

2021/2022

# ANNUAL REPORT

COALITION OF WOMEN'S DOMESTIC VIOLENCE SERVICES SA INC





**Embolden SA Inc**

Embolden SA Inc. acknowledges that we work and live on the traditional lands of the Kurna people. This document was created on their lands. We recognise and respect their cultural heritage, spiritual beliefs and relationship with their land and waters and acknowledge that this is of continuing importance to the Kurna people today. We pay our respects to their ancestors, Elders past, present, and to emerging leaders from the Kurna nation.

As a peak body, we also acknowledge all other Aboriginal and Torres Strait Islander peoples who are represented through our services and our Aboriginal and Torres Strait Islander colleagues who give guidance to us.

We acknowledge that First Nations people have never ceded sovereignty, and remain strong in their enduring connection to land and culture.



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# Our vision and goals

## Safety

Women and children have a fundamental right to safety

## Freedom

Women and children have a fundamental right to freedom from violence

Women's rights to self determination are upheld

## Equity

Services for women and children are accessible

Service provision is equitable and non-discriminatory

Systemic barriers are recognised and dismantled

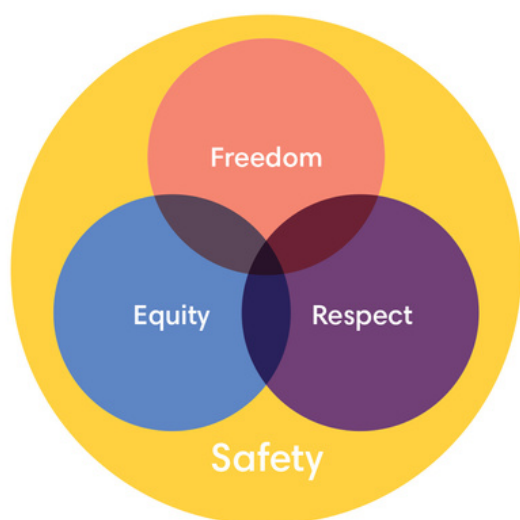
## Respect

Services are responsive to diverse needs and cultural experiences

Services work collaboratively and actively support integration

Perpetrators are held accountable

Services work in a transparent and accountable manner



## LEAD

Demonstrate leadership in our field with a clear, shared vision

## LISTEN

Actively include and respect those with diversity of lived experience

## ADVOCATE

Be a strong collective voice

## REPRESENT

Influence policy and research directions

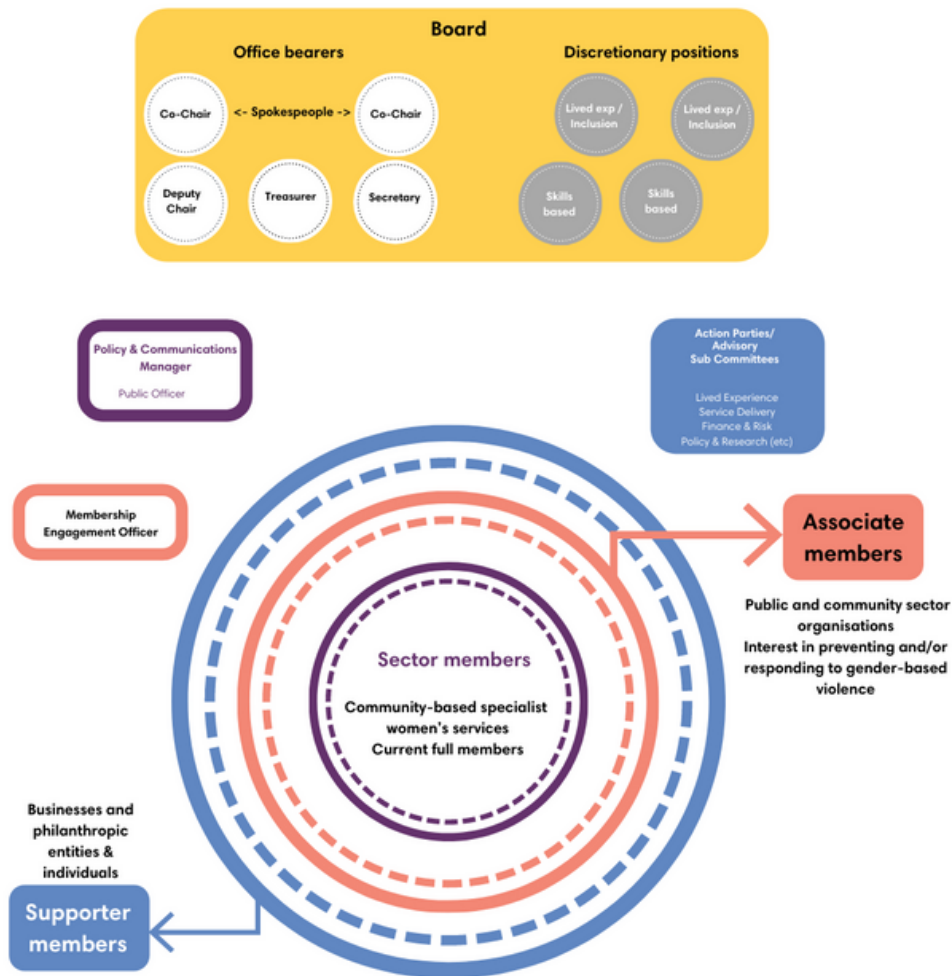
## CONNECT

Build on existing connections and identify future networks and collaborations

## STRENGTHEN

Be future focused and grow our capacity for change

# Our Structure



# Our Impact Snapshot



6485  
Web & social  
combined  
audiences



24  
Members  
across sector,  
associate and  
supporter  
cohorts



16  
Events across  
2021-22,  
including 2  
regional



5  
Research and  
policy projects



# Co-Chair's Report

## Susie Smith and Maria Hagias

2021-2022 continued to be a year of significant progress and consolidation for Embolden. The sector continued to face the challenges of the pandemic and the required work to ensure services to those most vulnerable were uninterrupted. Partnership with government was critical during this period to ensure that our work and progress continued.



During this period, we unfortunately witnessed the escalation of the ongoing housing crisis including public and social housing stock being reduced impacting pathways for families experiencing DFV out of crisis accommodation.

The election won by SA Labor and the commitment of the new government to new legislation reforms such as Coercive Control is welcomed, and we look forward to our work together to make our communities safer for women and children.



Over the last year there have been some key highlights for the sector, they have included:

- Abortion decriminalisation came into effect on 7 July 2022
- New South Australian Housing Authority (SAHA) Service Alliance Model was introduced, including the formation of the SAHA DFV Statewide Alliance
- As a Statewide peak, Embolden expanded its membership offerings to include associate and supporter members to effectively engage with and mobilise organisations outside the sector which share our values
- Co-Chair representing South Australia on the National Plan Advisory Committee – informing the development of the next iteration of the 10-year plan
- Participating and providing written input into in several key reforms, including the National Plan to End Violence Against Women and Children 2022-32, coercive control criminalisation implementation and the 2021 National Women's Safety Summit
- Renegotiation of our contract with Office for Women and development of key performance indicators
- Ongoing review of our governance and strategic directions

# Co-Chair's Report

## Susie Smith and Maria Hagias

Moving forward we have several key issues ahead and look forward to developing and participating, including:

- New National Plan and Statewide Framework to be developed in 2023
- Ongoing and urgent need for systems improvement and cultural change particularly in legal and justice responses, including intervention orders and coercive control legislation implementation
- Lived experience advocacy and the need for this to be appropriately funded particularly given the clear need and existing engagement – including Emboldens work on developing a Lived Experience Engagement Framework
- Addressing barriers and gaps in regards to sexual assault services, and how we can enhance those services to ensure access and identified needs are addressed, particularly in rural, regional and remote areas

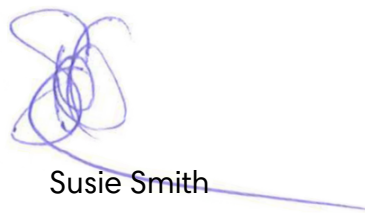
We have much more to do and collectively we will work tirelessly to ensure that those experiencing DFV are at the forefront of the work we do.

Our partners have been integral in the work of Embolden, we work alongside amazing individuals and organisations, we thank them for their commitment to violence against women and children and look forward to our ongoing work together.

To our members and Board thank you for your tireless work and support of Embolden and its work. To the staff of Embolden Jennifer Kingwell and Isabelle Pointon thank you for your amazing efforts and work and unwavering commitment to the values of Embolden you are all amazing.



Maria Hagias  
Embolden Co-Chairs



Susie Smith

# Financial Report 30 June 2022

## COMMITTEE MEMBERS REPORT

The committee members present their report, together with the financial statements, on the incorporated association for the year ended 30 June 2022.

### Committee members

The following persons were committee members of the incorporated association during the whole of the financial year and up to the date of this report, unless otherwise stated:

Maria Hagias  
Tina Quitadamo\*

Judith Ronan\*\*  
Angela Avery\*\*  
Abbey Tucker\*\*  
Sarah Cooper\*\*  
Zita Ngor\*\*  
Hayley Manning\*\*

Susie Smith

Kirsty Drew\*\*  
Nik Tilley\*\*  
Justine Blenfell\*\*  
Naomi Thiel\*\*  
Gemma Burdon\*\*  
Suzanne Clark\*\*

Tracy Holden

Angela Dessart\*\*  
Deborah Lockwood\*\*  
Penny Ogden\*\*  
Sharyn Potts\*\*  
Leigh Garrett\*\*

Kelly-Ann Tansley

Craig Rigney\*\*  
Louise Kelly\*\*  
John Rademaker\*\*  
Katrina Dee\*\*  
Louise O'Connor\*\*

\* Resigned during last financial year  
\*\* Denotes change in reporting committee structure from membership to Board 2021-22


### Objectives

The short and long term objective of the incorporated association is to provide a strong collective voice calling for gender equity and the elimination of violence against women and their children in South Australia.


### Principal activities

During the financial year the principal continuing activities of the incorporated association were providing services that promote women and their children's safety and wellbeing, and work to prevent and respond to violence against women.

On behalf of the committee members



Maria Hagias  
Co-Chair



Tracy Holden  
Treasurer

15 November 2022, Adelaide

# Financial Report 30 June 2022

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## General information

The financial statements cover Women's Emergency Services Coalition of South Australia Inc as an individual entity. The financial statements are presented in Australian dollars, which is Women's Emergency Services Coalition of South Australia Inc's functional and presentation currency.

Women's Emergency Services Coalition of South Australia Inc, trading as Embolden, is a not-for-profit incorporated association, incorporated and domiciled in Australia. Its registered office and principal place of business are:

## Registered office and Principal place of business

PO Box 79  
Hilton Plaza  
Hilton SA 5033

A description of the nature of the incorporated association's operations and its principal activities are included in the committee members' report, which is not part of the financial statements.



# Statement of profit or loss and other comprehensive income

For the year ended 30 June 2022

	Note	2022 \$	2021 \$
<b>Revenue</b>			
Memberships		1,403	1,005
Grant income		148,200	148,200
Sundry Income		(4,594)	8,000
<b>Total Revenue</b>		<b>145,009</b>	<b>157,205</b>
<b>Expenses</b>			
Audit fees		(5,950)	(3,190)
Communications		(7,430)	(3,646)
Insurances		(1,506)	(1,660)
Marketing		(21,512)	(5,318)
Subscriptions		-	(702)
Minute taking		(936)	(366)
Printing		(73)	-
Postage		(4)	-
Sundries		(173)	(529)
Travel and accommodation		-	(55)
Shared services charge - WSSSA		(15,561)	(15,561)
HR, IT and other services - management fee		(481)	(47)
Community events		(1,667)	(1,568)
Salaries and wages		(146,822)	(96,317)
Staff amenities		(94)	(163)
Memberships		(9,819)	-
Cleaning		(563)	-
Honorarium payments		(2,032)	(4,100)
Rent		(2,077)	-
<b>Total Expenses</b>		<b>(216,700)</b>	<b>(134,106)</b>
<b>(Deficit)/Surplus for the year</b>		<b>(71,691)</b>	<b>23,099</b>
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year attributable to the members of Women's Emergency Services Coalition of South Australia Inc</b>		<b>(71,691)</b>	<b>23,099</b>

# Statement of financial position

As at 30 June 2022

	Note	2022 \$	2021 \$
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	2	32,966	31,407
Trade and other receivables	3	933	78,283
Total current assets		33,899	109,690
<b>Total assets</b>		<b>33,899</b>	<b>109,690</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Trade and other payables	4	(2,365)	-
Total current liabilities		(2,365)	-
<b>Total liabilities</b>		<b>(2,365)</b>	<b>-</b>
<b>Net assets</b>		<b>31,534</b>	<b>109,690</b>

<b>Equity</b>			
Retained surplus		31,534	109,690
<b>Total equity</b>		<b>31,534</b>	<b>109,690</b>

# Statement of changes in equity

## For the year ended 30 June 2022

	Note	Retained surpluses \$	Total equity \$
<b>Balance at 1 July 2020</b>		<b>86,591</b>	<b>86,591</b>
Surplus for the year		23,099	23,099
Other comprehensive income for the year		-	-
Total comprehensive income for the year		23,099	23,099
<b>Balance at 30 June 2021</b>		<b>109,690</b>	<b>109,690</b>
		Retained surpluses \$	Total equity \$
<b>Balance at 1 July 2021</b>		<b>109,690</b>	<b>109,690</b>
(Deficit) for the year		(71,691)	(71,691)
Prior year adjustment - adoption of GST		(6,465)	(6,465)
Other comprehensive income for the year		-	-
Total comprehensive income for the year		(78,156)	(78,156)
<b>Balance at 30 June 2022</b>	<b>5</b>	<b>31,534</b>	<b>31,534</b>

# Statement of cash flows

## For the year ended 30 June 2022

	Note	2022 \$	2021 \$
<b>Cash flows from operating activities</b>			
(Refund)/receipts from customers		3,191	9,005
Payments to suppliers		(143,450)	(156,314)
		(140,177)	(147,309)
Grants received		148,200	148,200
Net cash from operating activities	10	1,559	891
<hr/>			
Net increase in cash and cash equivalents		1,559	891
Cash and cash equivalents at the beginning of the financial year		31,407	30,516
Cash and cash equivalents at the end of the financial year	10	32,966	31,407



# Notes to the financial statements

30 June 2022

## Note 1. Significant accounting policies

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

### New or amended Accounting Standards and Interpretations adopted

The incorporated association has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

### Basis of preparation

In the committee members' opinion, the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements.

These are special purpose financial statements that have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act 1985 and associated regulations.

The committee members have determined that the accounting policies adopted are appropriate to meet the needs of the members of Women's Emergency Services Coalition of South Australia Inc.

These financial statements have been prepared in accordance with the recognition and measurement requirements specified by the Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') and the disclosure requirements of AASB 101 'Presentation of Financial Statements', AASB 107 'Statement of Cash Flows', AASB 108 'Accounting Policies, Changes in Accounting Estimates and Errors', AASB 1048 'Interpretation of Standards' and AASB 1054 'Australian Additional Disclosures', as appropriate for not-for-profit oriented entities.

### Historical cost convention

The financial statements have been prepared under the historical cost convention.

### Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the incorporated association's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements.

# Notes to the financial statements

30 June 2022

## Revenue recognition

The incorporated association recognises revenue as follows:

### Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the incorporated association is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the incorporated association: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

### Sales revenue

Membership and training fees are recognised when received or receivable.

### Donations

Donations are recognised at the time the pledge is made.

### Grants

Grants are recognised at their fair value where there is a reasonable assurance that the grant will be received and all attached conditions will be complied with.

### Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

### Other revenue

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

## Income tax

As the incorporated association is a charitable institution in terms of subsection 50-5 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

# Notes to the financial statements

**30 June 2022**

## **Current and non-current classification**

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the incorporated association's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the incorporated association's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Deferred tax assets and liabilities are always classified as non-current.

## **Cash and cash equivalents**

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

## **Trade and other receivables**

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

## **New Accounting Standards and Interpretations not yet mandatory or early adopted**

Australian Accounting Standards and Interpretations that have recently been issued or amended but are not yet mandatory, have not been early adopted by the incorporated association for the annual reporting period ended 30 June 2022. The incorporated association has not yet assessed the impact of these new or amended Accounting Standards and Interpretations.

# Notes to the financial statements

## 30 June 2022

### Note 2. Current assets - cash and cash equivalents

	2022 \$	2021 \$
Cash at bank	32,966	31,407
	<u>32,966</u>	<u>31,407</u>

### Note 3. Current assets - trade and other receivables

	2022 \$	2021 \$
Pledges receivable	933	933
Intercompany receivable	-	77,350
	<u>933</u>	<u>78,283</u>

### Note 4. Current liabilities - trade and other receivables

	2022 \$	2021 \$
Intercompany receivable	2,365	-
	<u>2,365</u>	<u>-</u>

### Note 5. Equity - retained surpluses

	2022 \$	2021 \$
Retained surpluses at the beginning of the financial year	109,690	86,591
(Deficit) / Surplus for the year	(71,691)	23,099
Prior year adjustment - adoption of GST	(6,465)	-
	<u>31,534</u>	<u>109,690</u>



# Notes to the financial statements

## 30 June 2022

### Note 6. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by PKF Adelaide, the auditor of the incorporated association:

	2022 \$	2021 \$
<u>Audit services – PKF Adelaide</u>		
Audit of the financial statements	5,950	3,190

### Note 7. Contingent liabilities

The incorporated association had no contingent liabilities as at 30 June 2022 and 30 June 2021.

### Note 8. Commitments

The incorporated association had no commitments for expenditure as at 30 June 2022 and 30 June 2021.

### Note 9. Events after the reporting period

No matter or circumstance have arisen since 30 June 2022 that has significantly affected, or may significantly affect the incorporated association's operations, the results of those operations, or the incorporated association's state of affairs in future financial years.

### Note 10. Reconciliation of surplus after income tax to net cash from operating activities

	2022 \$	2021 \$
(Deficit) / Surplus after income tax expense for the year	(71,691)	23,099
Add: prior period adjustment	(6,464)	-
Change in operating assets and liabilities:		
Decrease/(increase) in trade and other receivables	77,349	(22,208)
Increase/(decrease) in trade and other payables	2,365	-
Net cash from operating activities	1,559	891

# Committee members' declaration

**30 June 2022**

In the committee members' opinion:

- the incorporated association is not a reporting entity because there are no users dependent on general purpose financial statements. Accordingly, as described in note 1 to the financial statements, the attached special purpose financial statements have been prepared for the purposes of complying with the Australian Charities and Not-for-profits Commission Act 2012 and the Associations Incorporation Act SA 1985, and associated regulations;
- the attached financial statements and notes comply with the Accounting Standards as described in note 1 to the financial statements;
- the attached financial statements and notes give a true and fair view of the incorporated association's financial position as at 30 June 2022 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the incorporated association will be able to pay its debts as and when they become due and payable.

On behalf of the committee members



Maria Hagias  
Co-Chair  
15 November 2022  
Adelaide



Tracy Holden  
Treasurer  
15 November 2022  
Adelaide

**Independent Auditor's Report**

**To the Committee Members of Women's Emergency Services Coalition of South Australia Inc.**

**Report on the Financial Report**

We have audited the accompanying financial report being a special purpose financial report, of Women's Emergency Services Coalition of South Australia Inc., which comprises the statement of financial position as at 30 June 2022, 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, notes to the financial statements, including a summary of significant accounting policies and other explanatory information, and the committee members' declaration.

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

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2022 and of its financial performance for the year ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**Basis of 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 registered entity in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (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.

**Emphasis of Matter - Basis of Accounting**

We draw attention to Note 1 to the financial report, which describes the basis of preparation. The financial report has been prepared for the purpose of fulfilling the registered entity'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.

**Responsibility of the Responsible Officers for the Financial Report**

The responsible officers of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act, *Associations Incorporation Act (SA) 1985* and the needs of the members. The responsible officers' responsibility also includes such internal control as the responsible officers determine is necessary to enable the preparation of a 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 members are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible officers either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

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**Independent Auditor's Report continued*****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 the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible officers.
- Conclude on the appropriateness of the responsible officer's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with responsible officers regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

PKF Adelaide



Jasmine Tan CA, RCA  
Audit Director  
Lvl 9, 81 Flinders Street, Adelaide SA

Dated this 15<sup>th</sup> day of November 2022



**Auditor's independence declaration**

**To the Committee Members of Women's Emergency Services Coalition of South Australia Inc.**

**Under section 60-40 of the Australian charities and not-for-profits commission act 2012**

In accordance with section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012, I am pleased to provide the following declaration of independence to the Committee of Women's Emergency Services Coalition of South Australia Inc.

As lead audit partner for the audit of the financial statements of Women's Emergency Services Coalition of South Australia Inc. for the financial year ended 30 June 2022, I declare that to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.

PKF Adelaide



Jasmine Tan CA, RCA  
Audit Director  
Lvl 9, 81 Flinders Street, Adelaide SA

Dated this 15<sup>th</sup> day of November 2022

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PKF Adelaide ABN 17 661 180 227 is a member firm of the PKF International Limited family of legally independent firms and does not accept any responsibility or liability for the actions or inactions of any individual member or correspondent firm or firms. Liability limited by a scheme approved under Professional Standards Legislation.



Alliance for women's freedom, equity and respect



[contact@embolden.org.au](mailto:contact@embolden.org.au)

ABN 29 064 737 849

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**[embolden.org.au](http://embolden.org.au)**

