOCI - equity)

Financial assets are not reclassified subsequent to their initial recognition unless the association changes its business model for managing financial assets.

Amortised cost

The association's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Fair value through other comprehensive income

Equity instruments

The association has a number of strategic investments in listed and unlisted entities over which they do not have significant influence nor control. The association has made an irrevocable election to classify these equity investments as fair value through other comprehensive income as they are not held for trading purposes.

These investments are carried at fair value with changes in fair value recognised in other comprehensive income (financial asset reserve). On disposal any balance in the financial asset reserve is transferred to retained earnings and is not reclassified to profit or loss.

Dividends are recognised as income in profit or loss unless the dividend clearly represents a recovery of part of the cost of the investment. Other net gains and losses are recognised in OCI.

Impairment of financial assets

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

Impairment of financial assets is recognised on an expected credit loss (ECL) basis for the following assets:

- financial assets measured at amortised cost

Credit losses are measured as the present value of the difference between the cash flows due to the association in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

Trade receivables and contract assets

Impairment of trade receivables and contract assets have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The association has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the association renegotiates the terms of trade receivables due from certain customers, the new expected cash flows are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Financial liabilities

The association measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the association comprise trade payables, bank and other loans and lease liabilities.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

Impairment of Non-Financial Assets

At the end of each reporting period the association determines whether there is evidence of an impairment indicator for non-financial assets.

Where an indicator exists the recoverable amount of the asset is estimated.

Where assets do not operate independently of other assets, the recoverable amount of the relevant cash-generating unit (CGU) is estimated.

The recoverable amount of an asset or CGU is the higher of the fair value less costs of disposal and the value in use. Value in use is the present value of the future cash flows expected to be derived from an asset or cash-generating unit.

Where the recoverable amount is less than the carrying amount, an impairment loss is recognised in profit or loss.

Reversal indicators are considered in subsequent periods for all assets which have suffered an impairment loss.

Employee Benefits

Wages and Salaries, Sick Leave and Annual Leave

Liabilities for wages and salaries, including non-monetary benefits and accumulating sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees.

Long Service Leave

The liability for long service leave is recognised in provisions and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service.

The obligations are presented as current liabilities in the statement of financial position if the entity does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur.

Superannuation

The Association pays contributions to publicly or privately administered defined contribution superannuation plans on a mandatory, contractual or voluntary basis. The Association has no further payment obligations once the contributions have been paid. The contributions are recognised as employee benefit expense when they are due

Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured.

Provisions are measured at the present value of management's best estimate of the outflow required to settle the obligation at the end of the reporting year. The discount rate used is a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the liability. The increase in the provision due to the unwinding of the discount is taken to finance costs in the statement of other comprehensive income.

Critical Accounting Estimates and Judgements

The committee members make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

Key estimates - revenue recognition

To determine if a grant contract should be accounted for under AASB 1058 or AASB 15, the association has to determine if the contract is enforceable and contains sufficiently specific performance obligations. When assessing if the performance obligations are sufficiently specific, the association has applied significant judgement in this regard by performing a detailed analysis of the terms and conditions contained in the grant contracts, review of accompanying documentation (e.g. work plans) and holding discussions with relevant parties. Income recognition from grants received by the association has been appropriately accounted for under AASB 1058 or AASB 15 based on the assessment performed.

Key judgements - Employee benefits

The liability for employee benefits expected to be settled more than 12 months from the reporting date is recognised and measured as the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
3 Revenue and Other Income		
Grants		
Grants (State) - Dept of Communities and Justice	1,483,464	1,491,029
Grants (One-Off) - Dept of Communities and Justice	-	64,924
Grants (CMW) - Dept of Communities and Justice	67,926	72,788
Donations	3,545	17,500
Dept of Industry, Science, Energy and Resources	-	18,000
Grants (Local)	22,025	13,502
Grants - Other	154,681	20,871
	<u>1,731,641</u>	<u>1,698,614</u>
Other revenue from:		
Activity Income	-	900
	<u>-</u>	<u>900</u>
Interest revenue from:		
Interest Received	6,722	7,152
Total interest revenue	<u>6,722</u>	<u>7,152</u>
Other revenue from:		
Facilities Hire	4,500	-
Membership Fees	6	7
	<u>4,506</u>	<u>7</u>
Total Revenue	<u>1,742,869</u>	<u>1,706,673</u>
4 Finance income and expenses		
Finance expenses		
Interest Paid	17,977	15,818
	<u>17,977</u>	<u>15,818</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
5 Cash and Cash Equivalents		
Cash on Hand	1,326	1,343
Business Cash Reserve	130,832	434,227
Cheque Account	43,165	25,252
Debit Cards	9,045	6,497
IMB Bank	35,227	-
	<u>219,595</u>	<u>467,319</u>
6 Trade and Other Receivables		
Current		
Trade Debtors	<u>1,584</u>	<u>-</u>
<p>The carrying value of trade receivables is considered a reasonable approximation of fair value due to the short term nature of the balances.</p>		
7 Other Assets		
Current		
Prepayments	5,040	-
Bonds	5,607	5,645
	<u>10,647</u>	<u>5,645</u>
8 Property, plant and equipment		
Land and Buildings		
Land & Buildings - at cost	510,000	510,000
Building - Extension	275,096	275,096
Building Improvements	71,677	-
	<u>856,773</u>	<u>785,096</u>
Total Land and Buildings	<u>856,773</u>	<u>785,096</u>
Total Property, Plant and Equipment	<u>856,773</u>	<u>785,096</u>

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

	2024 \$	2023 \$
9		
Accounts Payable and Other Payables		
Sundry Creditors & Accruals	72,959	5,311
Trade Creditors	23,881	20,344
GST Payable	23,150	19,979
PAYGW Tax payable	15,917	27,985
Superannuation Payable	8,826	13,504
Salary Packaging	862	180
	<u>145,595</u>	<u>87,303</u>
<i>Trade and other payables are unsecured, non interest-bearing and are normally settled within 30 days. The carrying value of trade and other payables is considered a reasonable approximation of fair value due to the short-term nature of the balances.</i>		
10		
Borrowings		
Current		
Loans - Westpac Mortgage 2	<u>234,772</u>	<u>258,183</u>
11		
Provisions		
Current		
Provision for Annual Leave	121,596	117,522
Provision for Staff Relief	40,690	45,192
Provision for Award Wage Increases	12,000	12,000
Provision for Uniform	5,000	3,000
Provision for Building Maintenance	4,545	52,819
Provision for IT/Security Upgrades	23,000	-
Provision for Coach Replacement	10,513	13,513
Provision for Programs	1,617	-
	<u>218,961</u>	<u>244,046</u>
Non-Current		
Provision for Long Service Leave	<u>129,313</u>	<u>108,888</u>
	<u>129,313</u>	<u>108,888</u>
12		
Other Liabilities		
Grants in Advance	<u>633</u>	<u>206,136</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024**

	2024	2023
	\$	\$
13 Retained Earnings		
Retained earnings at the beginning of the financial year	353,504	315,737
Net profit attributable to the association	5,821	37,767
Retained earnings at the end of the financial year	<u>359,325</u>	<u>353,504</u>

14 Contingencies

In the opinion of the board of management, the association did not have any contingencies at 30 June 2024 (30 June 2023: None).

15 Events Occurring After 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.

16 Statutory Information

The registered office of the association is:

37 Collins St

Pendle Hill, NSW, 2145, Australia

The principal place of business is:

37 Collins St

Pendle Hill, NSW, 2145, Australia

STATEMENT BY BOARD OF MANAGEMENT

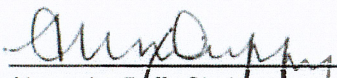
The committee members of the association declare that:

1. The financial statements and notes, as set out on pages 1 to 17, are in accordance with the Association Incorporation Act 2009 (NSW) and the Australian Charities and Not-for-profits Commission Act 2012, including:
 - (a) comply with the Australian Accounting Standards - Simplified Disclosures; the Associations Incorporation Regulation 2022 (NSW) and the Australian Charities and Not-For-Profits Commission Regulations 2022; and
 - (b) give a true and fair view of the financial position as at 30 June 2024 and of the performance for the year ended on that date of the association.
2. In the members' opinion, 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 statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee by:

Committee

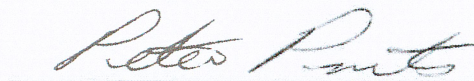
Member:



Alexandra Duffy Chairperson

Committee

Member:



Peter Prants Treasurer

Dated this 3 day of October 2024

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF
PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262**

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Parramatta Holroyd Family Support Inc T/as SAGE Community Services (the association) which comprises the statement of financial position as at 30 June 2024 and the and the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements including a summary of significant accounting policies and, and the statement by members of the committee.

In our opinion, the accompanying financial report of the association is in accordance with the Associations Incorporation Act 2009 (NSW) and Division 60 of the Australian Charities and Not-For-Profits Commission Act 2012 (ACNC Act),

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Report section of our report. We are independent of the association in accordance with the auditor independence requirements of 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 report 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.

Responsibilities of Management and those Charged with Governance

Management is responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosure Standards and the Associations Incorporation Act 2009 and for such internal control as management determines is necessary to enable the preparation of the financial report is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing the 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 management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

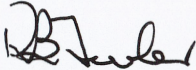
Those charged with governance are responsible for overseeing the association's financial reporting process.



**INDEPENDENT AUDITOR'S REPORT
 TO THE MEMBERS OF
 PARRAMATTA HOLROYD FAMILY SUPPORT INC
 T/AS SAGE COMMUNITY SERVICES
 ABN 44 913 090 262**

Auditors' Responsibility for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditors' 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 this financial report.



 R B Fowler FCA Registered Company Auditor

11 Tindale Street Penrith NSW 2750

Dated this 2nd day of October 2024

**COMPILATION REPORT
TO PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262**

We have compiled the accompanying special purpose financial statements of Parramatta Holroyd Family Support Incorporated trading as Sage Community Services for the year ended 30 June 2024 as set out on pages 22 to 24.

These have been prepared in accordance with the financial reporting framework described in Note 1 to the financial statements.

The responsibility of the committee of management

The Board of Management is solely responsible for the information contained in the special purpose financial statements and has determined that the basis of accounting used is appropriate to meet their needs and for the purpose that the financial statements were prepared.

Our responsibility

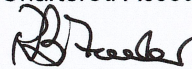
On the basis of the information provided by the board of management we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting and APES 315: Compilation of Financial Information.

Our procedures use accounting expertise to collect, classify and summarise the financial information, which the board of Management provided, in compiling the financial statements. Our procedures do not include verification or validation of procedures.

The special purpose financial statements were compiled exclusively for the benefit of the board of management. We do not accept responsibility to any other person for the contents of the special purpose financial statements.

Name of Firm: Ross Fowler & Co
Chartered Accountants

Name:



R B Fowler

Address: 11 Tindale Street Penrith NSW 2750

Dated this 3rd **day of** October **2024**

PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262

INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
INCOME		
Grants (State) - Dept of Communities and Justice	1,483,464	1,491,029
Grants (One-Off) - Dept of Communities and Justice	-	64,924
Grants (CMW) - Dept of Communities and Justice	67,926	72,788
Donations	3,545	17,500
Dept of Industry, Science, Energy and Resources	-	18,000
Grants (Local)	22,025	13,502
Grants - Other	154,681	20,871
	<u>1,731,641</u>	<u>1,698,614</u>
OTHER INCOME		
Activity Income	-	900
Interest Received	6,722	7,152
Facilities Hire	4,500	-
Membership Fees	6	7
	<u>11,228</u>	<u>8,059</u>
	<u>1,742,869</u>	<u>1,706,673</u>

The accompanying notes form part of these financial statements.

PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262

INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
EXPENDITURE		
Accounting & Bookkeeping	18,791	11,580
Advertising & Marketing	2,091	811
AGM Costs	1,187	2,360
Assets <\$2000	262	2,962
Audit Fees	3,200	3,200
Building Costs -Therapeutic Space	126,314	21,750
Bank Charges	381	260
Board Expenses	105	663
Building, Landscaping, Parking	40,192	50,976
Catering	2,973	4,024
Childcare	4,503	9,006
Cleaning & Hygiene	9,754	11,609
Computer Costs	1,266	1,500
Consultancy Fees	-	6,500
Council Rates	2,200	2,024
COVID19 Supplies	-	688
Depreciation	-	13,481
Database	10,881	13,397
Electricity	2,946	3,127
Events & Networking	6,544	1,309
Empl. Support & Supervision	15,094	16,413
EAP Counselling	-	1,305
Filing Fees	-	56
Furniture & Fittings	7,337	-
Gardening & Lawns	2,002	1,200
General Expenses	-	187
Annual Leave Provision	4,073	6,007
Insurance	30,600	30,327
Interest Paid	17,977	15,818
IT Security	25,009	282
Long Service Leave Provision	26,450	24,526
Motor Vehicle Expenses	14,590	16,098
Pest Control	865	309
Photocopy Lease	3,940	3,384
Postage, Freight & Courier	46	187
Printing & Stationery	2,387	3,871
Program	30,353	19,463
Professional Development	6,853	15,058
Publications & Info Resources	-	341
Repairs & Maintenance	7,802	12,475
Recruitment	4,400	7,700

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PARRAMATTA HOLROYD FAMILY SUPPORT INC
T/AS SAGE COMMUNITY SERVICES
ABN 44 913 090 262

INCOME AND EXPENDITURE STATEMENT
FOR THE YEAR ENDED 30 JUNE 2024

	2024	2023
	\$	\$
Salaries & Wages	1,061,611	1,075,217
SHLV Brokerage	45,085	77,480
Staff Amenities	3,395	2,313
Strategic Planning & Consultants	13,603	-
Memberships & Subscriptions	8,515	5,860
Security & Monitoring	-	710
Superannuation	116,797	112,769
Telephone	11,928	12,854
Translating Interpreting Service	6,129	3,993
Travel & Accommodation	841	1,218
WFH Supplies	-	665
Website	222	723
Water	889	709
Workers Compensation	25,040	27,185
WH&S	9,625	10,976
	<u>1,737,048</u>	<u>1,668,906</u>
Surplus	5,821	37,767
Surplus for the year	5,821	37,767
Retained earnings at the beginning of the financial year	353,504	315,737
Retained earnings at the end of the financial year	<u><u>359,325</u></u>	<u><u>353,504</u></u>

The accompanying notes form part of these financial statements.

SAGE

COMMUNITY SERVICES



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Parramatta Holroyd Family
Support t/as SAGE Community
Services

ABN: 44 913 090 262
Tax Deductible Charity