

ANNUAL 20 REPORT 22



TRADESWOMEN AUSTRALIA GROUP





Dr Susan Alberti AC,
HonLLD, HonDUniv,
FAICD
TWA Patron

Susan (Sue) Marie Alberti AC HonLLD (Monash University), HonDUniv (Victoria University), is co-founder and Managing Director of the DANSU Group and Chairman of the Susan Alberti Medical Research Foundation. Susan Alberti AC is one of Australia's pre-eminent philanthropists, having raised in excess of \$250 million for medical research and other charitable causes over her successful business career.

Susan and her late husband Angelo established DANSU Group as an industrial and commercial builder and developer of industrial estates and business parks approximately 50 years ago.

DANSU Group successfully completed substantial commercial, industrial and property development projects especially in Melbourne's southeastern suburbs including Hallam, Dandenong and surrounding districts.

DANSU Group has been acknowledged as one of Melbourne's most capable commercial and industrial builders. Susan's business success allowed her to devote more time to her private passion of philanthropy.

For 30 years the Susan Alberti Gala Ball has raised valuable funds (millions) toward medical research including finding a cure for type 1 diabetes. Locally Susan Alberti's contribution to the cause of type 1 diabetes research has been acknowledged widely.



Fiona McDonald
Founder

Fiona McDonald's career began as a light vehicle apprentice. During her apprenticeship and time working in the automotive industry, she identified a lack of support, promotion and opportunities for women in trade industries. Fiona decided to start a networking group for women in trades and Tradeswomen Australia was born.

Fiona is passionate about establishing and enabling partnerships with businesses, government and industry. During her term in operations, Fiona oversaw and implemented strategies to increase the participation of women in trades building Tradeswomen Australia into a national organisation. Fiona's vision is to see TWA create safe and equitable workplaces for everyone.



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Acknowledgement of Country

The Tradeswomen Australia Group acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of all the lands and waters where we live, learn and work. Tradeswomen Australia pays respect to Elders past, present and emerging.

CORPORATE STRUCTURE

Tradeswomen Australia Group (TWAG)

Supporting women into trade careers
 Creating inclusive trade workplaces
 Building the Australian recovery and transforming Australia



GOVERNANCE RELATIONSHIP

Tradeswomen Australia is a not-for-profit organisation dedicated to gender equality and empowerment for all girls and women to access, participate and succeed in trades. We value workplace diversity and work with businesses to achieve strategic and operational goals supporting the engagement, retention and recruitment of women in trades.

OPERATIONAL RELATIONSHIP

TWA and TWACF have a single CEO across the group. The CEO oversees staff in both entities. There is a unified or agreed approach in relation to strategy, promotion, marketing, human resources, finances, community relationships, government and philanthropy.

LEGAL RELATIONSHIP

TWACF is a subsidiary entity of TWA: TWA is the sole member of TWACF. The TWA Board appoints the Board of TWACF. TWA is a not-for-profit entity. TWACF is a not-for-profit deductible gift-recipient charity.



VISION, MISSION AND VALUES

VISION

An Australia where women and girls who want to, can and do work successfully in trades.

MISSION

We create equity and equality in trades by:

- partnering with employers to create culturally safe and inclusive workplaces; and
- mentoring, educating and supporting women and girls in non-traditional trades

VALUES

Respect	We value all people and their intersectional diversity
Integrity	We will act in a fair, transparent, honest and ethical way.
Equality	We believe in equal opportunity and human rights, particularly for women at all intersections, and we reject all forms of sexism, racism and xenophobia.
Courage	We are proactive, innovative and inspired by new ways of thinking, in order to remove barriers that cause distress and disadvantage for women.
Relationship	We aspire to build authentic and positive relationships that contribute to further our mission.

LETTER FROM THE CHAIR



JANE SYDENHAM-CLARKE

There goes another extraordinary year marked by volatility, uncertainty, complexity, and ambiguity. Despite this, and with deepening structural and systemic challenges, Tradeswomen Australia Group (TWAG) has blossomed. TWAG has punched above its weight guided by a newly re-created three-year strategic plan and a sharpened clarity on our Theory of Change.

These fundamental frameworks have empowered scaling and accelerated progress, supporting women into trade careers, creating inclusive safe workplaces, contributing to settings for our national recovery and advocating for a future-proofed Australia - where women play a rightful, central role in trades.

The safety and wellbeing of people has and always will remain a priority - and we have continued to focus on supporting employers to create compassionate, inclusive and productive workplace environments, especially enabled through our wonderful partnership with WorkSafe, for which we are immensely grateful, fuelling our hero WorkWell project and yielding valuable insights to inform our mission into the future.

Our subsidiary deductible gift recipient entity, the Tradeswomen Australia Community Foundation (TWACF) has evolved, educating and supporting women who are at risk or in

vulnerable situations to transition to financial and life security through trade careers.

The term has seen TWAG further fan out across the country with projects in Tasmania, New South Wales and Victoria. This important work is only possible thanks to our supporters including Apprenticeships Victoria, Department of Communities and Keystone in Tasmania, and Habitat for Humanity.

My thanks to our many generous cross sectoral supporters and collaborators who have joined us to empower collective impact. We are hugely grateful to our sponsors showcased through this report and to the members of our Strategy Council whose important work has informed the development of our strategic plan - thereby successfully completing their key assignment.

I am grateful for the generosity and wisdom of our inspirational leaders - our Patron Susan Alberti; Ambassador Kendra Heil; our many pro-bono experts including our ever-dependable Directors across both TWA and TWACF, amongst whom we saw much energy, vibrancy and activity in the year.

As the term unfolded, we farewelled Directors Florence Drummond, Katie Gardiner, Tony Noble, Rachna D'Mello, Ron Smith, Sarah Palmer, Steve Peluso. We welcomed Kit McMahon, Amber Stevenson, Luana Melia, Maree Davenport and Melanie Woodward to



LETTER FROM THE CHAIR

(cont')

TWA and Kate Hughes-Hallett, Amy Wells, Erica Pegora, Jo Farrell, Richard Dent, Ruth Palmer, Radmila Desic to TWACF along with our Company Secretary Georgia Ellis.

This year the governance team has focused on refining our structure and systems with progress thanks to these talented pro bono changemakers. I especially thank my trusted colleagues - fellow Chair in TWACF Kate Hughes-Hallett, Deputy Chair TWA Kit McMahon and Chairs of the all-important Governance, Risk, Finance, Compliance Board sub-committee (GRFC) Rachna D'Mello, Katie Gardiner and Amy Wells.

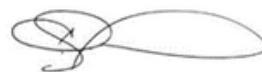
It is a great pleasure to appreciate and shine a light on our diligent 2021-2 Executive Team, whether they joined or left us this year - Alison Manton, Cai Balara, Chelsea Bryans, Emily Poklar, Fearghus Stewart, Frank Kennedy, Katie Yates, Madeline Wells, Sarah Curley, Tanya Paterson and Yasara Dissanayake. This includes our expert specialists Ron and Shirley Smith, Louise Whiting, Richard Dent and all those who have made our progress possible.

This year our Founder Fiona McDonald transitioned from the Board as Managing Director to a solely operational function as TWAC's CEO, and in our second quarter, commenced parental leave. We are most

grateful that Janet Cribbes created a seamless transition, stepping down as TWACF Chair where her leadership had ignited catalytic impact - and stepping in to act as interim CEO. Janet's impact across our ecosystem continues to be instrumental and for this we are appreciative.

Yes, this has been another extraordinary year for our organisation. As my term as Chair comes to an end - I reflect with deep appreciation to everyone who has contributed to our journey so far; and to those who have more recently joined us - inspired by our mission and driven to take us forward. There is no doubt, that the settings are better than ever before and I'm looking forward to witnessing that 2% dial moving forward!

It is with pleasure that I commend the 2021-2022 Annual Report - thank you for the difference you are making building an Australia where women and girls want to, can, and do, successfully work in trades.



Jane Sydenham-Clarke



LETTER FROM THE CHAIR



KATE HUGHES-HALLETT

The last year has continued to see a world awash with change and uncertainty, which is disproportionately affecting women and girls. The core mission of Tradeswomen Australia Community Foundation, and others like us, remains critical in helping create change in supporting women and girls into a more secure future. Our focus this year has been on educating, supporting and mentoring girls and women into non-traditional trades, especially those experiencing disadvantage.

The Community Foundation grew with our first major grant awarded by Perpetual, as part of their 2022 IMPACT Philanthropy Application Program, focusing on *'Supporting Girls' Pathways to Trades - Western Australia*. Thank you to the Isabel Sims Endowment for the funding and for trusting us to deliver this program giving vulnerable women and girls the opportunity to access a career in non-traditional trades.

We saw other growth with Fiona McDonald, our Founder and CEO, welcoming her first child, and Janet Cribbes stepping in as acting CEO, during Fiona's leave. Janet moved from her role as Chair and I was humbled to be asked to become acting, and more recently, formal Chair for the Community Foundation. I thank Janet for her ongoing support of the Community Foundation as she built on Fiona's great work, while in her executive role.

None of the achievements of the past 12 months

or years, would have been possible without the guidance and drive from Jane Sydenham-Clarke, in both her roles at Tradeswomen Australia and the Community Foundation.

This is Jane's last year as TWA Chair, and she leaves a strong legacy focused on real systematic change for women and girls across Australia. I would like to recognise the enormous amount Jane has done in supporting Tradeswomen Australia, and the other Directors and I extend our heartfelt thanks. I would also like to personally thank Jane for her support when I stepped fully into my role as Chair of the Community Foundation.

Finally, I would like to thank the Directors of the Community Foundation, Amy Wells, Richard Dent, Jo Farrell, Radmila Desic, Ruth Palmer and Erica Pegorer. Their generous support, collective knowledge, and lived experience in trades has provided the Community Foundation with the ability to make real change, and I am excited to see what we can achieve next. I am buoyed by the renewed focus on continuing to create a fairer, more equitable Australia, with the government and communities alike pushing for real change.

I am ever hopeful we can help create a world where women and girls want to, can and do work in non-traditional trades. The time is now!

Kate Hughes-Hallett


LETTER FROM THE CEO


JANET CRIBBES

I begin this letter with a great deal of gratitude for the incredible work produced by the team in a financial year affected by external and internal forces which have called for some nimble adjustments from Tradeswomen Australia.

COVID-19 has become a fact of life and meant TWA had to move a hybrid model of working. In October, Fiona McDonald's impending parental leave saw me move from the TWACF board to interim TWAG CEO. My thanks to Fiona for handing over the reins and warm congratulations on the birth of her daughter in November 2021.

Stepping into the role from this vantage point, I was able to see the support freely offered by our dedicated Directors. This tireless dedication, given so graciously, supported a move to best practice in our work and governance. I have also seen our hard-working staff deliver workplace diversity and inclusion training across the country, attract women into trade roles and continue to change hearts and minds about women taking their rightful place in a trades career.

We have maintained and grown our profile within the trades industries, attracting new supporters, sponsors and followers. This is, in part, due to the trusted place TWA holds amongst tradeswomen and employers which

is shown in their willingness to support and promote our activities and we are grateful for their enthusiasm and involvement.

Our new projects this year includes CareersPlus, funded by Apprenticeship Victoria, placing 150 girls and women into apprenticeships over the next two years uses creative assets such as VR and AV to raise awareness in this group. A project supported by the Department of Communities and Keystone Tasmania, will deliver Diversity and Inclusion training to workplaces, assist women into trade roles and mentor them through their apprenticeships.

New projects have resulted in 120% growth in staff and enabled us to deliver on critical program of work which have built our internal capacity this year. Delivery of our new website, our learning management system and our enterprise business systems have improved efficiency and effectiveness.

I look forward to our next phase of growth. With the board and our supporters championing our efforts there is much to look forward to in the coming year.



Janet Cribbes

HIGHLIGHTS

Tradeswomen Australia now in

6

states



▲ 2022 projects
▲ 2023 projects

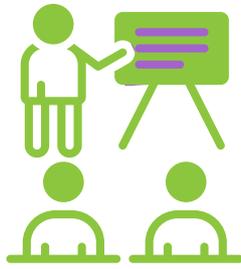
Increase in revenue
2022FY VS 2021FY

11.5%



Education (virtual or F2F) delivered to supervisors in the Workplace Diversity Project.

2
1
6



hours *(virtual or F2F)



98
sites

In the automotive industry engaged with the Workplace Diversity Project.



(l-r) Sam Kiely, Kiely Plumbing and apprentice Kayla Sermon

1st

Employer participant in our Tasmanian Diversity & Inclusion training hires first woman apprentice plumber.

177+
Employer
contacts



HIGHLIGHTS

4,462

students



saw TWA at career expos or school career days.

48



job listings*

From qualified employers prioritising diversity, inclusion and equal employment opportunities.



(l-r) Hope Wooldridge (MAS National), Janet Cribbes (TWA), Madeline Wells (TWA), Kim Taylor (MAS National), Dr Tanya Paterson (TWA).

50+ Attendees at the successful launch of our dual program *Supporting Women to Succeed* in Burnie, Tasmania.

7,830

followers



Facebook, Instagram, Twitter and LinkedIn

48,700+

page views



for tradeswomensaus.com

*Many listings are for mass intakes, so number of roles is estimated to be larger

THEORY OF CHANGE



VISION

An Australia where women and girls who want to can, and do, successfully work in trades



MISSION

We create equity and equality in trades by:

- partnering with employers to shape culturally safe and inclusive workplaces; and
- educating, supporting and mentoring girls and women in non-traditional trades

BY OUR ACTIONS



Build productive relationships with government and employers to increase women's access to, recruitment into and retention in non-traditional trades



Inspiring women and girls to consider a career in non-traditional trades by providing support, education, mentoring and opportunities in diverse settings



In partnership with lived experience, advocate to increase women's access and retention in non-traditional trades



Build the evidence base on the barriers to women's employment in non-traditional trades



Undertake culture change in workplaces where women are under-represented

WE PRODUCE THESE OUTPUTS



Decision makers support and fund more programs to increase gender equity in non-traditional trades



Increased number of women and girls applying for jobs in non-traditional trades



More women are recruited into non-traditional trades



Women are retained in non-traditional trades and a pipeline of women as leaders in non-traditional trades is created



Workplace settings and cultures within Australian trades are supportive of gender equality and are safe

TO CREATE THESE IMPACTS



More women and girls can and do participate in non-traditional trades



Reduction of unplanned absenteeism in workplaces



Improved health and wellbeing in workplaces, resulting in increased retention



Improved efficiencies and productivity



Improved workplace culture and safety

To create an Australia where every woman who wants to work in a non-traditional trade can do so in a safe and enjoyable workplace

STRATEGIC PLAN



VISION

An Australia where women and girls who want to can, and do, successfully work in trades



MISSION

We create equity and equality in trades by:
 · partnering with employers to shape culturally safe and inclusive workplaces; and
 · educating, supporting and mentoring girls and women in non-traditional trades.

OUR VALUES



Respect



Integrity



Equality



Courage



Relationship

GOALS



1

Engage community to generate awareness for trade options for girls and women



2

Reduce barriers for girls and women to access trade careers



3

Support employers to create thriving, inclusive, productive workplace environments



4

Support women and their wellbeing so that they can have lifelong careers in trades



5

Create an organisation that is efficient and effective and grows sustainably

PERFORMANCE INDICATORS



Community accept the value of women and girls in non-traditional trades



Employers and decision makers know the value and pathways for women and girls to have jobs and careers in trades
 AND
 Increased levels of women and girls employed in non-traditional trades



Workplaces show evidence of increased levels of intersectional gender diversity in their workforces



Increase in workplace health and safety in trade workplaces
 AND
 Women in trades demonstrate increased levels of wellbeing
 AND
 Women retained in trades after commencing apprenticeship



Sustainable organisational growth while ensuring Team wellbeing

KEY STRATEGIC PERFORMANCE INDICATORS 30 JUNE 2025

Benchmark +10% (TWAG projects) community attitude accepting women and girls in non-traditional trades

Benchmark +10% (TWAG projects) for girls and women's employment into trade careers

Benchmark +10% (TWAG projects) gender diversity

Benchmark +10% (TWAG projects) workplace health and safety, wellbeing and retention rate for tradeswomen

For every \$1 spent >80c Program and <20c Operations
 20%+ pa revenue
 50%+ pa participants
 FTE pa growth
 \$150k supports core Team wellbeing benchmark +10%

PROJECTS & PARTNERS

WORKPLACE DIVERSITY PROJECT

SUMMARY

The Workplace Diversity Project (WDP) works with automotive organisations in Victoria to prevent mental injuries and improve mental health and well-being for frontline workers through diversity and inclusion initiatives.

PURPOSE

Critical barriers to improving mental health and wellbeing through diversity and inclusion include current industry stakeholder perceptions, lack of understanding of work-related factors and a deeply embedded culture of poor behaviour and biases. The WDP Project provides direction to the participants with prevention-orientated, long-term change strategies designed to improve mental health and wellbeing through diversity and inclusion.

ACTIVITIES

The Project provides comprehensive solutions for participating partner organisations. Tradeswomen Australia (TWA) provides industry stakeholders with training solutions for barriers identified during a workplace culture review. TWA review partners' organisational frameworks and collaborate to improve diversity and inclusion. With structural changes in place, the workplace leaders are provided with tools, mentoring and training to become diversity and inclusion champions. Leaders undertake regular meetings/sessions with their teams to pass on learnings and empower staff to participate in long-term cultural and inclusion changes.

PROJECT DESIGN



HIGHLIGHT

2
1
6
hours



Of education (virtual or F2F) delivered to supervisors in the Workplace Diversity Project



PROJECTS & PARTNERS

WORKPLACE DIVERSITY PROJECT CASE STUDY

BACKGROUND

Company P in Melbourne has grown into a large dealership with forty technicians and apprentices from a variety of diverse backgrounds, genders, beliefs, and lifestyles. Company P recognised the importance of participating in the Workplace Diversity Project and applying learnings so they could unite teams, improve work performance, increase job satisfaction, and retain staff.

MANAGING NON-INCLUSIVE BEHAVIOURS

Challenge: A staff member was using a social media platform, during work hours, to send negative messages to a more junior staff member in the same team.

Supervisor actions: Previous toolboxes had covered the Policies and Procedures outlining acceptable workplace behaviour and staff were encouraged to review diversity and inclusion materials and consider potential outcomes of this type of negative behaviour including poor mental health.

OUTCOME

Participation in the Workplace Diversity Project and delivery of toolboxes on diversity and inclusion created an environment where the workplace leader could have a conversation with the team about poor behaviour. The leadership topics, with the mentoring sessions, increased the workplace leader's confidence he could handle the situation positively.

TESTIMONIAL

“Company P have benefited from the training offered by the Workplace Diversity Project delivered by Tradeswomen Australia and can recommend inclusion of this training for supervisors. By applying the policies and procedures module learnings in the workplace, supervisors have reported an increased confidence and ability to handle issues calmly and communicate workplace behaviour expectations to staff in a clear and consistent way. Emphasising the importance of workplace good mental health and wellbeing to all staff has helped to build teams.”

”

PROJECTS & PARTNERS

CAREERSPLUS PROGRAM

SUMMARY

Tradeswomen CareersPlus Project supports women to participate in non-traditional trades, address gender inequity in trade roles, as well as promote, recruit and retain women in trade careers.

PURPOSE

Tradeswomen CareersPlus is a new approach to addressing a multigenerational problem. Women have the skills, capability, and availability to contribute to the trades industry, yet they comprise only 2% of that workforce.

ACTIVITIES

Tradeswomen Australia CareersPlus includes:

- a specialised strategy to raise awareness of trades careers for women
- tailored online introductory and orientation materials to help women decide to follow a trades career
- a network of tradeswomen providing introductions and peer support
- access to a network of pre-qualified employers ready to employ tradeswomen, in entry-level, apprenticeship, or established roles
- connections in community organisations and untapped communities
- an integrated network of trainers, GTOs, employment service providers and others
- ongoing peer support, mentoring, resilience and retention activities

TWA
Apprentice Engagement Officers



Awareness
Communicate career options

Introductions
Digital and Virtual elements

Partnerships
Employers, GTOs, Job Providers

Training
Trade workshops

Careers
Job placement and mentoring

HIGHLIGHT

4,462



students

saw TWA at career expos or school career days



PROJECTS & PARTNERS

CAREERSPLUS PROGRAM

TRADES TASTER WORKSHOPS

These customised workshops offer women who are interested in a career in trades the opportunity to meet skilled tradeswomen, try out some tools of the trade and learn about the different industries.

SCHOOL CAREERS EXPOS

Apprenticeship Engagement Officers create awareness and interest in trade careers, attending career expos, and school career days and providing school presentations throughout Victoria.

COMMUNITY CONNECTIONS

Apprenticeship Engagement Officers offer support to community training organisations that have women students interested in trades. The extra support given to the trainers and the women increases the likelihood of them finding an employer and taking up an apprenticeship.

EMPLOYER PARTNERS

The CareersPlus project actively works with employer partners who provide inclusive, equitable workplaces where women can thrive.



Qualified tradeswomen demonstrate power tool safety at a workshop.



Apprenticeship Engagement Officer at a school career day.



Our Apprenticeship Engagement Officer, Nasrine, celebrates with a student graduating from Hand Brake Turn.

TESTIMONIAL

“ (The program) has given me a lot already, and now I have my dream apprenticeship to top it off. I can't begin to tell you how much this means. I have been trying to get this job for more than two years and have made no progress. You guys gave me so many resources and avenues to follow.”

Aysa*

* Name has been changed.

PROJECTS & PARTNERS

A wide range of industry partners, employers, government departments, trade organisations and generous donors supported the Tradeswomen Australia Group to create positive change in creating awareness, building advocacy and improving recruitment and retention of women in trades throughout the financial year. Here are the additional projects we undertook in FY2022.

STRATEGIC GOAL

ACTIVITY

SUPPORTERS

ENGAGE COMMUNITY

We delivered Remade for Trades sessions to women interested in a career in trades. Habitat for Humanity Australia actively recruited from this talented pool to work on construction projects.



Delivery of Trades Taster sessions to women from CALD backgrounds who are interested in a career in trades. The workshops will be delivered to communities located in the City of Maribyrnong.



INTEGRITY OF PROGRAMS

Evaluation of Remade for Trades (previously Building Futures: Pathways to Trades) as a avenue for women to enter a trades career.



SUPPORT EMPLOYERS TO CREATE DIVERSE AND INCLUSIVE WORK PLACES

Delivery of a series of online Conscious and Unconscious Biases workshops to the solar energy industry in Victoria. Also, the delivery of "Careers in Solar" online conversation series to create awareness of solar industry career options to women in trades.



SUSTAINABLE GROWTH OF SERVICES

Delivery of Remade for Trades workshops to women interested in a trade career and delivery of the Workplace Diversity Project training to employers in North-West Tasmania.



REDUCING BARRIERS FOR WOMEN INTO TRADES

Research conducted by TWA into the barriers for women in CALD communities from entering trade careers.





TWA BOARD



Jane Sydenham-Clarke
TWA Chair



Kit McMahon
TWA Deputy Chair



Georgia Ellis
Company Secretary



Amber Stevenson
Non-Executive Director



Luana Melis
Non-Executive Director



Melanie Woodward
Non-Executive Director



Maree Davenport
Non-Executive Director



Kate Hughes Hallett
TWACF Chair



Jane Sydenham-Clarke
Board Member



Amy Wells
Board Member



Jo Farrell
Board Member



Richard Dent OAM
Board Member



Ruth Palmer
Board Member



Radmila Desic AM
Board Member



Erica Pegorer
Board Member



TRADESWOMEN AUSTRALIA GROUP STAFF



Janet Cribbes
CEO

ADMINISTRATION

Cai Balara
Sarah Curley
Brea Dorsett

WORKPLACE DIVERSITY OFFICERS

Chelsea Bryans
Yasara Dissanayake
Dr Tanya Paterson

APPRENTICESHIP ENGAGEMENT OFFICERS

Fearghus Stewart
Nasrine Youssouf
Madeline Wells

PROGRAM MANAGERS

Katie Yates
Sarah Curley

COMMUNICATIONS & MARKETING OFFICERS

Emily Poklar. Alison Manton

KEY POLICIES FOR TRADESWOMEN AUSTRALIA GROUP

Tradeswomen Australia Group is an Equal Opportunity employer and has numerous policies in place that are designed to educate and inform all employees, board members and volunteers about the agreed upon guidelines for decision making and behaviour in the workplace.

Tradeswomen Australia Group is keenly focused on equity for all in the workplace and used the following policies to guide and, if necessary, enforce standards of behaviour.

These policies include our Diversity & Inclusion, Drug & Alcohol, Gender Equality, Workplace Discrimination and Harassment, and Mental Health and Wellbeing policies. Additionally, we enforce the Occupational Health & Safety and Whistleblower Protection policies.

 FINANCIALS**CONTENTS**

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AUDIT FINANCIAL STATEMENTS FY 2022

Tradeswomen Australia Foundation Ltd
ABN: 42 626 145 355

Tradeswomen Australia Community Foundation
ABN 16 640 289 096

Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2022

TWA	Notes	FY21	FY22
Income		699,117	779,425
Direct Program Expenses		515,193	708,055
Operating/Non program Expenses		171,407	100,681
Profit(Loss)		12,518	(29,312)
Total Expenses		686,599	808,736
Net Assets		85,928	56,616
Cash		187,750	802,422
TWACF			
Income		93,641	187,464
Direct Program Expenses		72,833	153,779
Operating/Non program Expenses		6,237	52,755
Profit(Loss)		14,571	(19,070)
Total Expenses		79,070	206,534
Net Assets		14,571	(4,499)
Cash		122,700	204,517
TWA Group			
Income	2	792,758	966,889
Direct Program Expenses	3	588,025	861,834
Operating/Non program Expenses	4	177,644	153,437
Profit(Loss)		27,089	(48,382)
Total Expenses		765,669	1,015,270
Net Assets		100,499	52,117
Cash at Bank	1	310,450	1,006,939

NOTES

Notes:

1. Cash at bank represents revenue received in advance related to programs to be delivered in FY23, and while a significant increase, reflects the work done to sure up programs for the organisation into FY23.
2. Income has grown 22% and \$174k YoY, due to new programs delivered in the areas of Apprenticeships Innovation Fund, Tasmanian Government and Keystone Tasmania.
3. Program expenses are directly related to the delivery of these programs. The loss in FY22 is attributable to timing of program delivery.
4. Non-program expenses have decreased 14% YoY (or \$24k) as resources were engaged directly in funded program delivery.

Complete Audited Financial Statements are available upon request.