
WOMEN WITH DISABILITIES AUSTRALIA (WWDA)

2025

ANNUAL REPORT



**Women
With
Disabilities
Australia**
(WWDA)

Table Of Contents



About WWDA	001	Continuous Improvements in Governance	006
President's Report	002	Policy Update	007
Finance & Funding Update	003	Key Projects	012
Message from the CEO	004	Financial Reports	014

About WWDA



Women With Disabilities Australia (WWDA) is the award winning, national Disabled People's Organisation (DPO) and National Women's Alliance (NWA) for women, girls, and gender-diverse people with disabilities in Australia.

WWDA represents more than two million individuals in Australia. We have affiliate organisations and networks in most States and Territories of Australia and we are internationally recognised. All of our work is grounded in a human rights-based framework that links gender and disability issues to civil, political, economic, social and cultural rights.

To promote the rights of women and girls with disability, WWDA takes part in a range of system advocacy activities. WWDA's work seeks to support and empower individuals, while also creating greater awareness among governments and other relevant institutions about their obligations to do so.

President's Report

This year has been one of steady grounding and renewal for Women With Disabilities Australia (WWDA). After a period of transition, we were very pleased to formally appoint Sophie Cusworth as Chief Executive Officer (CEO). Sophie has brought a thoughtful, steady hand to the organisation, building on her leadership in the Acting role and helping us move forward with clarity and purpose.

A key focus of our year was finalising our **Strategic Plan 2024–2026**, which marks a return to what WWDA has always done best: strong, well-considered policy and advocacy work. This plan sharpens our priorities and gives us a clear pathway to deepen our influence on the issues that matter most to women, girls and gender-diverse people with disabilities.

Alongside this, we continued to strengthen our governance and organisational foundations. Much of this work is behind the scenes – improving systems, tightening decision-making processes and aligning our internal structures with our new strategic direction – but it is essential for ensuring WWDA remains robust and future-focused.

A major achievement this year was securing five-year funding under the National Women's Alliances program. Previously we operated under two-year contracts, so this longer-term commitment gives us much-needed stability and confidence to plan ahead.

We also completed the Neve and WWDA LEAD projects this year, leaving resources and tools that will continue to make a real difference for our community. These projects have strengthened lived experience leadership, produced high-quality accessible materials and helped shift national conversations in important ways.



I want to express my sincere thanks to the WWDA Staff Team, who bring energy, skill and commitment to everything they do. In particular, I want to acknowledge Sophie Cusworth, CEO, and Belinda Nixon, Chief Operating Officer (COO), for their leadership and their support during a year of change and consolidation. My thanks also go to the WWDA Management Committee, whose guidance, teamwork and encouragement have been invaluable to me in my role as President.

As we look ahead, I am confident that the work done this year has set WWDA on strong footing. With a clear strategic direction, stable leadership and the ongoing dedication of our staff, members and partners, we are well placed to continue driving systemic change in 2025 and beyond.

Karin Brady

President

Women With Disabilities Australia

Finance & Funding Update

Overview

WWDA has had a steady financial year. The start of the year saw the completion of our WWDA Our Site and LEAD projects. These initiatives leave a lasting impact on our community and are a source of pride for our organisation. The completion of these projects has since allowed a renewed concentration on our strategic policy and advocacy work, focused on supporting women, girls and gender-diverse people with disabilities in Australia.

Revenue (Money Coming In) And Profit

WWDA earned around \$1.8 million in new money this year, combined with some money we had leftover from previous years. Some of this new money came from providing our skill and expertise in impactful ways to collaborative work with other organisations, and from donations. However, most of this money came from working with Government departments.

Balance Sheet (Money We Have)

WWDA is in a good financial position because we manage our money well. As of 30th June 2025, we had \$1.7 million. We owe \$400,000, leaving us with \$1.3 million.

Looking Ahead

In the future, we are ready to keep working towards our strategic policy and advocacy goals and looking for new funded opportunities. We will continue to be careful with our money to ensure we can keep having an impact for all women, girls and gender-diverse people with disabilities across Australia. We have a strong team to make this happen.

Funding

WWDA was very pleased to again secure funding from the Office for Women to continue our work as a National Women's Alliance, for the next five years. Previously this funding had only been provided over two-year periods, so to have this extended to five years, allows us more opportunity to make a difference. This funding allows us to continue our critical work in ensuring that women, girls and gender-diverse people with disabilities are included in efforts to promote gender equality and improve outcomes for women in Australia.

WWDA is also grateful to receive funding from the Department of Social Services and now Department of Disability, Health and Ageing, to continue our work as a Disability Representative Organisation. This funding supports our ongoing efforts to ensure that women, girls and gender-diverse people with disabilities are represented in Government decision-making, legislative reform, policy development and implementation of programs and policies that impact people with disabilities.

We also receive funding from the National Disability Insurance Agency (NDIA) as part of the Disability Representative and Carer Organisations program. This contract allows us to provide strategic advice to the NDIA on the needs and priorities of women, girls and gender-diverse people with disabilities.

We extend our sincere thanks to our funding agencies for their ongoing support of our important work.



Message from the CEO

This year has been one of growth and deep impact for Women With Disabilities Australia. As I reflect on 2024–25, I feel proud of the progress we have made in amplifying the voices of our members and influencing national conversations about gender, disability, and human rights.

This year, we celebrated the completion of our Neve project, our new online accessibility-first resource, focused on safety, wellbeing and freedom from violence. Co-designed with women and gender-diverse people with disabilities, Neve is a vital tool for our community. It is a powerful example of what happens when we invest in resources that are made by and for people with disabilities.

We also celebrated the completion of our LEAD Project, which created mentoring, leadership development, and peer support opportunities for women and gender-diverse people with disabilities across the country. The stories we heard from participants – of newfound confidence, stronger networks, and a greater sense of possibility – demonstrate the importance of building spaces where the leadership of our community is recognised and celebrated. I am immensely proud of what the WWDA project teams, and all who contributed to the projects, have created.

This year we continued to speak up strongly on national policy issues. We continued to respond to the Disability Royal Commission and the NDIS Review, ensuring that the specific experiences of women and gender-diverse people with disabilities were heard. We led strong, rights-based advocacy and collaborated across gender and disability spaces to strengthen collective impact. Our advocacy spanned both national and international contexts, with WWDA represented at United Nations forums.



Ahead of the 2025 Federal Election, we released WWDA’s Election Platform, calling on candidates to commit to critical reforms to address gender-based violence, redefine domestic and family violence to be disability-inclusive, and ensure that people with chronic health conditions have access to supports. From our persistent advocacy for a more equitable NDIS, to our advocacy for a Human Rights Act, and our work to inform implementation of the National Plan to End Violence Against Women and Children, we have continued to work towards a future where our community can thrive.

This work sits against the backdrop of ongoing systemic barriers. Too often, women, girls and gender-diverse people with disabilities are made invisible in policy frameworks, under-served in service systems, and excluded from decision-making. Every day, we work to change that. Critically, our work and direction are led by the voices and priorities of our community, through our advisory mechanisms and community engagement activities.

Message from the CEO

We are proud to be a member-based organisation led by and for women, girls and gender-diverse people with disabilities.

Within our organisation, we have also taken important steps to strengthen our governance, systems and sustainability under our **Strategic Plan 2024–26**. We are building a strong foundation to carry WWDA forward, grounded in the leadership of women and gender-diverse people with disabilities.

Looking ahead, the coming year will bring new opportunities to expand and strengthen our advocacy. We know there is much work to be done.

With the dedication and expertise of our members, staff, and Committee of Management, and the solidarity of our partners, I am confident that WWDA will continue to make real and lasting change.

Thank you to everyone who has contributed to our work this year. Your commitment, courage, and generosity make WWDA the strong, impactful organisation it is today.

Sophie Cusworth

Chief Executive Officer

Women With Disabilities Australia



WWDA CEO Sophie Cusworth delivering an intervention on States Parties obligations under Article 6 of the Convention on the Rights of Persons with Disabilities and the importance of intersectionality at the United Nations in New York as part of COSP.

Continuous improvements in Governance

WWDA upholds strong governance practices to ensure transparency, accountability, and a sustainable organisation. The WWDA Committee of Management, made up of women and gender-diverse people with disabilities elected by members, provides strategic leadership, oversees compliance and risk management, and ensures that WWDA's operations align with our mission to promote systemic change and amplify the voices of our community.

Committee Member	No. of meetings invited to	No. of meetings attended
Karin Brady	12	12
Nadia Brady	12	12
Sam Neylon	7	6
Jodie Haigh	7	5
Tessa Marotta	7	7
Maria Scharnke	5	5
Kat Reed	1	1

Policy Update

ELECTION PLATFORM

Through our 2025 Election Platform we called for strong action to advance the rights, safety and wellbeing of women and girls with disability by outlining **three critical asks** that will create meaningful change and address systemic barriers.

First, being **dedicated funding for a disability-led gender-based violence working group** to guide the implementation of the National Plan to End Violence Against Women and Children.

Second, being **reforming legal definitions of “domestic and family violence” to being disability-inclusive** in-line with the recommendations of the Disability Royal Commission.

Third, being **the establishment of gender-responsive foundational supports for people with chronic and episodic health conditions**, recognising that women and gender-diverse people with disability face distinct eligibility and access barriers in seeking support.

WWDA also contributed to the joint Election Platforms developed by Disability Representative Organisations, and National Women’s Alliances.

We continue to advance our work by coordinating lived-experience leadership, generating evidence and submissions, and advocating for co-design of policy and legislative reform, and tailored foundational supports.

ECONOMIC SECURITY

In March 2025, WWDA made a **submission in response to Jobs and Skills Australia’s Gender Economic Equality Study**. WWDA also conducted a series of community consultations on employment and economic security, to inform a **submission on Supported Employment**.

Drawing on lived experience, this work highlighted three interlinked systemic barriers: gendered education pathways that limit career options; occupational segregation with over-representation in low-paid or segregated work settings; and persistent data gaps that mask intersectional disadvantage.

The submissions offered strong, rights-based recommendations, including inclusive education reform, phasing out sub-minimum wages and segregated employment, and mandatory intersectional workforce reporting, grounded in the Convention on the Rights of Persons with Disabilities (CRPD).

This work sent a clear message to government that achieving economic justice for our community is both urgent and essential. It built upon the collaborative work of Disability Representative Organisations in developing the **Economic Justice for People with Disability: A National Blueprint** and recommendations from the Disability Royal Commission.

WWDA was also pleased to partner with People with Disability Australia (**PWDA**) and the Australian Human Rights Commission, on the Commission’s Speaking from Experience Project. This partnership allowed WWDA to co-host community consultation on the experiences of people with disabilities in relation to sexual harassment at work, to inform the Commission’s work.

Policy Update

JOINT SUBMISSIONS

In 2025, WWDA contributed to influential joint submissions that advance the rights of women, girls, and gender-diverse people with disability across Australia.

Together with People with Disability Australia (PWDA), First Peoples' Disability Network (FPDN) and National Ethnic Disability Alliance (NEDA), a joint submission was made to the **UN Special Rapporteur on Contemporary Forms of Slavery, addressing concerns about issues of modern slavery impacting people with disability in Australia**, including in the context of segregated employment. It calls for a clear roadmap to phase out segregated employment while ensuring fair pay, strengthening legal protections for inclusive employment, expanding data collection on exploitation, safeguarding temporary visa holders with disability and including a support and compensation system for victims of modern slavery.

WWDA and People with Disability Australia (PWDA) collaborated in a joint Call to Action for the **69th session of the UN Commission on the Status of Women (CSW69), calling for the inclusion of women with disability in all our diversity in global efforts to advance gender equality**. Asserting that disability rights are women's rights, and that equality and freedom from violence is only possible when all women, including women with disability, are included.

It urged feminist and gender-equality movements to centre women with disability with two specific areas where further action is required to centre the specific needs and experiences of women with disability: sexual and reproductive rights and gender-based violence.

Together with other National Women's Alliances and Disability Representative Organisations, WWDA contributed to a wide range of activities to amplify the voices of women, girls and gender-diverse people with disabilities, and to strengthen our impact.

NDIS NEEDS ASSESSMENT RECOMENDATIONS

In early 2025, WWDA released the **Position Statement: Rights-Based Needs Assessment Model** calling for a transformative shift in how needs assessments are designed and delivered for women, girls, non-binary and gender-diverse people with disability, highlighting the gendered and intersectional inequities in current systems.

The statement outlines key principles for reform: assessments need to be rights-based, trauma-informed, recognise intersectional experiences and provide any tools accommodating episodic disability and environmental factors that affect support needs.

It also **highlights the importance of keeping people with disability and their support networks central to the process**, with their perspectives valued equally alongside professional input.

We will continue to advocate for needs assessment processes that are built with the disability community, and take an equitable, whole-of-person approach.

Policy Update

AUTISM STRATEGY

We welcomed the introduction of the **National Autism Strategy 2025–2031**, following the release of our **Position Statement: National Autism Strategy in 2024** and our **2023 Autism Research Report** in which we emphasised the need for the Strategy to be truly gender-responsive and built upon inclusive, intersectional and neurodiversity-affirming frameworks.

WWDA's position statement identified that Autistic women, girls and gender-diverse people have been under-represented in research, services and policy, and experience compounding barriers across diagnosis, supports, and life outcomes.

Our recommendations included ensuring co-design and co-leadership of the Strategy with Autistic people; adopting gender-disaggregated data and intersectional analysis; designing neurodiversity-affirming services and supports; and embedding accountability and accessible monitoring.

REPRODUCTIVE VIOLENCE

WWDA continues to lead national advocacy on one of the most entrenched yet least acknowledged human rights issues affecting women, girls and gender-diverse people with disability – reproductive violence. **Our work in this area highlights the scale of harm and the urgent need for trauma-informed, rights-based reform.**

We highlight how practices such as forced or coerced sterilisation, contraception, menstrual suppression, abortion and child removal have often occurred without genuine consent, particularly in segregated settings and settings where autonomy and decision-making are denied. Despite clear findings from the Disability Royal Commission, pathways to justice remain limited.

WWDA's **collaboration with Dr Linda Steele** deepens this work by bringing rigorous academic analysis together with disability and feminist advocacy. Dr Steele's Report for WWDA examines international redress models, identifies barriers within current Australian systems, and sets out principles for a survivor-centred framework that recognises reproductive violence as a systemic, gendered issue and not an isolated or historic one.

WWDA's **statement on the Depo-Provera class action** highlights ongoing concerns about contraceptive practices administered without free, informed and supported consent. This issue is particularly relevant in institutional and guardianship settings, demonstrating why independent oversight and accessible redress mechanisms are urgently needed.

We call for meaningful national action to ensure autonomy, safety and reproductive rights are upheld for all.

Policy Update

MENSTRUAL PRODUCTS

In late 2024 WWDA submitted the report: **Disability and Menstruation: WWDA Calls for NDIS Action** demonstrating that disability can significantly impact menstrual management, creating a cost burden for many people with disabilities who menstruate. The report calls for the NDIS to explicitly fund menstrual products where required, recognising their essential role in the health, dignity, and independence of people with disabilities.

Through the Joint Submission: **Menstrual Products as NDIS Supports**, WWDA and Australian Women’s Health Alliance express deep concern that draft support-lists were categorising menstrual products as ‘lifestyle-related’ items rather than essential supports. This is despite evidence from a community survey of over 180 people indicating that standard products often fail to meet disability-specific needs.

This submission includes additional endorsements from Inclusion Australia (IA), Women with Disabilities ACT (WWDACT) and Women with Disabilities Victoria (WDV) highlighting this issue as a widespread priority.

NDIS REFORMS

We have been actively engaged in the reform process for the National Disability Insurance Scheme (NDIS), urging that changes are made in partnership with the community it serves.

Our submission **“Consultation on the draft list of NDIS Supports”** emphasises that the definition of what counts as an NDIS support must be developed with people with disability and their representative organisations, not simply for them.

We also express concern following legislative and policy changes, noting the fears and distress heard from WWDA members, highlighting that the reforms may place women, girls and gender-diverse people with disability at disproportionate risk of losing access to vital supports. We call for clear communication about implementation, protections against being worse off, and genuine co-design.

We continue to call for an NDIS Gender Strategy, and gender-responsive foundational supports, including through our joint national survey and report with Women with Disabilities ACT and Women with Disabilities Victoria.



WWDA staff Claire Gibellini, Sophie Cusworth & Sarah Smallman attending CSW69 in New York, pictured here with representatives from People With Disabilities Australia

Policy Update

HUMAN RIGHTS

Throughout the year, WWDA continued to advocate for domestic implementation of international human rights laws, including the Convention on the Rights of Persons with Disabilities and the Convention on the Elimination of All Forms of Discrimination Against Women. This included through WWDA’s advice to government, the publication of fact sheets and participation in United Nations forums.

Through our **Fact Sheet, Our Right to Participate**, WWDA explains what meaningful participation looks like, why it matters, and what governments can do to ensure women and gender-diverse people with disabilities are included in policy that affect our lives.

Through our publication **Strengthening Protection of the Rights of People with Disability Through a National Human Rights Act**, WWDA advocates for stronger national protections for people with disability through the introduction of a comprehensive Human Rights Act (HRA). We highlight the need for enforceable rights, independent oversight, and accessible remedies, ensuring that systemic discrimination is addressed and accountability is embedded in law.

This work, in addition to our **Joint Call to Action for the 69th session of the UN Commission on the Status of Women** calls for **women and gender-diverse people with disability to be central to gender equality and human rights policy helps to emphasise that disability rights are human rights**.

By embedding these protections in law and policy, Australia can ensure dignity, autonomy, and full participation for women, girls, and gender-diverse people with disability, while giving their leadership and experiences a central role in shaping reform.

By embedding these protections in law and policy, Australia can ensure dignity, autonomy, and full participation for women, girls, and gender-diverse people with disability, while giving their leadership and experiences a central role in shaping reform.



WWDA CEO Sophie Cusworth, speaking on a panel at the launch of the Australian Human Rights Commission’s Speaking from Experience report



WWDA Youth Development Officer, Claire Bertholli attending the 2025 ANROWS Conference, focused on centring children and young people to end violence.

Key Projects

NEVE

From 2022 to 2024, WWDA led and developed the Neve Project, a national initiative funded by the Australian Government’s Department of Social Services, to co-design a safe, accessible online space for women, girls and gender-diverse people with disabilities to explore healthy relationships, sexual health, safety, rights, wellbeing and self-advocacy.

Drawing on lived experience, the project engaged more than 200 community members, families, supporters and professionals through 20 co-design workshops and a national survey, shaping over 70 topics in Easy Read, Plain English and six additional languages.

The result is the **Neve** website. A space designed “by and for” the community, with features that prioritise accessibility from the very first view, showing Easy Read by default (an Australian first), a “Calm Space” built to support users engaging with sensitive content, and dedicated sections for wellbeing, safety, families, community and professionals.

Some key outcomes of the project include increased capacity for self-advocacy among participants, improved access to inclusive resources, and a strengthened sense of connection and agency for women and gender-diverse people with disabilities. The project demonstrates that when people with lived experience lead design and delivery, empowerment and resilience are amplified.

Neve honours safety, choice, voice and collaboration by recognising survivors’ strengths and fostering pathways toward healing, resilience and community-led change. The platform is a meaningful step forward in building digital accessibility, inclusive information and trauma-aware support for a too often marginalised community.

Hon. Amanda Rishworth, Project Steering Committee members, Aunty Violet Sheridan, DSS representatives, and WWDA staff at the launch of Neve at Parliament House.



Key Projects

LEAD

The **LEAD** (Leadership, Education, Advocacy and Development) was designed to strengthen leadership pathways and self-advocacy for women, girls, and gender-diverse people with disabilities. Guided by a co-design model and lived experience, the project created spaces for connection, mentorship and shared learning, ensuring that participants' voices shaped every step of development.

Throughout the reporting period, the LEAD team met regularly with the co-design committee and Project Steering Committee, closing the project with a joint celebration that reflected collaboration, inclusion, and community pride. Participants were engaged in evaluation and feedback processes that upheld principles of safety, respect, and empowerment.

A major highlight was the launch of the **Leadership and Mentoring Toolkit** in October 2024, a culmination of four years of co-design. Within two weeks of release, the toolkit attracted over 1,000 unique visitors and was praised for its accessible design, including Easy Read and translated formats.



LEAD project team at the launch of the LEAD Toolkit, Sarah Hamilton, Justine Roberts, Cat Standley, Annette Maurer, Jess O'Sullivan

During the LEAD Project, WWDA's membership grew by more than 146%, accompanied by strong engagement across digital platforms, most notably LinkedIn (9.6%) and TikTok (8.2%), reflecting the growing reach of WWDA's inclusive leadership work.

The LEAD Project demonstrates the power of community-driven leadership. Through trauma-informed practice and collective wisdom, it has strengthened networks, amplified voices, and built a lasting foundation for women and gender-diverse people with disabilities to lead with confidence and care.



The post on WWDA's intragram page inviting people to watch the LEAD project launch live

Independently audited **Financial Reports**

Women With Disabilities Australia Inc.

ABN 23 627 650 121

FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2025

CONTENTS**Page**

Board Report	1
Auditor's Independence Declaration	2
Statement of Profit or Loss and Other Comprehensive Income	3
Statement of Financial Position	4
Statement of Changes in Equity	5
Statement of Cash Flows	6
Notes to the Financial Statements	7
Statement by Members of the Board	12
Independent Auditor's Report	13

Women With Disabilities Australia Inc.

ABN 23 627 650 121

BOARD REPORT

Your board members submit the financial report of Women With Disabilities Australia Inc. ("the association") for the financial year ended 30 June 2025.

The principal activities of the association during the financial year were:

- to promote and protect the rights of women with disabilities nationally and internationally.
- to undertake systemic advocacy in specific areas of concern to women with disabilities.
- to continue to build on Women With Disabilities Australia's key role in the consolidation, production and dissemination of high quality information, publications and research on issues relevant to women with disabilities.
- to further develop the internal and external operations of the organisation in order to achieve its vision, goals and objectives.
- to contribute to the development and implementation of Australian Government policies affecting women with disabilities.

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

The operating deficit for the 2025 financial year amounted to \$112,485 (2024: \$207,655 surplus - restated).

Signed in accordance with a resolution of the Members of the Board:



Karin Swift
President



Jodie Haigh
Treasurer

Signed in Melbourne, this 24th day of November 2025

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS
COMMISSION ACT 2012**

TO THE MEMBERS OF WOMEN WITH DISABILITIES AUSTRALIA INC.

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2025 there have been no contraventions of:

- i. the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. any applicable code of professional conduct in relation to the audit.

DFK BKM Audit Services

DFK BKM Audit Services



Jamin Ong
Principal

Richmond, Victoria
24 November 2025



Women With Disabilities Australia Inc.

ABN 23 627 650 121

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

	Note	2025 \$	2024 \$
Revenue	2(i),3	1,837,946	3,575,395
Expenses			
Employee benefits expense		(1,117,329)	(1,567,952)
Consultancy expense		(531,551)	(1,280,321)
Travel		(56,156)	(100,443)
Information technology		(55,306)	(262,546)
Marketing expense		(53,064)	(15,450)
Administration		(51,375)	(25,018)
Accountancy and audit fees		(46,696)	(11,523)
Insurance		(16,470)	(5,184)
Printing and publication design		(6,828)	(41,657)
Office supplies and equipment		(5,890)	(13,976)
Postage and freight		(3,998)	(4,442)
Telephone, teleconferences and internet		(2,402)	(10,589)
Subscriptions and publications		(2,060)	(6,482)
Rent		(1,306)	(655)
Grant program expenses		-	(21,502)
Total expenses		<u>(1,950,431)</u>	<u>(3,367,740)</u>
Net surplus (deficit) for the year		<u>(112,485)</u>	<u>207,655</u>
Total comprehensive income (loss) for the year		<u>(112,485)</u>	<u>207,655</u>

The accompanying notes form part of the financial statements.

Women With Disabilities Australia Inc.

ABN 23 627 650 121

Statement of Financial Position

As at 30 June 2025

	Note	2025 \$	2024 \$
Assets			
Current Assets			
Cash and cash equivalents	4	1,644,379	2,926,391
Trade and other receivables	5	46,653	65,449
Total Current Assets		1,691,032	2,991,840
Total Assets		1,691,032	2,991,840
Liabilities			
Current Liabilities			
Trade and other payables	6	203,649	441,776
Unspent grant funds	2(i)	150,228	767,326
Provision for employee benefits	7	60,166	393,264
Total Current Liabilities		414,043	1,602,366
Total Liabilities		414,043	1,602,366
Net Assets		1,276,989	1,389,474
Equity			
Accumulated surplus		1,276,989	1,389,474
Total Equity		1,276,989	1,389,474

The accompanying notes form part of the financial statements.

Women With Disabilities Australia Inc.

ABN 23 627 650 121

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

	Note	Accumulated Surplus \$	Total \$
Balance at 30 June 2023		1,181,819	1,181,819
Total comprehensive income for the year (restated)	2	<u>207,655</u>	<u>207,655</u>
Balance at 30 June 2024 (restated)		<u>1,389,474</u>	<u>1,389,474</u>
Balance at 30 June 2024 (restated)		1,389,474	1,389,474
Total comprehensive loss for the year		<u>(112,485)</u>	<u>(112,485)</u>
Balance at 30 June 2025		<u>1,276,989</u>	<u>1,276,989</u>

The accompanying notes form part of the financial statements.

Women With Disabilities Australia Inc.

ABN 23 627 650 121

Statement of Cash Flows For the Year Ended 30 June 2025

	2025	2024
Note	\$	\$
Cash Flows from Operating Activities		
Receipts from government and customers	1,212,801	1,193,409
Interest received	26,843	43,015
Payments to suppliers and employees	<u>(2,521,656)</u>	<u>(2,928,645)</u>
Net cash used in by operating activities	8 <u>(1,282,012)</u>	<u>(1,692,221)</u>
Net decrease in cash held	(1,282,012)	(1,692,221)
Cash and cash equivalents at the beginning of the financial year	<u>2,926,391</u>	<u>4,618,612</u>
Cash and cash equivalents at the end of the financial year	<u>1,644,379</u>	<u>2,926,391</u>

The accompanying notes form part of the financial statements.

Women With Disabilities Australia Inc.

ABN 23 627 650 121

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

Women With Disabilities Australia Inc. ("the association") is an incorporated association and operating pursuant to the *Australian Charities and Not-for-profits Commission Act 2012*.

Basis of Preparation

The Board has prepared the financial statements on the basis that the association is a non-reporting entity because there are no users dependent on general purpose financial statements. The financial statements are therefore special purpose financial statements that have been prepared in order to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*. The association is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

The financial statements have been prepared in accordance with the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the material accounting policies disclosed below, which the Board has determined are appropriate to meet the needs of the members. Such accounting policies are consistent with the previous period unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs unless otherwise stated in the notes. The amounts presented in the financial statements have been rounded to the nearest dollar.

NOTE 1: MATERIAL ACCOUNTING POLICY INFORMATION

(a) Income Tax

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

(b) Revenue

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

When the association receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations. When both these conditions are satisfied, the association:

- identifies each performance obligation relating to the grant - recognises a contract liability for its obligations under the agreement;
- recognises revenue as it satisfies its performance obligations.

(c) Financial Instruments

The association's financial assets measured at amortised cost comprise cash and cash equivalents and trade and other receivables. The association's financial liabilities measured at amortised cost comprise trade and other payables.

(d) Critical Accounting Estimates and Judgements

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

Key assumptions and major sources of estimation uncertainty

The key assumptions about the future, and other major sources of estimation uncertainty at the reporting date, that may have a significant risk of resulting in a material adjustment to the carrying amount of assets and liabilities within the next financial year are outlined below:

- Estimating allowance for expected credit losses of trade receivables.

Women With Disabilities Australia Inc.

ABN 23 627 650 121

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

NOTE 2: PRIOR PERIOD ADJUSTMENTS

The association has made the retrospective restatements of items in its financial statements. The table below provides a summary of the amounts of the adjustments for each financial statement line item affected by the retrospective restatements of comparative period ending 30 June 2024.

Adjustments made to the statement of financial position

Statement of financial position as at 30 June 2024

	Note	As previously stated	Adjustment	Restated
Assets				
Current Assets				
Cash and cash equivalents		2,926,391	-	2,926,391
Trade and other receivables		65,449	-	65,449
Total Current Assets		2,991,840	-	2,991,840
Total Assets		2,991,840	-	2,991,840
Liabilities				
Current Liabilities				
Trade and other payables		441,776	-	441,776
Unspent grant funds	(i)	1,400,275	(632,949)	767,326
Provision for employee benefits		393,264	-	393,264
Total Current Liabilities		2,235,315	(632,949)	1,602,366
Total Liabilities		2,235,315	(632,949)	1,602,366
Net Assets		756,525	632,949	1,389,474
Equity				
Accumulated surplus		756,525	632,949	1,389,474
Total Equity		756,525	632,949	1,389,474

Women With Disabilities Australia Inc.

ABN 23 627 650 121

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

Adjustments made to statement of profit or loss and other comprehensive income

Statement of profit or loss and other comprehensive income for the year ended 30 June 2024

	Note	As previously stated	Adjustment	Restated
Revenue	(i)	2,942,446	632,949	3,575,395
Expenses				
Employee benefits expense		(1,567,952)	-	(1,567,952)
Consultancy expense		(1,280,321)	-	(1,280,321)
Information technology		(262,546)	-	(262,546)
Travel		(100,443)	-	(100,443)
Printing and publication design		(41,657)	-	(41,657)
Administration		(25,018)	-	(25,018)
Grant program expenses		(21,502)	-	(21,502)
Marketing expense		(15,450)	-	(15,450)
Office supplies and equipment		(13,976)	-	(13,976)
Accountancy and audit fees		(11,523)	-	(11,523)
Telephone, teleconferences and internet		(10,589)	-	(10,589)
Subscriptions and publications		(6,482)	-	(6,482)
Insurance		(5,184)	-	(5,184)
Postage and freight		(4,442)	-	(4,442)
Rent		(655)	-	(655)
Total expenses		<u>(3,367,740)</u>	-	<u>(3,367,740)</u>
Net surplus (deficit) for the year		<u>(425,294)</u>	632,949	<u>207,655</u>
Total comprehensive income (loss) for the year		<u>(425,294)</u>	632,949	<u>207,655</u>

- (i) This adjustment includes the recognition of grant income due to the performance obligations being satisfied during the year ended 30 June 2024. This grant income was previously included in the unspent grant funds as at 30 June 2024.

Women With Disabilities Australia Inc.

ABN 23 627 650 121

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

	2025	2024
	\$	\$
NOTE 3: REVENUE		
Grants received	1,933,912	3,443,567
Grants refunded	(244,530)	-
	<u>1,689,382</u>	<u>3,443,567</u>
Donations	1,564	677
Consultancy	115,200	49,207
Interest	26,843	43,015
Other income	4,957	38,929
	<u>1,837,946</u>	<u>3,575,395</u>
NOTE 4: CASH AND CASH EQUIVALENTS		
Cash at bank	<u>1,644,379</u>	<u>2,926,391</u>
NOTE 5: TRADE AND OTHER RECEIVABLES		
Current		
Trade receivables	19,574	22,517
GST receivable	27,079	42,932
	<u>46,653</u>	<u>65,449</u>
NOTE 6: TRADE AND OTHER PAYABLES		
Current		
Trade payables	17,721	33,267
Employee expenses payable	185,928	278,259
Accrued legal costs	-	130,250
	<u>203,649</u>	<u>441,776</u>
NOTE 7: PROVISION FOR EMPLOYEE BENEFITS		
Current		
Annual leave	60,166	293,316
Long service leave	-	99,948
	<u>60,166</u>	<u>393,264</u>

Women With Disabilities Australia Inc.

ABN 23 627 650 121

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

	2025	2024
	\$	\$
NOTE 8: CASH FLOW INFORMATION		
Reconciliation of Cash Flow from Operations with Surplus (Deficit) for the Year		
Surplus (deficit) for the year	(112,485)	207,655
Changes in assets and liabilities:		
- decrease (increase) in trade and other receivables	18,796	(44,799)
- increase (decrease) in trade and other payables	(238,127)	348,674
- increase (decrease) in unspent grant funds	(617,098)	(2,294,172)
- increase (decrease) in provision for employee benefits	(333,098)	90,421
Net cash used in operating activities	<u>(1,282,012)</u>	<u>(1,692,221)</u>

NOTE 9: AUDITOR'S REMUNERATION

Remuneration of the auditor of the association for:

- auditing the financial report	5,000	9,500
- auditing the grant acquittals	2,800	5,500
	<u>7,800</u>	<u>15,000</u>

NOTE 10: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

There are no contingent liabilities or contingent assets as at reporting date to be disclosed.

NOTE 11: EVENTS SUBSEQUENT TO THE END OF THE REPORTING PERIOD

No matters or circumstances have arisen between the end of the financial period, and the date of this report, which have directly, significantly affected or may significantly affect the operations of the business, the results of those operations or the state of affairs of the business in future financial years.

NOTE 12: ASSOCIATION DETAILS

The registered office and the principal place of business of the association is:

Women With Disabilities Australia Inc.
Suite 4, 109 union Road,
Surrey Hills VIC 3127

NOTE 13: ECONOMIC DEPENDENCY

Although there is no reason to believe that grant funding will cease, the ongoing viability of the association as a going concern is dependent on funding from its funding providers.

Women With Disabilities Australia Inc.

ABN 23 627 650 121

Statement by Members of the Board

In accordance with a resolution of the Board of Women With Disabilities Australia Inc., the Board has determined that the association is not a reporting entity and that this special purpose financial statements should be prepared in accordance with the accounting policies described in Note 1 to the financial statements.

The Board of the association declares that:

1. The financial statements and notes, as set out on pages 3 to 11, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and:
 - a. give a true and fair view of the association's financial position as at 30 June 2025 and of its performance for the year ended on that date in accordance with the accounting policies described in Note 1 to the financial statements; and
 - b. comply with the applicable Australian Accounting Standards and the *Australian Charities and Not-for-profits Commission Regulations 2022*.
2. As at the date of this statement, there are reasonable grounds to believe that the association will be able to pay its debts as and when they become due and payable.



Karin Swift
President



Jodie Haigh
Treasurer

Signed in Melbourne, this 24th day of November 2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN WITH DISABILITIES AUSTRALIA INC.

Opinion

We have audited the financial report of Women with Disabilities Australia Inc. (the association), which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, statement of changes in equity, and statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the Statement by Members of the Board.

In our opinion, the accompanying financial report of Women with Disabilities Australia Inc. is in accordance with the Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- giving a true and fair view of the association's financial position as at 30 June 2025 and of its financial performance for the year then ended; and
- complying with Australian Accounting Standards to the extent described in Note 1, and the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's 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 *Australian Charities and Not-for-profits Commission Act 2012* (the ACNC Act) and 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.

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Board's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.



Responsibilities of the Board for the Financial Report

The Board of the association is responsible for the preparation of the financial report that gives a true and fair view and has determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act and is appropriate to meet the needs of the members. The Board's responsibility also includes such internal control as the Board determines is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Board 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 the Board either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

The Board is responsible for overseeing the association's financial reporting process.

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

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Independence

We confirm that the independence declaration required by the ACNC Act, which has been given to the Board of Women with Disabilities Australia Inc., would be in the same terms if given to the Board as at the time of this auditor's report.

DFK BKM Audit Services

DFK BKM Audit Services




Jamin Ong
Principal

Richmond, Victoria
24 November 2025




Women
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