



SAGE

COMMUNITY SERVICES

ANNUAL REPORT
2025

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

Safer Pathway - Local Support Service

Support to males (from 16 years of age) who are or have experienced domestic and family violence. The aim of the program is to support male victim-survivors by offering tailored, coordinated services based on their needs and level of threat to their safety.



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 June 2025

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
Dana Hagoel	Team Leader/Senior Case Manager (TEI)
Jodi Noblett	Team Leader (SHLV & DFSV Support)
Zoe Griffiths	Team Leader/Senior Case Manager (LSS)

Domestic, Family, Sexual Violence Support

Ranjita Ghirmire	Intake Worker/Case Manager
Rubina Gurung (res)	Intake Worker/Case Manager
Sonika Khuman	Counselor/Case Manager

Safer Pathway - Local Support Service

Fatima Kanwar	Case Manager
Sasha Huff	Case Manager
Shaun Obuchowski	Case Manager
Theodora Pondai	Case Manager

Staying Home Leaving Violence (SHLV)

Lynne Jennings	Case Manager
Robyn Galea	Case Manager
Rubina Gurung	Case Manager

 TEAM MEMBERS CONTINUED

Targeted Early Intervention (TEI) (Family Support)

Emma Hamilton	Family Support Worker
Fatemah Ebrahimi	Assistant Supported Playgroup Facilitator
Marcela Garrett	Counsellor (SHLV & TEI programs)
Rohia Akbary	Supported Playgroup Facilitator
Rosemarie Thorne	Family Support Worker/ Young Parent Worker
Suzanne O’Garey	Family Support Worker/ Supported Playgroup Coordinator
Ruth Hansell	Student / Casual Group worker
Wendy Cosier	Family Support 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
Pamela Seraskeris	External Supervisor
Catherine White	Consultant

Former Staff

Yulia Taylor	Team Leader/Senior Case Manager (TEI)
Manjot Kaur	DV Case Manager (NPA)
Thea Henderson	Student/Case Group worker (TEI)

CHAIRPERSON'S REPORT

Alexandra Duffy

In 2024-25, successful tendering resulted in SAGE Community Services receiving funding to expand its program delivery. One of our new programs is the Safer Pathway program, which supports male victim-survivors of domestic and family violence. This program offers targeted service delivery from Campsie to Mt. Druitt, expanding SAGE's geographical reach. The second program supports CALD women and children victim-survivors in the Cumberland LGA who have experienced Domestic Family & Sexual Violence.



As a result of this funding to expand service delivery, a significant part of the past year has been focused on Recruitment. Just as our new programs have expanded the range of services we deliver, our new staff have brought greater diversity to our teams and offer the availability of bilingual workers, which further enhances SAGE's ability to connect and build relationships with our clients. With respect to our existing programs, our Executive Officer and Team Leader (TEI) have been preparing for the re-commissioning of the Targeted Earlier Intervention program.

A committed and experienced team of colleagues generously contribute their time and expertise to make up our Board of Management. With a focus on governance, the Board has actively reviewed existing policies and procedures and assisted in the development of new documentation to provide SAGE Community Services and its teams with a clear and resilient framework for service delivery. This ongoing review process ensures SAGE is financially sound, on track with our goals and contracts and is backed by solid risk management systems. It is all about creating consistency, accountability, transparency, and long-term stability. I thank the members of the SAGE Board for their contributions and ongoing involvement.

Our Teams are staffed by dedicated, innovative and resourceful people whose collaborative efforts ensure the delivery of a diverse range of high-quality evidence-based services. I take this opportunity to acknowledge and thank staff for their valuable contributions. Their efforts make SAGE a compassionate, progressive and responsive service.

On a personal note, our Office Manager, Kellie Frearson, has been on extended leave over the past six months while undergoing a bone marrow transplant. Her absence has been deeply felt, and it created a gap that required a collective response. I want to acknowledge the efforts taken by our amazing team during this time— staff took on extra hours/days and responsibilities to ensure the smooth running of the Service. It was a true team effort! We all look forward to welcoming Kellie back when she is ready.

As an organisation, SAGE's aim is to offer services and programs to our clients that are responsive to individual and community needs, that build resilience, capacity, and meaningful connections. With a solid foundation and a clear direction, SAGE is well-positioned to meet the challenges and opportunities of the coming year, to grow, adapt, and keep making a difference.

TREASURER'S REPORT

Peter Prants

The 2024/25 Financial Year has seen the Board working hard in overseeing the imbedding of new services, recruiting staff, developing and implementing new policies and procedures. This work has ensured that SAGE are delivering services that genuinely meet the needs of its clients, which are also helping them and their families to have better life outcomes.



The Board has approved much needed expenditure for updating office security and IT systems for cyber security.

Government Grants continues to be the primary source of income for SAGE and for this reason the Board has worked hard on improving governance systems and controls to ensure it remains a preferred service provider. I would like to acknowledge our major funding partner the Department of Communities and Justice for their long-term support and for working with us in partnership to deliver quality services.

The current job market presented us with some challenges in recruiting qualified staff in a timely manner, however as of today we are fully operational.

I am therefore pleased to state that SAGE has returned an overall surplus of \$77,210 resulting in equity as of the 30th of June 2025 of \$436,534. SAGE has also a positive cash flow, with a balance of \$599,550 of unrestricted cash at the bank with a further \$153,986 available as payments in advance on the business loan.

An external audit of the accounts including an assessment of material misstatement, an understanding of the internal controls relevant to the financial management of the organisation and the use of the going concern basis of accounting, was completed on 30th September 2025.

The Audit was unqualified and is included in the annual report for your information. The audited financial statements confirm that SAGE has assets to cover existing current and long-term liabilities including employee annual and long service leave entitlements.

I would like to take this opportunity to thank my fellow Board Members for their ongoing support and their trust in me in overseeing the organisations financials. I could not do this role without the support of our Executive Officer Linda Marsonet whose financial knowledge and experience in developing budgets is second to none. Big shout out to Kellie our office manager and Klaus and Lenie from Expert Bookkeeping and Accounting Services for their work in continuing to maintain and refine our financial processes.

I look forward to continuing to work with the Board and the SAGE Team to expand and support the great work of SAGE in 2025/26.

EXECUTIVE OFFICER'S REPORT

Linda Marsonet



The 2024–2025 fiscal year has been one of continued growth, resilience, and achievement for SAGE.

Throughout this period, the organisation has remained steadfast in ensuring that all decisions and initiatives align with our vision, values, and purpose, guided by the goals and outcomes outlined in the 2024–2026 Strategic Plan.

SAGE has actively pursued opportunities to strengthen organisational capacity and operational efficiency to deliver high-quality, client-centred, trauma-responsive services that promote healing, safety, and wellbeing for the individuals and families we are privileged to support.

We continue to deliver family support services under the **Department of Communities and Justice** (DCJ) funded **Targeted Earlier Intervention** (TEI) program and specialist domestic violence support through the **Staying Home Leaving Violence** (SHLV) program.

During the year, SAGE secured significant new funding opportunities. We were contracted to deliver the **Safer Pathway Local Support Services** in the Sydney Metro Northwest and Southwest Districts. Funded by DCJ, this initiative expands our existing Domestic, Family, Sexual Violence (DFSV) services to include male victim-survivors. In addition, SAGE received funding through the **Commonwealth NPA – Frontline Workers** (DV Support) Program, enabling us to provide targeted assistance to Culturally and Linguistically Diverse (CALD) women and children affected by DFSV in the Cumberland LGA.

The expansion of these programs resulted in the recruitment of six additional staff members. We are proud to have enhanced the diversity and cultural depth of our team, with most new employees being bilingual or multilingual. Their skills and lived experiences have enriched our cultural responsiveness and increased accessibility for clients.

A highlight of this growth period has been the professional development of existing staff. Two caseworkers, Dana and Zoe, transitioned into Team Leader roles, demonstrating strong leadership and achieving excellent outcomes. Jodi, our SHLV Team Leader, extended her role to include oversight of the DV Support Program. Her dedication to reviewing intake and referral processes has led to a more streamlined and efficient approach across the organisation.

This year also brought personal and operational challenges. Our valued colleague Kellie, Office Manager and Accounts Payable Officer, was diagnosed with Myelodysplastic Syndrome in December 2024. Kellie's illness deeply affected the team, as her role is pivotal to the smooth functioning of our administrative and financial systems.

Despite these difficulties, she has shown remarkable courage and resilience throughout her treatment, including a successful bone marrow transplant in May. We are hopeful she will return to work later in the year. I extend heartfelt thanks to the team members who stepped up during her absence, taking on additional responsibilities with professionalism and compassion—an inspiring demonstration of the collective strength and commitment of the SAGE team.



SAGE Community Services

EXECUTIVE OFFICER REPORT CONT.

SAGE continues to seek opportunities for collaboration and partnership. This year, we partnered with Cumberland Multicultural Community Services to offer onsite Financial Counselling at SAGE, complementing the existing outreach Legal Services provided by the Western Sydney Community Legal Centre. Providing these supports in a safe, familiar environment has significantly enhanced client engagement and confidence.

Our partnerships with local schools—including Guildford Public School, Westmead Public School, and Hilltop Public School—remain strong. We have delivered supported playgroups, parenting programs, children’s groups, and information sessions, and participated in community events. We also continue to utilise the Cumberland DV Hub as a safe and accessible space for counselling and case management.

Throughout the year, SAGE has continued to review and strengthen organisational policies and procedures to ensure compliance with legislative and funding requirements. We continue to review our data collection processes across programs to support, consistent, robust data-driven decision making. Targeted capability-building initiatives have improved staff readiness to manage the increasing complexities and risks inherent in family support and domestic, family, sexual violence work.



SAGE recognises our team is our biggest asset, and our commitment to staff wellbeing and professional development remains unwavering. All team members engage in regular internal and external supervision and have participated in training focused on strengths-based practice and child protection in addition to individual training opportunities. The Peer Buddy Program continues to foster team cohesion, mentoring, and knowledge sharing. SAGE continues to benefit from strong staff retention, which supports consistent, high-quality service delivery for clients.

Externally, the sector continues to face challenges, including increasing regulatory demands and ongoing funding uncertainty. The TEI program is due for recommissioning in the coming months, bringing additional administrative and planning pressures. We acknowledge that these processes present challenges for both service providers and funding bodies.

SAGE extends its gratitude to the Department of Communities and Justice, the Department of Social Services, and our local councils and clubs for their ongoing support. We particularly acknowledge DCJ Commissioning and Planning Officers, Isabelle Khoury and Feroz Sattar, for their continued guidance and support during this period of change.

Finally, I would like to express my sincere appreciation to the Board of Management and the entire SAGE team. Their dedication, expertise, and compassion ensure that SAGE maintains strong governance and delivers services of exceptional quality. Together, we have met—and in most cases exceeded—our key performance indicators across all programs, helping children, women, men, and families to become safer, more connected, and empowered to make choices for support their wellbeing.

I look forward to continuing to work with the Board and team to serve and support our community in the year ahead.

SNAPSHOT

Our clients



925+

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

**does not include one off LSS contacts*

287

attended **groups**

834

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

48

accessed **counselling**

15%

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

52%

Clients identified as **Culturally or Linguistically Diverse**

19%

Clients identified as living with a **disability**

5%

Clients identified as **LGBTQIA+**

**based on current available data*

>95%

were satisfied with the services they received

NPA - DOMESTIC, FAMILY, SEXUAL VIOLENCE

PROGRAM REPORT



PROGRAM REPORT

Jodi, Team Leader/Senior Case Manager



Commencing in August/September 2024, the National Partnership Agreement - Domestic, Family and Sexual Violence (NPA-DFSV) program was one of two new programs at SAGE Community Services offering DFSV support to the local community. This program has not only allowed SAGE to offer support to a cohort of vulnerable clients who may not be eligible for our other programs, but with the introduction of an Intake Worker, has also helped to streamline and relieve the burden of the referral process into our other case management programs.

> 440 enquiries were managed by the DFSV support team for SAGE

41.0% SHLV program

19.2 % TEI program

20.8% DFSV program

PROGRAM OVERVIEW

The NPA-DFSV program offers case management and counselling support to women and children who are impacted by domestic, family or sexual violence. The program is voluntary and needs-based, working with a focus on improving safety and supporting the recovery for victim-survivors of domestic, family or sexual violence. SAGE Community Services has been funded by the Department of Communities and Justice (DCJ) to deliver the DFSV program to culturally and linguistically diverse (CALD) women and children living in the Cumberland local government.

A secondary outcome of the program is to develop the skills and experience of CALD workers in response to a sector wide shortage of qualified workers. One of the designated roles was CALD trainee position. It has been exciting to see the NPA-DFSV team develop and upskill, with one of the original workers, Rubina, moving on to join the SHLV Team.

Criteria for women seeking support from the NPA-DFSV:

- >18 years,
- Residing in the Cumberland local government area.
- Identify as culturally and linguistically diverse, and
- Impacted by domestic, family or sexual violence (intimate or otherwise)

Priority is given to women and children still in a violent relationship and those who are not already being supported by appropriate services.

As at June 30th 2025, the NPA-DFSV Program the team is made up of three staff members in dual roles; our intake worker/case manager, counsellor/case manager and the NPA-DFSV team leader who also manages the Staying Home Leaving Violence project.



PROGRAM ACTIVITIES

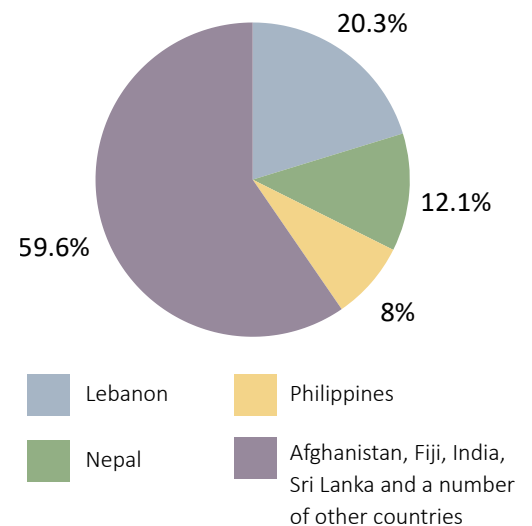
With the program comes an intake worker role who is currently responsible for managing all enquiries to SAGE for case management support.

Since the NPA-DFSV intake worker commenced in September 2024, they have (with the support of the NPA-DFSV team) managed more than 440 enquiries for support from SAGE Community Services. 41.0% of these enquiries sought support from the Staying Home Leaving Violence program, 19.2% for the Family Support/Targeted Earlier Intervention program and 20.8% of enquiries fell under the NPA-DFSV Program itself.

Despite it being the program's inaugural year and facing a number of hurdles in the implementation process resulting in several role changes in the team, the NPA-DFSV team supported 45 women and children with case management and a further 25 women with counselling support.

DEMOGRAPHIC DATA

The largest source of internal referrals to the DFSV program (case management or counselling) was internal referrals at 24.5%. As a new program to SAGE, most referrals into the DFSV program were enquiries for other SAGE services where the DFSV program was determined to be more appropriate. Health services, self-referrals and the Cumberland Domestic Violence Court Advocacy Service (CWDVCAS) were the primary external sources of referral, each representing 14.3% of referrals. Multicultural, counselling and other domestic violence services were also key referrers.



As a culturally and linguistically diverse program, almost all clients referred into the program were born outside of Australia or spoke a language other than English. Lebanon (20.4%), Nepal (12.2%) and Philippines (8.1%) were the most common countries of origin. The DFSV Program also supported women and children born in Afghanistan, Fiji, India, Sri Lanka and a number of other countries. In terms of locality, and current places of residence, 26.5% of clients were residing in Merrylands, 18.4% in Guildford and 14.3% in Auburn at the time of referral.

WHATS NEXT FOR THE DFSV PROGRAM

In its second year at SAGE, the NPA-DFSV program will continue to focus on developing and strengthening the team, and promoting the program in the local community to increase the number of women and children supported.



SHILA'S STORY

**Names have been changed to protect privacy*



BACKGROUND

Shila migrated to Australia from Sri Lanka with her husband and young daughter aged 14 years after he applied for her visa. At the time of referral, Shila was pregnant, had no English language skills, financially dependent on her husband, and was socially isolated with very limited supports.

Shila is the type of client that the DFSV program was designed to support, women experiencing high levels of coercive control, dependency, barriers to accessing safety, domestic violence education and support to leave the relationship safely. During her marriage, Shila experienced ongoing coercive control and regular violence, including repeated strangulation. Her husband exercised strict control over her movements, often using tracking apps and only allowing her to leave the house for antenatal appointments while pregnant with their second child.

RISKS AND VULNERABILITIES

- Immediate safety – Repeated physical violence, including strangulation, and escalating risk during pregnancy.
- Isolation – No English language, minimal support networks, and dependency on her husband.
- Control and surveillance – PUV restricted her movements, monitored her contact, and manipulated their daughter for information.
- Financial dependence – No independent income and little knowledge of available supports.
- Fear and uncertainty – Cultural pressures/language barriers made it difficult for Shila to recognise abuse or engage with services and fear of reporting to police, as Shila felt reporting would escalate the violence.

STRATEGIES AND SUPPORTS

- Conducted risk assessments and developed a safety plan with safe contact times.
- Facilitated communication through a Sinhalese interpreter, working within a narrow 2–3-hour timeframe for safe contact.
- Provided emergency accommodation options-Shila stayed in a refuge and then with a friend from her church.
- Supported child protection reporting to DCJ following disclosures of violence.
- Collaboration with her antenatal social worker/DCJ caseworker.
- Monitored health/wellbeing during pregnancy, including the impacts of stress, weight loss, and repeated strangulation incidents.
- Assisted with Centrelink benefits to provide financial stability.
- Encouraged recognition of coercive control, supporting her decision-making while respecting her readiness to separate.
- Represented Shila at SAMs, advocating for coordinated risk management.

Shila's story highlights the importance of a collaborative approach in supporting women facing coercive control, isolation, and language barriers. The DFSV program is designed to stand beside women like Shila, who often face multiple barriers to safety and independence.

By working closely with DCJ, hospital social workers, and culturally appropriate supports, we were able to ensure both Shila and her daughter's safety. Her courage to leave after a serious strangulation incident marked the turning point. Shila has gained access to housing, financial stability, and a pathway to rebuild her life free from violence.

Witnessing her progress from understanding coercive control to rebuilding independence, accessing stable housing, and securing financial support reinforces the value of persistent, client centered advocacy.

DFSV - COUNSELLING REPORT

Sonkia, Team Leader/ Case Manager



SUPPORTING WOMEN TOWARDS SAFETY AND EMPOWERMENT

I support women from culturally and linguistically diverse (CALD) backgrounds in the Cumberland LGA who are going through or have gone through domestic violence. Through the counselling process, I offer a safe and supportive space to clients where they can talk about their experiences, heal from trauma, build coping skills, and take steps toward living a life free from violence.

HOW DO I SUPPORT WOMEN

My counselling approach focuses on helping women feel safe and supported, especially during times of crisis. I start with risk assessments and safety planning to help them make informed choices when things feel overwhelming. I offer compassionate emotional support to help them work through trauma, grief, and fear, and I use a mix of techniques to build coping skills. These include Trauma-Focused CBT, Mindfulness, and Dialectical Behaviour Therapy to help manage trauma symptoms and support emotional healing.

I also use Person-Centred Counselling, which means the client leads the way, their voice, pace, and goals shape the process. Mindfulness and grounding exercises help reduce distress and improve emotional regulation. I also provide psychoeducation to help clients understand how domestic violence affects them and how trauma works, so they feel more empowered and informed.

Over the past year, SAGE has supported 25 women through counselling, with most referrals coming from DVCAS, internal services, or self referrals. In our sessions, the focus is on helping each woman explore her options and find her own path toward positive change. I also support women dealing with challenges like depression, grief, loss, or relationship issues — whatever they're going through, I'm here to help them work through it in a safe and supportive space.

COMMITMENT TO EMPOWERMENT

I truly believe that recovery is possible and that it looks different for everyone. My goal is to walk alongside women on their journey, offering steady support, practical tools, and a caring space where they feel heard and respected. I want to help them move from just surviving to truly thriving. At the core of my work is the belief that every woman deserves to feel safe, valued, and free from fear.

SITA'S STORY

*Names have been changed to protect privacy

REUNITED AFTER SIX YEARS: A TAMIL MOTHER'S JOURNEY OF HOPE AND HEALING

In a touching story of resilience and reunion, a Tamil-speaking mother, Sita had been separated from her son in Sri Lanka for six long years had finally been granted a visa to bring him to Australia with the rest of the family with thanks to the help of counselling and compassionate support.



Sita attended counselling sessions at SAGE Community services expressing concerns for her teenage daughter, following an Apprehended Violence Order (AVO) issued against her husband due to his use of violence towards the daughter. She reported feelings of fear and anxiety regarding her daughter's safety and the ongoing impact of the domestic situation on the family.

The counselling focused on assessing immediate safety for Sita and her daughter, exploring coping strategies, and providing general information on legal processes and community resources. Sita was encouraged to implement strategies for herself to improve her mental health.

Along with her family situation and Sita's deep emotional distress, she also faced the overwhelming anxiety as her son's visa applications were repeatedly denied. Living apart from her son, added to her distress and she carried the weight of uncertainty and longing every day.

Through counselling, she found a safe space to express her fears, develop coping skills and rebuild her strength. With consistent emotional support and advocacy for her and a brief session with Sita's husband, her counsellor helped them to understand cross cultural parenting.

The counsellor also drafted a profound support letter to Department of Home Affairs that highlighted her mental health challenges and the importance of family reunification.

The letter made a big difference. Her son's visa was approved. Tears of joy replaced years of sorrow. Sita was reunited with her son and was filled with hope and gratitude. A support letter for the magistrate also led to the AVO against Sita's husband being removed after 6 months.

Sita's story is a powerful reminder that healing is possible with the right support and that no one should have to face hardship alone.

SAFER PATHWAY –
LOCAL SUPPORT
SERVICES
PROGRAM REPORT



PROGRAM REPORT

Safer Pathway - Local Support Services

Zoe, Team Leader/ Case Manager

SAGE Community Services received funding to provide the Safer Pathway – Local Support Service (LSS) for the Northwest and Southwest Metropolitan areas of Sydney. The addition of LSS has diversified SAGE 's delivery of services to the community to include men who are experiencing domestic and family violence. The LSS team has provided personalised support through a coordinated service model to reduce risk and increase safety.



PROGRAM OVERVIEW

LSS is funded by the Department of Communities and Justice (DCJ) to support males (from 16 years of age) who are or have experienced domestic and family violence. The aim of the program is to support male victim-survivors by offering a tailored, coordinated service based on their location and level of threat to their safety. This is achieved by offering the flexibility of a case coordination/management service model based on individual client needs.

The overall LSS objectives are to:

- Reduce duplication and fragmentation in the service system by streamlining referral pathways,
- Provide an effective, timely and consistent response to secure their safety and support recovery,
- Reduce the need for story re-telling by providing support to navigate the service system,
- Promote an understanding of the dynamics of domestic and family violence, indicators and threat level,
- Provide an interagency response through a targeted information sharing platform when identified as 'at Serious Threat'

REFERRALS

Most referrals into the Safer Pathways – LSS are directly from the NSW Police Force following a report of domestic and family violence. SAGE Community Services – LSS program provides support to 9 Police Area Commands which are covered by the Blacktown, Burwood, Cumberland, Mount Druitt, Parramatta Safety Action Meetings. External and self-referrals for male victim-survivors (with consent) can be made directly to the LSS program at SAGE and case workers will complete a referral/intake form. If the referral is suitable, LSS case workers will provide the same level of advocacy and support as if the referral came directly from the NSW Police Force.

31.03 % clients identified as Aboriginal/Torres Strait Islander

341 Domestic Violence Safety Assessment Tool completed

LSS has been able to offer 17 Face-to-face appointments with victim-survivors.

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There are 2 types categorises of referrals LSS receives from the NSW Police Force. 'at Serious Threat' referrals require an initial call within 1 business day and 2 follow-up contact attempts within 3 days business days of referral being received, if the initial contact is unsuccessful. 'At Threat' referrals required an initial call within 2 business days, and 2 follow-up contact attempts within 5 days business days of referral being received, if the initial contact is unsuccessful.

The largest service area across the 2024-2025 financial year was Cumberland (1550), followed by Blacktown (1488), Mount Druitt (1141), Burwood (1059) and Parramatta (933).

DIRECT CLIENT WORK

LSS has been able to support 481 male victim-survivors provided case support across all service areas. To ensure clients receive personalised, consistent, and effective assistance tailored to their unique need, LSS has developed procedures to help balance good case work with high demand. This has allowed LSS to support case management clients to achieve 60% of their goals. This client led success reflects positive, tailored support that addresses individual needs and promotes lasting outcomes.

OUTREACH - MOUNT DRUITT

Due to the geographical location of SAGE Community Services in comparison to the service areas, LSS has been able to secure an outreach service at Mount Druitt, Mission Australia. Outreach provides an opportunity to increase our capacity to offer face-to-face appointments to victim-survivors living in the Blacktown and Mount Druitt area.

LOOKING FORWARD

Commencing in 2024–2025, the LSS program has made strong progress, achieving key milestones and laying a solid foundation for growth. Building on this success, the focus for 2025–2026 is to increase impact, expand outreach, and continue to provide personalised support for male victim-survivors. With clear goals and growing systems, the LSS program is well-positioned to achieve even greater outcomes for male victim-survivors in the year ahead.

97.4% of 1st contact for Serious Threat achieved.

91.4% of follow-up contact for Serious Threat achieved.

98.03% of 1st contact for Threat achieved.

97.66% follow-up contact for Threat achieved.



BARRY'S STORY

*Names have been changed to protect privacy

Barry was in an intimate partner relationship for 5 years. As result of the relationship, Barry has his partner have a daughter Mila (2yrs). During the relationship Barry endured intense verbal and physical DFV. The Police charged Barry's partner with 6 offences, ranging from Common assault, Stalk/intimidate intend to cause fear physical harm and Assault occasioning actual bodily harm. The police had also issued an Apprehended Domestic Violence Order (ADVO). Barry was referred to LSS following this series of DFV for support.



CONCERNS/ISSUES WHEN REFERRED TO LSS:

- The referral was received at 'serious at threat' and was discussed at the Safety Action Meeting (SAM).
- Due to safety concerns, Barry left the home and moved back to his parent's home in regional NSW.
- Barry left with no money and finances to support him.
- As Barry fled to his parent's home, Barry was isolated and disconnected from his previous life.
- Barry had not seen Mila for 6 weeks following the incident.

SUPPORT PROVIDED BY LSS:

- Safety plan to return to Sydney.
- Immediate material aid to assist with food and essential items.
- Supported Barry to access temporary accommodation.
- Referral to Centrelink for a crisis payment and changes to Centrelink payments (as needed)
- Assisted to complete and submit a Housing Assistance application.
- Advocacy with Homes NSW with a written letter of support, resulting in approval for Start Safely Subsidy.
- Supporting Barry to re-settle into a Private Rental.
- Completion a Victim Services application and approval of counselling/Immediate Needs Support Package/Recognition. - application approved. Thomas has engaged with a counsellor and is receiving fortnightly appointments.
- Barry has engaged in counselling sessions- to start his healing journey.
- Support to receive the Escaping Violence Payment.
- Assistance in goal setting with Barry and focusing on long-term outcomes.
- Information on parenting plan agreement and connection with Relationships Australia.

The support Barry has received from LSS has improved his circumstances and given him the opportunity to live a life free from violence. Barry has been able to secure employment, which has significantly improved his financial resilience and capacity to plan for the future. Barry was able to reestablish contact with Mila. Barry has a strong commitment to rebuilding his life. His focus on establishing a stable home will allow him to maintain a meaningful connection with Mila.

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 (Keeping Women Safe in their Homes) 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 also part of the Hills government area.

SHLV supports women and children through voluntary, 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.

PROGRAM ACTIVITIES

Across the 2024-25 financial year, SHLV received more than 340 enquiries for support, with 92 adult women receiving support through case management or case-coordination. A further 126 children received support from the program, either directly or through their parent or guardian. Enquiries that could not be accepted were offered support through advice and referrals to other appropriate support services.

An additional 24 families received financial support for safety upgrades to their homes through the Keeping Women Safe in Their Homes project. This included security measures such as; installation of locks, CCTV and technology sweeps on their devices, homes, and/or vehicles.

In addition to core case-coordination and case management, SHLV continues to work in partnership with WESNET (The Women's Services Network) to provide safe phones within the Safe Connections Program. These are free safe phones for women and children experiencing DFV, and across 24-25, SHLV were able to provide 15 safe phones to 8 clients and 7 non-clients of the SHLV program.

340 +
Enquiries / request for support

92
Case management and
Case coordination
[combined SHLV and
KWSITH]

126 Children Supported

Staying Home
Leaving Violence



DEMOGRAPHIC/CLIENT DATA

The largest referral source for SHLV across the 24-25 financial year continues to be Cumberland Women’s Domestic Violence Court Advocacy Service (CWDVCAS) accounting for almost half with 49.7%. This is a reflection of the strong relationship SHLV has built with CWDVCAS, which includes prioritising high-risk referrals through the local Safety Action Meeting (SAM).

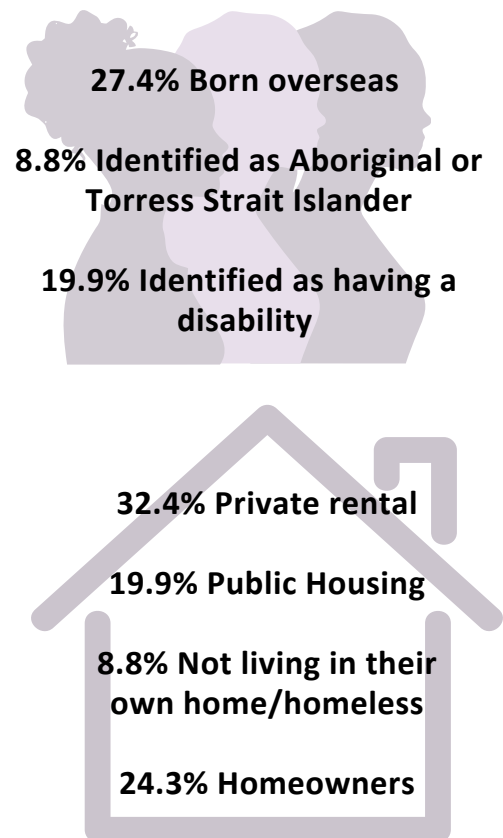
Self-referrals continue to be our second largest referral source despite a decrease from last year, with 12.9%. Other significant sources included internal referrals, local schools, as well as family support, homelessness and health services.

Clients accessing the SHLV program this financial year came from a wide variety of backgrounds and circumstances. A little more than a quarter (27.4%) of SHLV clients were born overseas, while 8.8% identified as Aboriginal or Torres Strait Islander. English was the most common primary language spoken at home, representing 74.2% of case managed or case coordinated clients. Chinese and Arabic were the most common languages spoken, other than English.

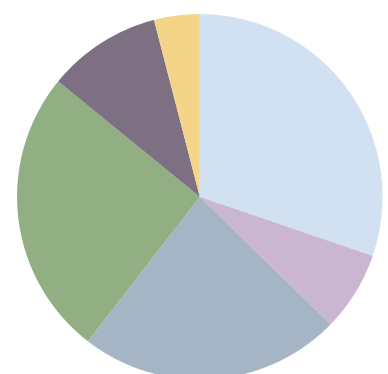
Housing circumstances upon entry into the program were varied. Privately renting was the most common at around 32.4%. Almost a quarter (24.3) of clients owned their own home, 19.9% were living in a public or community housing property and approximately 8.8% were either homeless or not living in their own home upon entry to the program.

Only 21.1% of clients over the age of 18 entered the SHLV program employed, 14.0% involved in formal study. 71.3% were experiencing socio-economic disadvantage, and 75.7% social exclusion.

70% of clients accessing case management or case-coordination had a current, enforceable Apprehended Domestic Violence Order (ADVO) at the time of referral, with 17.6% of people using violence were in police custody.



- Children 30%
- 18-24 years 7.4%
- 25-34 years 23.5%
- 35-44 years 25%
- 45-54 years 10.2%
- 55+ 3.9%



I'm so grateful for everything she done for me and my family. Thank you. My case manager was amazing, she really explained my options, next steps and provided a decent amount of information and services to support me. Thank you so much, couldn't have chosen a better case manager to help me get through my dv situation.

My case manager has been absolutely amazing to me. The help and support she has given me was so amazing that she encouraged me so much I was able to find a job and have kept this job and was able to fight my battles as she always told me that I could do it and I did. Her support has made me strong and I want to thank her so much and SAGE services for the outstanding support through the journey.

OUTCOMES

The number one reason for file closure (80%) was 'case goals met', with a small number of closures occurring due to client's moving out of area or disengaging from the program. Although there are no definite timeframes for support in the SHLV program, the average support period was between 3-6 months, with many referred on to other specialist services.

Core case management goals for SHLV include (but are not limited to), improving safety, increasing housing stability, domestic violence education, access to legal and court supports and improving stability for children. Across 24-25, more than 86% of case management goals were marked at least partially achieved.

COMMUNITY ENGAGEMENT & PARTNERSHIPS

In addition to individual casework, SHLV is also funded to deliver education and training sessions to community members and services. Across 24-25, some of these activities included education sessions to:

- Evolve Housing staff
- Paramatta Homeless Person's Interagency members
- Hilltop Rd Primary School staff
- Homes NSW staff
- Primary students at Hilltop Rd Primary School as part of SHLV's Healthy Relationship group

SHLV also participated in two panels during the financial year:

- Coercive Control in Practice panel for the Hills DV Prevention Interagency, and
- Domestic Violence Roundtable, hosted by Women's Safety Commissioner and Andrew Charlton, MP for Parramatta

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

- Parramatta Homelessness Persons Interagency
- Domestic Violence Community of Practice
- Hills Domestic Violence Prevention Interagency
- Parramatta-Cumberland Domestic Violence Prevention
- Safety Action Meetings (Cumberland/Parramatta)

> 94%
Improvement in **general wellbeing and relationship**

> 96%
SHLV made **them and their children feel safer**

> 95%
Reported improvement in their **knowledge of DFV**

> 95%
reported they feel more likely to **share feelings or seek advice on dealing with problems**

> 98%
of clients indicated their **overall satisfaction with the services they received**

TEAM HIGHLIGHTS

During 2024-25, two of our highly valued team members, Zoe and Dana, transitioned into new roles within SAGE. While their contributions to the SHLV program are missed, their new positions as team leaders are a reflection of their hard work and dedication to supporting vulnerable people.

While the loss of two highly skilled case managers presented a huge challenge to the remaining team, SHLV was fortunate enough to welcome two new members in their place. Lynne and Rubina have brought with them fresh perspective and skills, and their enthusiasm and commitment to learning their roles has already made a positive impact on the team and to clients of the SHLV program.



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.



‘KIDS CHAT’ GROUP – MAY- JUNE 2025

In the NSW government policy “Pathways to Prevention - NSW Strategy for the Prevention of Domestic, Family and Sexual Violence 2024–2028”, it recognises the importance of early intervention to prevent domestic, family and sexual violence in the community. It is the State’s first dedicated whole-of-government domestic and family violence, and sexual violence primary prevention strategy. This strategy builds on decades of work by advocates across NSW who maintain that gender equality is a critical part of the answer. Primary prevention means stopping violence before it starts and a service system that actively works to reduce the root causes of abuse and prevent risk factors progressing to violence.

The Staying Home and Leaving Violence team has made it a priority to work with schools in the local community for this purpose and has had the pleasure of working with Hilltop Road Public School in the Merrylands area for several years.

Teachers from Year 4 prioritised students who they thought would benefit from learning about healthy relationships. A group of 8 children were selected for the group – 6 boys and 2 girls (9 years old).

The ‘Kids Chat’ group delivered a four-week group focused on equal and respectful friendships between peers with the aim of challenging gender stereotypes and promoting healthy ways to deal with negative emotions such as anger. The other crucial aspect of the group program is about safety and looking at how to recognise what it means to be safe, how to recognise early warning signs when things feel unsafe, and who to ask for help in these situations.



Each child did amazingly and by the end of the fourth week it we were able to see that they were able to:

- Observe and articulate their feelings and identify a broader range of feelings
- Start to understand the concept of their personal boundaries and how it feels when someone doesn’t respect these
- Start to identify who they can talk to when things are worrying them
- Start to understand what respect means
- Start to identify their strengths
- Know how to recognise early warning signs when starting to feel unsafe
- Recognise who to speak to if feeling unsafe both at home and in the community
- Evaluations were positive in that all children identified that they felt safe in the group, learned a lot and had fun.



“Thank you I like the group because I learned a lot.”

“I love the activities and the toys.”

“Now that I know what to do I am happy. Thank you so much.”

NELLY'S STORY*

*Names have been changed to protect privacy

BACKGROUND

Nelly was referred to SHLV after separating from a violent relationship. Nelly had been with her ex-partner, Jack, for a number of years and together they had three children, aged 14, 10 and 3

Throughout their relationship, Nelly was victim to a number of abuse tactics from Jack (Person Using Violence – PUV), including physical violence, coercive control, financial abuse, threats to humiliate and shame. Emotional and psychological abuse of the children as reported by Nelly. Including children witnessing abuse behaviours towards their mother and controlling behaviours towards the children.

At the time of referral, Nelly had separated from the PUV and was living in the family home. The most recent incident included the PUV leaving knives in the home as threats to her safety. The PUV was meant to be residing elsewhere with no access to the property. Nelly was extremely fearful and would only stay at her property when another adult was able to stay with her and her children and so they were constantly moving around, staying with family and friends. Nelly and her children all slept in the same room for safety. Following the most recent incident, the PUV was arrested. He received bail and was released from custody with an ADVO. Subsequent police investigations discovered Nelly and her children were under even more surveillance and threats than Nelly was aware.

RISKS AND VULNERABILITIES

- Surveillance via cameras in the home and around the property as well as manipulating peoples online accounts to gain access to her online accounts.
- Client was being isolated from community, with no family support in Australia.
- Homelessness risk due to inability to pay mortgage and family court ongoing increasing financial burden and debt for client.



Nelly was one of SHLV's longer term clients, having been supported for almost 18 months. At the time of closure, Nelly's goals had been completed, and she was at the final stages of divorce and property settlement proceedings. Nelly's ADVO and parenting orders had been finalised, with her children's voices being heard by the Family Court.

Both Nelly and her children were engaged in counselling at closure. In their time with SHLV, Nelly had been able to repair and strengthen her relationship with her children, which had been impacted by the PUV, and was looking forward to continuing down this path.

Nelly left SHLV feeling well supported, more confident in her safety strategies and reporting to Police, and felt she was ready to step back from the SHLV program.

STRATEGIES AND SUPPORTS

- Ongoing safety planning for Nelly and her children
- Technology sweep of Nelly's property, devices/vehicle
- Home safety audit on the home
- Dash cams and other cameras
- Support to report breaches to Police
- Liaising with Nelly's lawyer and Independent Children's Lawyer
- Representation at the Safety Action Meeting
- Support to access Victims Services and other financial supports
- Referral to financial counsellor and Victims Services counselling

TARGETED EARLIER INTERVENTION (FAMILY SUPPORT) PROGRAM REPORT



PROGRAM REPORT

Targeted Early Intervention (Family Support)

Dana, Team Leader/Senior Case Manager



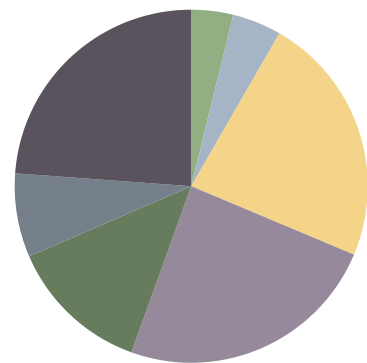
PROGRAM OVERVIEW

SAGE Community Services, funded by the Department of Communities and Justice (DCJ), delivers Targeted Earlier Intervention (TEI) support to children and families across the Parramatta and Cumberland Local Government Areas. The TEI program offers a wide range of services, including case management, counselling, supported playgroups, parenting groups, transition-to-school support, and practical skill-building programs.

Our approach is grounded in evidence-based, family-centred practice. By providing coordinated and wrap-around support at the earliest possible stage, we aim to prevent long-term challenges and promote the safety, wellbeing, and development of children, young people, and their families.

In 2024–25, the Family Support team worked with families facing a range of challenges, including domestic and family violence, parenting issues, child development concerns, and social isolation. While the year brought both challenges and new opportunities, the team stayed focused on providing flexible, high-quality support. As a result, many families experienced positive changes and felt more supported in their day-to-day lives.

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 9.6%
- Supported Playgroups 17.7%

CLIENT NUMBERS

During the reporting period 2024-25, the TEI Family Support program provided services to a total of 355 individual clients across a range of targeted support activities. No unidentified clients or support persons were recorded, indicating that all clients were individually known and engaged directly with the service.

The highest engagement was recorded under Family Capacity Building with 138 clients, closely followed by Supported Playgroups, which supported 143 clients. These two areas reflect strong ongoing demand for parenting support and early childhood development activities.

Information, advice, and referral services were also accessed frequently, with 145 clients benefiting from this type of support, highlighting the importance of helping families navigate available resources and systems.

IMPROVEMENT IN CLIENT CIRCUMSTANCES

Over the past year, families supported by the TEI Family Support program experienced meaningful improvements in their everyday lives. 97.4% of clients reported that their overall situation improved as a result of their engagement with the program. 110 clients noted that their family functioning had improved and 109 clients reported feeling more confident in supporting their children's development.

Mental health also emerged as a key area of growth, with 95 clients reporting improved mental health. For 93 clients, increased social connection helped reduce isolation and gave them a greater sense of belonging within their community.

For families facing domestic and family violence, safety remained a vital focus. 26 clients identified improved personal and family safety after working with the Family Support team.

While the TEI program does not provide direct assistance with housing, employment, health, or education, several families still reported positive changes in these areas. This speaks to the strength of our interagency partnerships and our ability to connect clients with the right services at the right time.

IMPROVEMENT IN CLIENT GOALS

Goal setting remains at the heart of our work. Each family works closely with their caseworker to develop goals tailored to their unique circumstances and aspirations. This year, 52.6% of clients reported that they had achieved the goals they set for themselves at the start of their engagement.

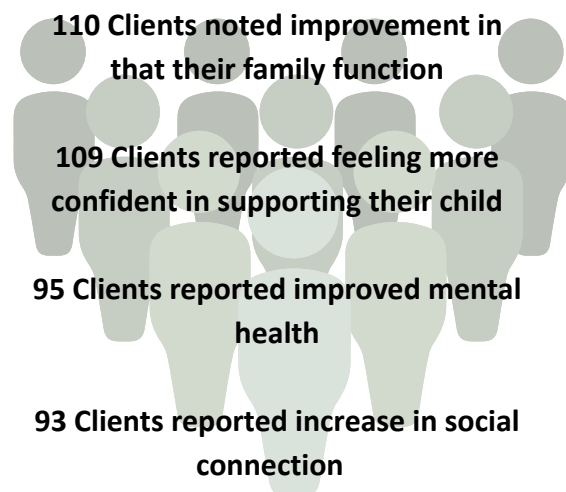
Through this collaborative process, 114 clients reported an increase in knowledge and understanding of the challenges they were facing. The same number — 114 clients — said they felt more empowered to make informed decisions for themselves and their families.

110 clients shared that they had developed stronger practical skills, which helped them manage day-to-day challenges more effectively. In 40 families, parents observed clear behavioural changes in the areas they had originally sought support for, such as parenting, boundaries, or school readiness.

Engagement with services also improved, with 92 families reporting that they were now better connected to the support networks they needed. While the TEI program does not provide crisis support, 26 families shared that our involvement helped lessen the impact of an immediate crisis, offering them a sense of calm and control during particularly difficult times.

SOCIAL WORK STUDENT PLACEMENT

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.



COUNSELLING SERVICES

Our counselling service provides therapeutic support to adults, children, young people, and families through a strengths-based, trauma-informed approach. Support includes psychosocial assessments, collaborative goal setting, and a range of modalities such as narrative therapy, CBT, and solution-focused techniques, alongside a feminist lens when addressing family and domestic violence. Clients are supported as the experts in their own lives, with counselling aimed at fostering empowerment and lasting positive change.

TEI DEMOGRAPHICS 2023-2024

29.6% identified as CALD

17.2 % Identified as having a disability

5.1 % Identified as Aboriginal/Torres Strait
Islander

On average clients in 18 sessions with their
caseworker



COMMUNITY ENGAGEMENT AND PARTNERSHIPS

This year, the Family Support team has been actively involved in community outreach initiatives, including participation in the Child Protection Week Event at Hill Top Road Public School. 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.

STAFF TRAINING AND DEVELOPMENT

The TEI program will continue to grow and adapt in response to the changing needs of families in our community. Sarah is a single young mum of 1 child, 3-year-old Liam and had moved to Australia when she was a young girl. Sarah had been referred to our Family Support Team in July 2024 by another Young Parent worker at Redcross as she had moved into our area. She was referred to the young parents' group to connect with other young parents as well as get support around parenting skills and child development and around her mental wellbeing. At the start Sarah found it difficult to engage at group as she struggled with social interactions and as a result she stopped coming and didn't engage with the service for a while for support. It was difficult to contact Sarah, but after a while she re-engaged and I met with her and Liam in December with the help of her Redcross worker and a connection was made.

The TEI program will continue to grow and adapt in response to the changing needs of families in our community. We will continue to provide early, holistic support while preparing for program recommissioning and expanding counselling services for children and young people.

The team will also continue to strengthen their skills, with a focus on domestic violence and disability support, while building deeper partnerships with schools, health services, and local organisations to improve referral pathways. Our efforts to enhance data collection and evaluation will help us better understand the impact of our work.

SARAH'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 working together as a collective on family's cases can be not only supportive to the client but also to the key worker supporting the family. Which in turn produces more positive outcomes for all.



FAMILY HISTORY

Sarah is a single young mum of 1 child, 3-year-old Liam and had moved to Australia when she was a young girl. Sarah had been referred to our Family Support Team in July 2024 by another Young Parent worker at Redcross as she had moved into our area. She was referred to the young parents' group to connect with other young parents as well as get support around parenting skills and child development and around her mental wellbeing. At the start Sarah found it difficult to engage at group as she struggled with social interactions and as a result she stopped coming and didn't engage with the service for a while for support. It was difficult to contact Sarah, but after a while she re-engaged and I met with her and Liam in December with the help of her Redcross worker and a connection was made.

OUR SUPPORT

Sarah struggled with building connections due to her past history of childhood trauma and a current situation that she was struggling to deal with but also struggling to disclose to a new service and this was hindering her engagement. Sarah had been reluctant to connect to a new service as she had developed a good relationship with her previous worker. Through the two services working together we were able to help Sarah build the confidence and connection with SAGE.

In the New Year we started to have regular appointments, and I was able to work through the struggles Sarah was having and started to gain her trust and work on some goals. One of those goals was managing her son Liam who was struggling with his speech and Sarah was struggling how to respond to some of his more challenging behaviour. Due to Sarah's traumatic childhood, she hadn't had positive parenting experiences in her life or understand the importance of play with Liam and how this would benefit his speech and development but was very keen to learn. Through building the connection with Sarah I was able to help her connect with the SAGE counsellor, Marcella with some counselling sessions as well as theraplay sessions. This really helped build Sarah's confidence with playing with Liam and understanding his needs from a play perspective. Sarah was thrilled at the experience, and this was evident with her positive feedback and advised she felt she was "able to connect with him better".

Since Sarah has been coming to the service, she has also accessed two groups – Young Parents and a parenting group which has been a great step forward with connecting to other parents – a goal Sarah also flagged. Since working with Sarah, I have found her to be very insightful and motivated to developing her parenting skills and setting goals for her and her son's need. Some of these we continue to work on include getting back into the workplace, toilet training and routines for Liam and working on healthy sleep.

PARENTING GROUPS

Wendy, Group Facilitator

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

"It was a healing experience for me. It gave me hope, instruction, clarity, comfort and reassurance. A course every parent should experience and learn from."

CIRCLE OF SECURITY PARENTING TERM 3, 2024

Circle of Security Parenting in term 3, 2024 was delivered in partnership (co-facilitation) with Western Sydney Local Health District Child and Family Health Services. 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 4, 2024

"Tuning in to Kids" was run in term 4, 2024. Fifteen parents attended. Across six sessions, this program supported participants to learn how to help their children develop emotional intelligence.

"Thank you so much for a wonderful program with such an important parenting skill to acquire. Every parent should attend this course. Wonderful teachers."



GROUP TRIPLE P, TERM 1, 2025

Group Triple P (Level 4) was held in term 1, 2025, and was co-facilitated with Natalia Andrienko (an accredited Triple P practitioner who SAGE engaged for this program). Nine parents/carers participated in the program. Through five group sessions and three phone sessions, participants learnt strategies to encourage behaviour they like from their child, deal positively and consistently with problem behaviour and develop family relationships.

"This program has helped me not only in parenting but also in improving my relationship with my partner. This program truly had a positive impact on my whole family!"

PATHWAYS TRIPLE P TERM 2, 2025

"Pathways Triple P" (Level 5 Group) was run in term 2, 2025. This is a follow-on program for parents and carers who have completed Group Triple P (or equivalent) and are still finding it difficult to manage their reactions to their children's behaviour. This program was attended by five parents. Through five group sessions, participants learnt to identify "parent traps" that they become caught in during stressful times with their children, as well as strategies for coping with anger and stress.

YOUNG PARENTS' GROUP

Rosemarie, Family Worker/YPG Facilitator

Young Parent's Group (YPG) is for parents who are 25 years or younger. This YPG create a safe space for young parents to come together to develop parenting skills & increase their connections within the community. Further YPG invites parents to share their experience & celebrate their children's achievements as well highlight moments of empowerment for parents. YPG continues to run four times a year in alignment with school calendar & maintains providing free child-minding service for you duration of the programme.



I become the lead facilitator for YPG in August 2024. YPG programme structure has seen a more streamline format implemented, incorporating therapeutic trauma informed frameworks & adopting regular activities whereby neuroscience has proven benefits for individuals. YPG session format beings with community check-in questions adopted from the sanctuary model. 1.How are you feeling? 2.What are your goals for today 3. Who can you ask for help? These simple questions allow participants to acknowledge their feelings, be goal focused & forward planning.

Each week there is an Icebreaker that focuses on elements of parenting. Parents are encouraged to discuss their view regarding the quote of the day, before doing the planned session. YPG concludes with parents entering in their journals provided by SAGE; two things that they are thankful for: one proud parenting moment and one something that they will work on with their child.

A **new logo** for YPG has also been created to help with the marketing to a younger cohort. In addition to the new logo; I have also modified the language of the session on the promotional flyer each term to be more appealing to the target demographic of the group.

Challenges: A challenge YPG has experiences this year include the most consistent attendee aging out of the programme in 2025; New referrals have been limited, and new participants have been inconsistent with attending regularly.

Celebrations: YPG include sessions on requested topics with guest speakers such as financial planning, learning how to crochet and partnering with TAFE NSW to provide information on pathways to education and job readiness.

Highlight: A young mother who was fearful to utilise the child-minding service which resulted in the daughter in the room during session. The child would at times be bored & could be disruptive. To address this, the childcare workers from Mobile Early Childhood Educators (MECE) were invited each week to participate in the check-in and icebreaker part of the session. This allowed the mother to get to know the childminders & observe them engaging with her daughter. After three weeks the mother has continued to drop her daughter off with the MECE workers before coming to YPG. Furthermore, she has also now enrolled her daughter into daycare outside of YPG.

SUPPORTED PLAYGROUPS

Suzanne, Family Worker/Playgroup Supervisor

Playgroup meet at three locations across the local LGA. Guildford Play & Learn Playgroup is held at Guildford Public School, Guildford. Greystanes Playgroup, is held at Greystanes Community Centre Greystanes, and SAGE Playgroup is held at Wentworthville Community Centre, Wentworthville.

Participants came from different cultures and nationalities, with 5 different languages spoken, other than English. We welcomed new families, and said goodbye to some, families as their children started Kindergarten.



Playgroup, continues 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 families to access other SAGE programs, including Family Support, SHLV, Counselling & Parenting Programs.

Facilitators plan activities, to enhance child development and increase the capacity of parents/carers to support their children's learning and development. Each term we focused on themes ranging from Family, Early Childhood Development, Community Connection & Child Health & Well Being. Activities were planned around community events e.g Book Week, Nadioc Week, Harmony Week, International Day of Friendships and other cultural celebrations.

All parents reported, that coming to Playgroup has increased their knowledge on the importance of play for their children to learn & grow. Playgroup provided parents the opportunity to connect to community, and develop friendships that 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 required further assistance to support their children's health, well-being & development. Referrals were made by Facilitators, to Northcott Early Childhood Services, & Merrylands Community Health.

Facilitators invited services to attend our Playgroup sessions. Guest speakers from the following services visited Playgroup: Service NSW (Centrelink), Cumberland Multicultural Community Services (Financial Counselling). Dana, our SAGE TEI Team Leader, attended Playgroup, and ran an informative session on Brian & Connection. Speakers were able to connect with parent/carers in a safe & supportive environment. Speakers provided families information in several languages.

SAGE is continuing our partnership with Lifestart Disability (Start Strong Pathways). Workers from Lifestart, visit Playgroup once a month, and support families with transitioning to early childhood education, engagement within daily routines e.g. toileting, and parent capacity building opportunities. Families have provided valuable feedback, in feeling more confident to access NDIS & the Start Strong Pathways Preschool program.

TRANSITION TO SCHOOL

Suzanne, Family Worker/Playgroup Supervisor



The Transition to School program is held at Guildford Public School. The program runs once a week during terms 3 & 4. Participants are children of school age, who are enrolled at Guildford Public School, to commence Kindergarten in 2025. All the participants are part of the Guildford Public School Community & Guildford Play & Learn Playgroup.

Participants are prioritised by need, with places offered first to children, who have not attended child care, pre-school, newly arrived families, or children who may have additional needs. SAGE works with families in supporting their child prepare for school.

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. Transition to School offers a pathway, in assisting children transition to school.



COUNSELLING

Marcela, Counsellor

This year saw an increase in the number of clients referred to SAGE for counselling. 23 clients were seen by Marcela.

Counselling was offered face to face, by phone and also in attending Cumberland Council's Domestic Violence Support Hub for those clients who lived closer to the area – a fabulous idea for services to connect in working to support women in the Cumberland area experiencing domestic violence.



Through a trauma-sensitive lens, Marcela approaches counselling non-judgementally and with compassion, helping clients understand their responses to their traumatic experiences. For many clients, the experience of domestic violence leaves them continually hypervigilant, and with diminished trust in themselves.

Marcela works with clients to understand their nervous system responses to their experiences, raising their understanding and self-compassion, and helping them in their quest to courageously move forward to change their circumstances, and bring peace back into their lives for themselves and their children. One client was overjoyed in realising that self-respect had nothing to do with the approval of others, and her decisions and felt sense of her experiences were right all along. A sense of elation is very evident when the client realised that the shame is all the perpetrator's, not hers, and she no longer needs to carry it.

Theraplay was also provided to one client with her 3-year-old son who was concerned about how to manage his increasing dominance. Talking through the video of mum playing with child, commenting, 'I didn't realise I did so many good things!'. After six sessions of relationship-focused, adult led fun activities, mum felt more confident in saying no and expressing her needs to guide her son in regulating his emotions. Theraplay's focus on the attachment of parent and child, helps strengthen their bond and bring back fun into the relationship.

Marcela would like to thank Cumberland Council staff at the Merrylands Hub for their enormous support being flexible with accessibility to rooms and supporting SAGE clients widely, providing access to material aid when available.

"This year, I will retire at the end of June 2025 and will miss the amazing support I received from my colleagues, who put so much into their work and support for clients and the service. This work is not easy, so working with amazing people who care and strive to do their best and at times do more, is an absolute privilege. Most importantly, my biggest thanks go to my clients who placed their trust in me to gently guide them in reinforcing the belief they never deserved what happened to them and are worthy of so much more" - Marcela, Counsellor

PARTNERSHIPS & COMMUNITY ENGAGEMENT



GREYSTANES PLAYGROUP

The Family Support Outreach Team also facilitates the Greystanes Playgroup, held every Tuesday at the Greystanes Community Centre.

This supported playgroup primarily supports families from culturally and linguistically diverse (CALD) backgrounds, many of whom are newly arrived migrants in Australia.

This playgroup runs with lower numbers when compared to the other two playgroups which allows facilitators to work more closely with both parents and children, offering tailored support based on individual needs.

The playgroup provides meaningful opportunities for parents and carers to engage with their children through play, educational activities, and craft. It promotes early childhood development across social, emotional, language, and cognitive domains. Additionally, the playgroup serves as a valuable entry point to other SAGE services, including Family Support, SHLV, Counselling, and Parenting Programs.

The welcoming and supportive environment also encourages families to connect with one another, share experiences, and build a sense of community.



One grandmother who attended the group with her two grandchildren shared that both she and the children learned a great deal through their participation. She expressed her appreciation for the program and mentioned that she plans to return next term with her new baby grandchild.



BABY & ME TIME GROUP

Dana, 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 program provides a safe and supportive environment where women can comfortably discuss their experiences of childbirth, parenting and relationships. The programme spans seven weeks, and each week focuses on a different theme, and activities provided 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 8 giving each participant 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 programme has been not just informative but allows them a lovely time to spend with their baby, in ways they've not have a chance to do before. Mums are provided with all songs, fingerplays and photos taken of them and their child during the sessions, as well as any resources provided for activities during the programme.



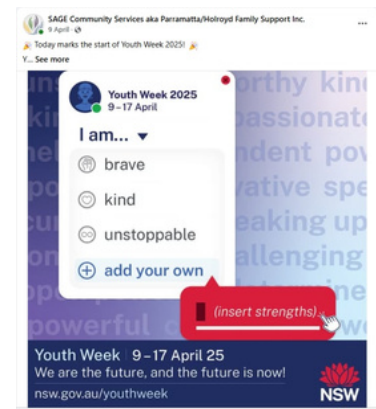
Each session finishes with the parachute activity accompanied by a slow song, where babies sit or lie under parachute held and moved by mums to the words of the song.

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 that is similar to their own.

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 include:

- NAIDOC Week
- National Aboriginal and Torres Strait Islander Children's Day
- National Child Protection Week.
- Women's Health Week
- Mental Health Month and R U Okay Day
- Children's Week and Youth Week
- 16 Days of Activism
- Diwali
- International Women's Day
- Harmony Day
- Mardi Gras
- Eid
- International Day Against Homophobia, Biphobia and Transphobia
- National Families Week
- Reconciliation Week
- Refugee Week

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

SEC looks forward to continuing to celebrate community events, bringing people together, strengthening bonds, and fostering a sense of belonging and the sharing of identity.



WSCLC PARTNERSHIP

Rose, Family Support Worker

SAGE continued partnership with Western Sydney Community Legal Centre (WSCLC) reflects our commitment to addressing systemic barriers and ensuring that every client has the tools & resources to build a safer, more stable future.

This initiative creates access to free, reliable, & timely legal advice during a time when clients are experiencing increased challenges of breakdown of the family structure. Impacting safety, financial stability, & the ability to re-establish as they move forward. This collaboration has enabled SAGE to provide free, individual legal sessions for our clients, addressing a wide range of Family Law and related matters, including:

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

Through this partnership, clients who would otherwise face long wait times or prohibitive costs now have timely access to expert legal advice, empowering them to make informed decisions during critical life transitions.



SAGE appreciation to WSCLC for the valuable support they have provided to our clients to date. Their contribution has significantly enhanced the quality & reach of our services. As we move forward, we remain committed to maintain these partnership & exploring new avenues for collaboration that will further benefit the current & future clients of SAGE.

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)

*SAGE's WDO Sponsorship:
July 2024 to June 2025*

- *12 new WDO were applied for*
- *\$15,701 worth of fines were reduced*

WORK DEVELOPMENT ORDERS CONT.

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

CMCS - PARTNERSHIP

Rose, Family Support Worker

SAGE has partnership with Cumberland Multicultural Community Services (CMCS) to provided free Financial Counselling to SAGE clients. Once a month CMCS financial counsellor attends the SAGE office to provide confidential, independent financial advice.



This collaboration has consistently SAGE client access this service with an average of 3 out of 4 sessions being booked between February – June 2025: totaling 14 individuals accessing this service.

The financial counselling sessions promote & assisted in multiple areas to build financial resilience including:

- Budgeting & Money Management
- Debt Management & Negotiation
- Accessing Financial Hardship Programs
- Understanding Credit & Loan Options
- Referrals to Additional Support Services

SAGE investment in the continued growth & collaboration with CMCS to meet client needs. Though this partnership a shared vision for clients to improved financial wellbeing reducing financial stress for vulnerable clients. Creating access to free financial advice SAGE understands the meaningful impact & longevity of improving financial literacy & financial knowledge will empower family's financial choices to create stability & independence.



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), Staying Home Leaving Violence (SHLV) and Safer Pathway Local Support Services (LSS)

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.

One off funding federal funding was received via DCJ to provide services under the NPA Frontline workers program, supporting CALD women and children in the Cumberland LGA.

We extend our ongoing gratitude to our Commissioning and Planning Officers, Isabelle Khoury, and Feroz Sattar for their ongoing support to ensure compliant and quality service provision.

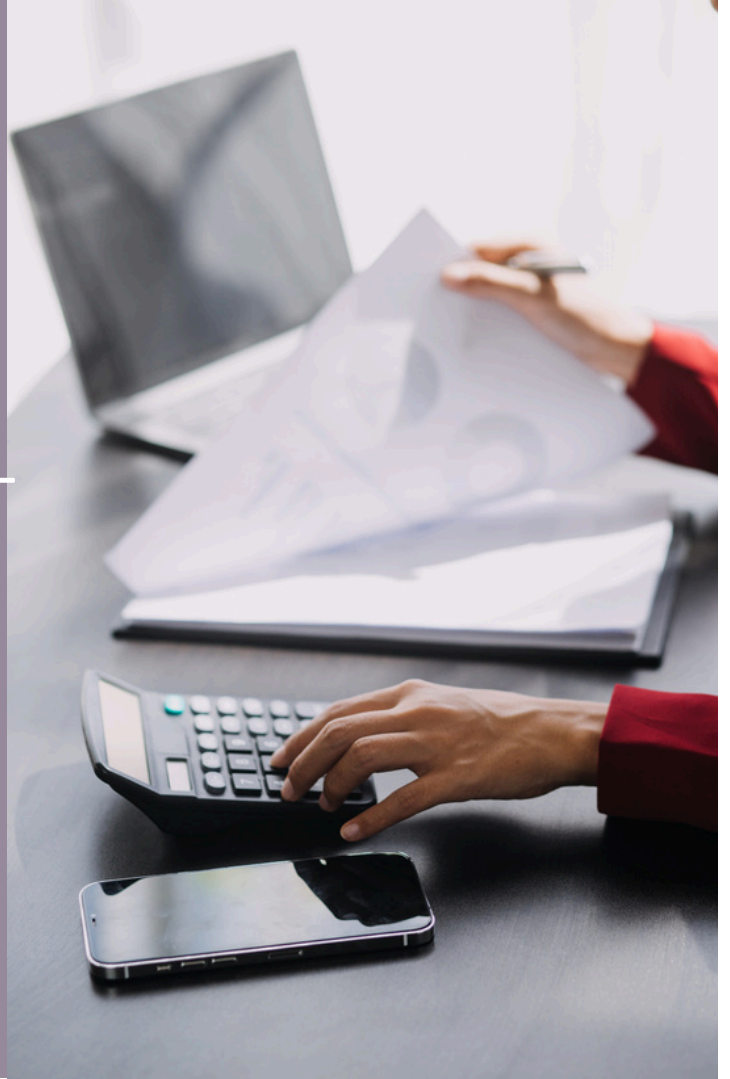
We also extend our gratitude to Cumberland Council and Parramatta Council for ongoing opportunities to access one of funding in response to identified community needs.



DONATIONS

SAGE appreciates all support and donations and would like to thank those who have contributed to our work through donations this year.

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 2025**

**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**

BOARD OF MANAGEMENT'S REPORT

Your board members submit the financial report of the Parramatta Holroyd Family Support Inc T/as SAGE Community Services for the financial year ended 30 June 2025.

Board Members

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

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

Principal Activities

The principal activities of the association during the financial year were:
to provide support for children, women, men and families (including family support and domestic violence support and brokerage) across the Westren Sydney South West and North West Metropolitan areas.


Significant Changes

During the financial year Parramatta Holroyd Family Support Inc T/as SAGE Community Services expanded its operations to include more locations. No other significant change in the nature of these activities occurred during the year.

Operating Result

The profit after providing for income tax amounted to \$77,209.58.

Signed in accordance with a resolution of the members of the borad of management.

Secretary : 
Sera Pinwill

Treasurer : 
Alar Peter Prants

Dated this 30TH day of September 2025

**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 2025 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 30th day of September 2025



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

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2025**

	Note	2025 \$	2024 \$
Income			
Revenue	3	2,471,241.83	1,742,868.56
Expenditure			
Brokerage & Program expenses		(86,977.10)	(75,437.99)
Depreciation expenses		(21,217.29)	-
Employee benefits expenses		(1,891,640.57)	(1,252,461.15)
Finance expenses	4	(16,494.61)	(17,976.92)
Other expenses		(377,702.68)	(391,171.94)
Surplus for the year		<u>77,209.58</u>	<u>5,820.56</u>
Total comprehensive income for the year		<u><u>77,209.58</u></u>	<u><u>5,820.56</u></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 FINANCIAL POSITION
AS AT 30 JUNE 2025**

	Note	2025 \$	2024 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	5	599,549.68	219,595.73
Receivables	6	-	1,584.00
Other assets	7	51,793.66	10,647.00
TOTAL CURRENT ASSETS		<u>651,343.34</u>	<u>231,826.73</u>
NON-CURRENT ASSETS			
Property, plant and equipment	8	890,332.76	856,773.67
TOTAL NON-CURRENT ASSETS		<u>890,332.76</u>	<u>856,773.67</u>
TOTAL ASSETS		<u>1,541,676.10</u>	<u>1,088,600.40</u>
LIABILITIES			
CURRENT LIABILITIES			
Payables	9	209,837.79	145,596.80
Borrowings	10	17,568.00	17,568.00
Provisions	11	436,273.79	320,383.27
Other current liabilities	12	207,236.42	633.06
TOTAL CURRENT LIABILITIES		<u>870,916.00</u>	<u>484,181.13</u>
NON-CURRENT LIABILITIES			
Borrowings	10	192,175.89	217,204.33
Provisions	11	42,049.90	27,890.21
TOTAL NON-CURRENT LIABILITIES		<u>234,225.79</u>	<u>245,094.54</u>
TOTAL LIABILITIES		<u>1,105,141.79</u>	<u>729,275.67</u>
NET ASSETS		<u>436,534.31</u>	<u>359,324.73</u>
EQUITY			
Retained earnings		436,534.31	359,324.73
TOTAL EQUITY		<u>436,534.31</u>	<u>359,324.73</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 2025**

	Note	Retained earnings \$	Total \$
Balance at 1 July 2023		353,504	353,504
Profit attributable to members		5,821	5,821
Balance at 30 June 2024		359,325	359,325
Profit attributable to members		77,210	77,210
Balance at 30 June 2025		436,534	436,534

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 2025**

	2025	2024
	\$	\$
CASH FLOWS FROM OPERATING ACTIVITIES		
Receipts from customers	2,424,502.03	1,736,780.07
Payments to suppliers and employees	(1,976,643.08)	(1,991,216.44)
Interest received	7,845.18	6,712.55
Net cash provided by (used in) operating activities	455,704.13	(247,723.82)
CASH FLOWS FROM INVESTING ACTIVITIES		
Proceeds from sale of property, plant and equipment	20,549.25	-
Payments for property, plant and equipment	(54,776.38)	-
Net cash provided by (used in) investing activities	(34,227.13)	-
CASH FLOWS FROM FINANCING ACTIVITIES		
Repayment of borrowings	(41,523.05)	-
Net cash provided by (used in) financing activities	(41,523.05)	-
Net increase (decrease) in cash held	379,953.95	(247,723.82)
Cash at beginning of financial year	219,595.73	467,319.55
Cash at end of financial year	599,549.68	219,595.73

The accompanying notes form part of these financial statements.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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 on same date as of board of management's report.

The principal activities of the association for the year ended 30 June 2025 to provide support for children, women, men and families (including family support and domestic violence support and brokerage) across the Western Sydney South West and North West Metropolitan areas.

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.

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 subject to an insignificant risk of change in value.

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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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 no investments in listed and unlisted entities for the current year ended 30th June 2025. The association has made an election to classify equity investments if any 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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

Dividends if any 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

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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
3 Revenue and Other Income		
Grants		
Grants (State) - Dept of Communities and Justice	2,145,885.02	1,483,463.51
Grants (CMW) - Dept of Communities and Justice	295,322.32	67,926.20
Donations	1,000.00	3,545.00
Grants (Local)	-	22,025.30
Grants - Other	633.06	154,680.64
	<u>2,442,840.40</u>	<u>1,731,640.65</u>
Interest revenue from:		
Interest Received	7,845.18	6,721.55
Total interest revenue	<u>7,845.18</u>	<u>6,721.55</u>
Other revenue from:		
Facilities Hire	-	4,500.00
Sale of Motor Vehicle/Equipment	20,549.25	-
Membership Fees	7.00	6.36
	<u>20,556.25</u>	<u>4,506.36</u>
Total Revenue	<u>2,471,241.83</u>	<u>1,742,868.56</u>
4 Finance income and expenses		
Finance expenses		
Interest Paid	16,494.61	17,976.92
	<u>16,494.61</u>	<u>17,976.92</u>
5 Cash and Cash Equivalents		
Cash on Hand	1,801.30	1,326.35
Business Cash Reserve	470,323.14	130,832.06
Cheque Account	92,829.95	43,164.74
Debit Cards	13,301.35	9,045.38
IMB Bank	21,293.94	35,227.20
	<u>599,549.68</u>	<u>219,595.73</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
<hr/>		
6 Trade and Other Receivables		
Trade Debtors	-	1,584.00
	<u> </u>	<u> </u>
7 Other Assets		
Prepayments	51,793.66	5,040.00
Bonds	-	5,607.00
	<u>51,793.66</u>	<u>10,647.00</u>
8 Property, plant and equipment		
Land and Buildings		
Land & Buildings - at cost	510,000.00	510,000.00
Building - Extension	275,096.36	275,096.36
Building Improvements	71,677.31	71,677.31
	<u>856,773.67</u>	<u>856,773.67</u>
Total Land and Buildings	<u>856,773.67</u>	<u>856,773.67</u>
Motor Vehicles	27,363.64	-
Less: Accumulated Depreciation	(4,104.55)	-
	<u>23,259.09</u>	<u> </u>
Office Equipment	27,412.74	-
Less: Accumulated Depreciation	(17,112.74)	-
	<u>10,300.00</u>	<u> </u>
Total Plant and Equipment	<u>33,559.09</u>	<u> </u>
Total Property, Plant and Equipment	<u>890,332.76</u>	<u>856,773.67</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
<hr/>		
9	Accounts Payable and Other Payables	
Sundry Creditors & Accruals	96,954.92	72,958.60
Trade Creditors	22,426.00	23,884.16
GST Payable	59,716.66	23,149.85
PAYGW Tax payable	26,720.65	15,916.65
Superannuation Payable	4,019.56	8,825.81
Salary Packaging	-	861.73
	<u>209,837.79</u>	<u>145,596.80</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		
Loan	<u>17,568.00</u>	<u>17,568.00</u>
Non-Current		
Loans - Westpac Mortgage 2	<u>192,175.89</u>	<u>217,204.33</u>

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

	2025	2024
	\$	\$
11 Provisions		
Current		
Provision for Annual Leave	153,008.51	121,595.63
Provision for Long Service Leave	110,528.50	101,423.14
Provision for Staff Relief	53,059.46	40,690.49
Provision for Award Wage Increases	12,000.00	12,000.00
Provision for Uniform	8,000.00	5,000.00
Provision for Building Maintenance	19,544.67	4,544.67
Provision for IT/Security Upgrades	30,116.00	23,000.00
Provision for Coach Replacement	33,035.47	10,512.52
Provision for Programs	16,981.18	1,616.82
	<u>436,273.79</u>	<u>320,383.27</u>
Non-Current		
Provision for Long Service Leave	42,049.90	27,890.21
	<u>42,049.90</u>	<u>27,890.21</u>
12 Other Liabilities		
Grants in Advance	174,625.91	633.06
Unspent Grants	32,610.51	-
	<u>207,236.42</u>	<u>633.06</u>

13 Contingencies

In the opinion of the board of management, the association did not have any contingencies at 30 June 2025 (30 June 2024: None).

14 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.

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2025**

15 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

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


STATEMENT BY BOARD OF MANAGEMENT

The board of management of the association declare that:

1. The financial statements and notes, as set out on pages 1 to 18, 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 2025 and of the performance for the year ended on that date of the association.
2. In the board of managements' 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 board of management and is signed for and on behalf of the board by:

Secretary 
Sera Pinwill

Treasurer 
Peter Prants

Dated this 30TH day of September 2025

**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 2025 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.

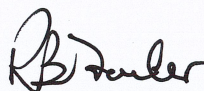
Those charged with governance are responsible for overseeing the association's financial reporting process.



**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 30th day of September 2025

**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 2025 as set out on pages 23 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 30th day of September 2025



**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 2025**

	2025	2024
	\$	\$
INCOME		
Grants (State) - Dept of Communities and Justice	2,145,885.02	1,483,463.51
Grants (CMW) - Dept of Communities and Justice	295,322.32	67,926.20
Donations	1,000.00	3,545.00
Grants (Local)	-	22,025.30
Grants - Other	633.06	154,680.64
	2,442,840.40	1,731,640.65
OTHER INCOME		
Interest Received	7,845.18	6,721.55
Facilities Hire	-	4,500.00
Sale of Motor Vehicle/Equipment	20,549.25	-
Membership Fees	7.00	6.36
	28,401.43	11,227.91
	2,471,241.83	1,742,868.56

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 2025**

	2025	2024
	\$	\$
EXPENDITURE		
Accounting & Bookkeeping	12,762.52	18,791.44
Advertising & Marketing	1,031.00	2,090.90
AGM Costs	1,439.96	1,186.76
Assets <\$2000	24,306.36	262.10
Audit Fees	5,000.00	3,200.00
Building Costs -Therapeutic Space	-	126,313.70
Bank Charges	195.00	378.67
Board Expenses	-	105.09
Building, Landscaping, Parking	763.83	40,192.20
Catering	3,471.04	2,973.02
Childcare	7,975.20	4,503.18
Cleaning & Hygiene	11,800.25	9,754.31
Computer Costs	20,655.91	1,266.32
Consultancy Fees	18,240.00	-
Council Rates	2,251.24	2,200.31
Depreciation	21,217.29	-
Database	7,124.47	10,880.60
Electricity	4,999.72	2,945.62
Events & Networking	3,575.30	6,543.98
Empl. Support & Supervision	22,057.50	15,093.86
EAP Counselling	160.00	-
Furniture & Fittings	327.17	7,337.40
Gardening & Lawns	3,778.12	2,001.62
Annual Leave Provision	31,412.94	4,073.30
Insurance	24,192.53	30,600.04
Interest Paid	16,494.61	17,976.92
IT Security	11,214.69	25,008.82
Long Service Leave Provision	23,264.99	26,449.67
Motor Vehicle Expenses	35,572.11	14,590.41
Pest Control	390.91	865.32
Photocopy Lease	4,415.24	3,939.85
Postage, Freight & Courier	57.01	46.17
Printing & Stationery	2,385.52	2,387.13
Program	42,070.81	30,353.13
Professional Development	23,638.52	6,852.79
Repairs & Maintenance	20,345.45	7,802.16
Recruitment	43,280.00	4,400.00

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 2025**

	2025	2024
	\$	\$
Salaries & Wages	1,571,826.03	1,061,611.15
Brokerage	44,906.29	45,084.86
Staff Amenities	5,132.85	3,395.48
Strategic Planning & Consultants	-	13,603.48
Memberships & Subscriptions	2,093.57	8,515.47
Superannuation	185,908.78	116,797.24
Telephone	25,996.52	11,927.71
Translating Interpreting Service	6,921.04	6,129.42
Travel & Accommodation	3,075.94	840.64
Website	998.15	221.78
Water	767.49	888.63
Workers Compensation	52,037.48	25,040.45
WH&S	9,890.39	9,624.90
Grants c/forward to next year	32,610.51	-
	2,394,032.25	1,737,048.00
Surplus for the year	77,209.58	5,820.56
Retained earnings at the beginning of the financial year	359,324.73	353,504.17
Retained earnings at the end of the financial year	436,534.31	359,324.73

The accompanying notes form part of these financial statements.



SAGE

COMMUNITY SERVICES

📞 02 9636 8437

✉️ admin@sagecommunity.org.au

🌐 www.sagecommunity.org.au

📍 37 Collins Street, Pendle Hill NSW 2145



Parramatta Holroyd Family
Support t/as SAGE Community
Services

ABN: 44 913 090 262
Tax Deductible Charity