



ANNUAL REPORT 1 JULY 2024 - 30 JUNE 2025

Delivering for our Communities





Acknowledgement of Country

At Gladstone Women's Health Centre, we acknowledge and respect all First Nations peoples, including the Bailai, Gurang, Gooreng Gooreng and Taribelang Bunda Nations – the Traditional Owners and Custodians of the lands and waters on which we live, work, and connect.

We honour the deep and enduring connection First Nations peoples have to this Country – to the lands, waters, skies, culture, kinship, and community.

We pay our deepest respects to Elders past and present, and we particularly acknowledge and honour the wisdom, strength, and cultural leadership of First Nations women. As matriarchs, knowledge holders, and caregivers, you carry sacred responsibilities that sustain families, Culture, and Country across generations. Your voices, stories, and guidance are deeply valued by us all.

We recognise that sovereignty was never ceded. This always was, and always will be, Aboriginal land.

From the heart, we express our gratitude for the trust placed in us through the sharing of knowledge and lived experience. We are committed to walking alongside First Nations peoples with respect and a shared commitment to truth, justice, healing, cultural safety, and self-determination.

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Gladstone Women's Health Centre provides free services across the Gladstone and Banana Shire region, which has a population of over 65,000 people and encompasses Gladstone, Yarwun, Mount Larcom, Ambrose, Biloela, Moura, Thangool, Taroom, Agnes Water, Miriam Vale, Rosedale and 1770.

We have 7 locations, across Gladstone, Biloela and Agnes Water and co-locate with other services.



Our Board

This year, Gladstone Women's Health has built on the strong foundations laid in 2023–24 and continued to grow as a trusted, responsive, and innovative service for our region. With more than 13,000 hours of counselling support delivered and record levels of community engagement, our impact is both deep and wide-reaching.

Our growth in service delivery reflects not just higher demand, but also the trust and confidence our community has in us. Importantly, this year we strengthened our partnerships, refined our internal systems, and focused on sustainable governance practices – ensuring that our community can rely on us well into the future.

We are increasingly focused not only on responding to crisis and immediate need, but also on creating the conditions for prevention, healing, and equity. By working alongside individuals, families, and communities, and by engaging with systems and structures that influence people's lives, we are helping to shape a region where everyone can feel safe, supported, and well.

We ended the year in a strong position, with solid financial performance, a skilled and growing workforce, and strengthened relationships across sector and communities. These outcomes are a testament to the shared vision and collective effort of our team, board, volunteers, partners, and community – all of whom continue to champion safety, equity, and wellbeing for all

As we look to the future, we do so with clarity of purpose and optimism. Together, we will continue to walk alongside women, children, young people, and men on their journeys toward safety, healing, and wellbeing – and to build a future where gender equity, respect, and connection form the foundation of a thriving Central Queensland.



Julie Pettett
Chairperson



Jaclyn Iwasaka
Deputy Chairperson



Rebecca O'Brien
Board Secretary



Samantha Brown
Treasurer



Ellie Thomas
Board Member



Kerri Bates
Board Member



Maria Cabral Fernandes
Board Member

Board Chair Report



I sincerely thank the board for their unwavering commitment throughout another dynamic year marked by GWHC's ongoing strategic transformation. The year 2024/2025 stands as a testament to our collective achievements, grounded in our unwavering dedication to governance and integrity.

Our commitment to giving effect to the strategic priorities that were presented to the members at the 2024 AGM was evidenced in our outcomes, and it was only achievable through the dedication of our secretary who extended her remit to include a fixed contract.

The board prioritised strengthening our systems, processes and reporting mechanisms. A significant milestone was the establishment of the Finance, Audit & Risk Committee, whose members include esteemed external experts: Venkata Peteti, Stacey Hogarth and Georgia Coles. I am deeply grateful for their invaluable governance, financial, risk and policy insights that have propelled GWHC forward.

Earlier this year, we said goodbye to Mitra Khakbaz, whose impactful contributions left a lasting mark on our organisation before she returned to Brisbane to pursue an exciting new sector role. Her work in establishing the Wellness Hub has been appreciated by many! We were privileged to have Charmaine Tolhurst step in as Acting CEO, maintaining continuity and leadership.

Another board member agreed to use her clinical governance experience to support Charmaine and GWHC during this period, and to support the recruitment/transition to a new CEO.

In March, we proudly welcomed Kate Veach as our new CEO. Since her arrival, Kate has partnered energetically with the board, injecting fresh insights and renewed focus into our strategic initiatives, inspiring confidence in the future by aligning with the strategic priorities set by members.

We further invested in our commitment to members and the broader community by continuing our work with Think Impact to understand the difference we were making, and for whom, and to begin the process of developing a community-led strategic plan. This, along with the work being led by Disruptive Media to understand the current and future GWHC brand and how we communicate what we do, has kept the board focused on how and where we can make a difference.

Seeing the growth within the staff, both in positions and development, has been a testament to the work undertaken by Kate & the team... on behalf of the entire board, I want to pay heartfelt tribute to our dedicated staff. They operate in a challenging environment, yet their relentless support for women and their families - ensuring safety and empowering achievement - is nothing short of inspiring. The persistent challenges faced by women in CQ, including rising domestic and family violence, coercive control and other issues, demand our urgent attention and collective action - it should not be seen as a problem just for the victims, but a problem for us all.

Finally, to our members, community, and funders – keep giving us feedback and holding us accountable for being the best we can be and doing the best we can!

Kind Regards

Julie

Gladstone Women's Health Centre Inc.
Board Chairperson



CEO Report



As I reflect on the past year at Gladstone Women's Health Centre (GWHC), I am filled with pride and gratitude for the remarkable achievements we have made in our vision of ensuring safety, health, and well-being for everyone in Central Queensland. This year not only marks the start of my time as CEO but also a period of significant growth and transformation for our organisation.

One of our most notable achievements has been the expansion of our services across seven locations, enabling us to reach more people within our community than ever before. This expansion has allowed us to provide essential counselling, wellbeing and support services in diverse areas, ensuring that women, young people and families have access to the services and programs they need, regardless of where they live. Our commitment to embedding services within the community in areas such as the Gladstone Police Station and the Gladstone Aboriginal and Islanders Cooperative Society Ltd has been a game-changer, allowing us to respond more effectively to the unique needs of the people we support.

In line with our strategic objectives, we have also welcomed new team members who bring a wealth of experience and passion to GWHC. Their expertise has strengthened our capacity to deliver high-quality, trauma-informed, person-centered services for women, young people and families. In particular, the introduction of a new office in Agnes Water has significantly enhanced our capacity to support our community as close to home as possible. GWHC remains closely aligned with the National Plan to End Violence against Women and Children 2022-2032. We recognise that violence against women and children is a pervasive issue that demands a coordinated community response. Through our expanded services and community engagement efforts, we are actively contributing to the national effort to create a safer environment for women and children.

Looking ahead, we are proud to unveil our new Strategic Plan for 2025-2028. This plan sets a clear roadmap for our future, aligning our efforts with the state and national plans aimed at addressing gender inequities that contribute to violence. We recognise the critical importance of addressing violence against women and young people. We are committed to playing a leading role in this national effort by driving strategic priorities that change lives, inspire communities and influence systems. Our focus remains on promoting safety, health, and well-being while reinforcing our core values of respect, accessibility, collaboration, empowerment, equity, and safety. Importantly, while our work connects to broader state and national priorities, it is deeply grounded in the needs, strengths and voices of our local community, ensuring that change is both meaningful and relevant here at home.

As we look ahead, I am excited about the opportunities that lie before us. The commitment of our team, Board, and community partners fuels our passion and drives our purpose forward. Together, we are making a profound difference in the lives of our communities across our region. I invite you to explore this annual report, celebrate our achievements, and join us in our commitment to creating lasting change in our community. Thank you for your continued support and belief in our organisation – we couldn't do what we do without you.

Kind regards,

Kate Veach
Chief Executive Officer, Gladstone Women's Health Centre

Our purpose

Strengthening safety, health and wellbeing for women, young people, families, and communities through gender equity.

Our vision

Safety, health and wellbeing for everyone in Central Queensland.

Our Values

Our work is underpinned by six key values and a person-centred approach, depicted in the diagram on the following page.

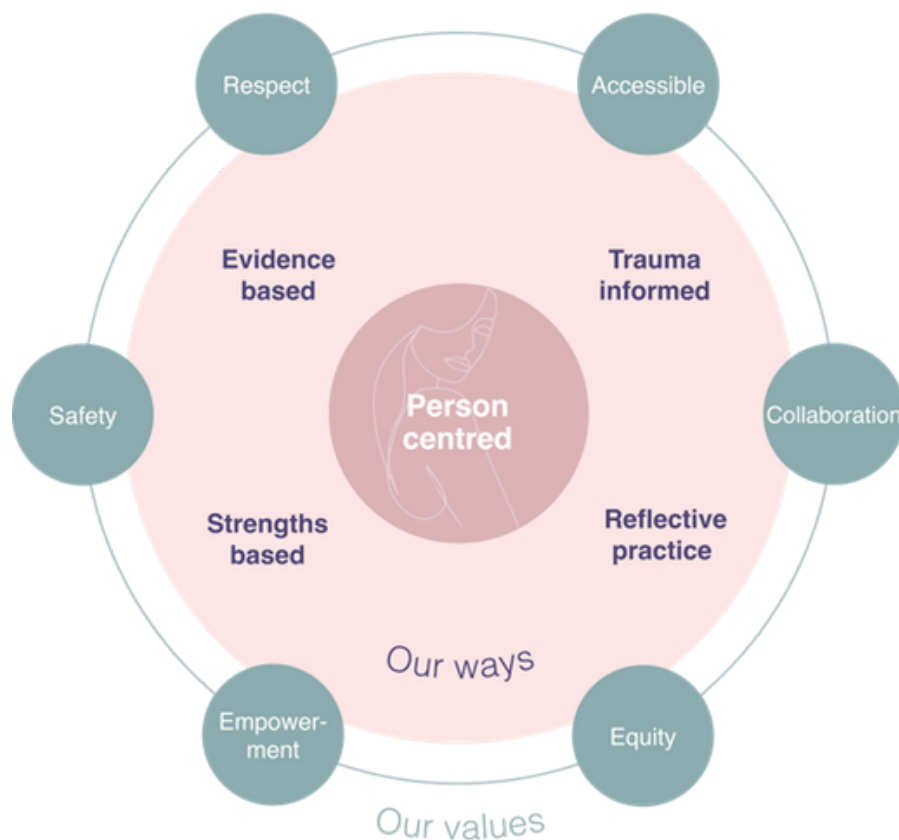
Our Strategic Priorities

We are building on our proud history and the voices of our community to focus where we can make the greatest difference. Our work is grounded in our purpose of strengthening safety, health and wellbeing through gender equity, and we are committed to approaches that are person-centred, trauma-informed, and strengths-based.

We know lasting change happens when people, services and communities come together. That is why we are investing our energy in areas where collaboration and innovation will achieve the most impact.

Supporting people in their journey to be safe and well, fostering community leadership, and amplifying the voices of lived experience to influence lasting social change.

At the same time, we are strengthening our own foundations so that we remain a capable, connected and sustainable organisation. By growing our partnerships, learning from lived experience, and leading with integrity, we are creating the conditions for safer, healthier and more equitable futures across Central Queensland.



CHANGING LIVES

Supporting and empowering people to be safe, healthy and well

INSPIRING COMMUNITIES

Mobilising local communities to lead change for gender equity

INFLUENCING SYSTEMS

Influencing societal systems for gender equity

STRONG ORGANISATION Sustaining a capable, connected and impactful organisation

Operational Summary

Our operational focus this year was on community and purposeful growth. Demand continued to rise across all of our services and we responded by increasing capacity and prioritising accessibility.

We deepened our commitment to prevention and awareness across the region, building relationships and creating spaces for dialogue, learning and connection. These efforts aim to challenge stigma, foster understanding, and create the conditions for community empowerment to play an active role in preventing violence and promoting wellbeing.

Since 2023, our team has almost doubled – a reflection of our shared belief that investing in people strengthens our capacity to support safety, connection, and wellbeing across our community.

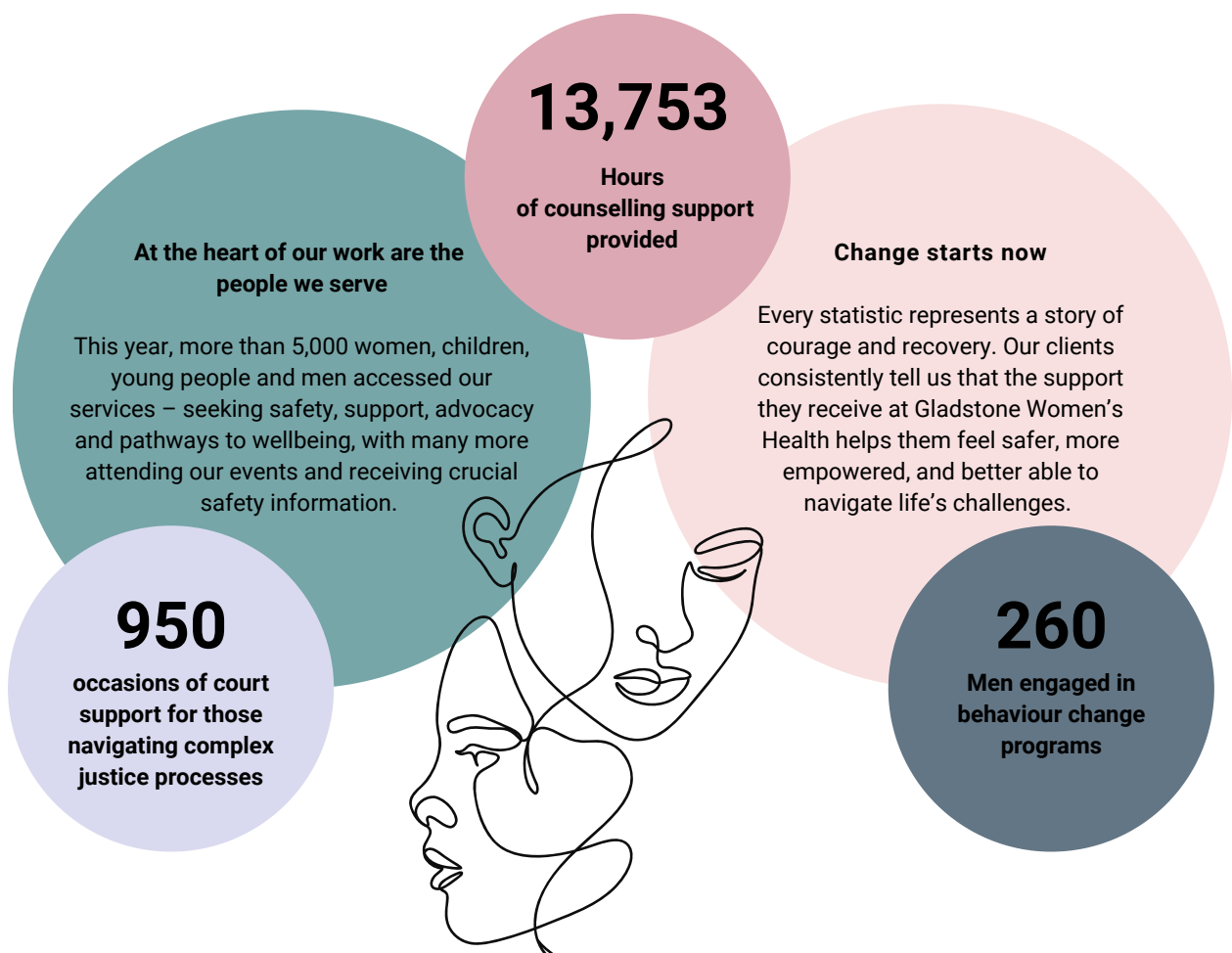
We continued to strengthen how people connect with our services creating smoother, more inclusive pathways that respond to the diverse needs of those we support.

To reach more members of the community, we expanded from three to seven service locations, including:

- Agnes Water Office
- Team member embedded at the Gladstone Police Station
- Team member embedded at the Aboriginal and Islander Co-operative Society
- Wellbeing Hub to support our youth participants
- Increased phone and online options.

This growth is about more than reducing travel – it's about meeting people where they are; in spaces that feel safe, familiar and supportive, removing barriers to care and strengthening opportunities for connection and healing.

Every statistic below represents a story of courage, resilience and recovery. Our clients consistently tell us that the support they receive at Gladstone Women's Health helps them feel safer, more empowered, and better able to navigate life's challenges.



Regional Voices

We recognise that lasting change in domestic, family, and sexual violence prevention requires strong and responsive systems. Through our work, we seek to influence these systems so they better reflect and meet the needs of our local community.

We actively contribute to government consultations, policy submissions, and advocacy efforts—ensuring that regional voices and lived experiences inform decision-making and drive meaningful reform.

At Gladstone Women's Health Centre, we believe in the strength of our community and the power of working together. Through collaboration and shared purpose, we strive to create safer, more connected communities and lasting positive change.

Key Activities:

- Contributing as a member of the Co-ordinated Community Response to Domestic and Family Violence is a great opportunity for all of us to be part of the shared community responsibility in responding to domestic and family violence.
- Working collaboratively as an active member of the Queensland Domestic Violence Services Network, our goal is to amplify regional voices, identify needs across the state and working collectively to advocate for change.
- As a Women's Health Services Alliance member, we contribute to state-wide collaboration that enhances service integration, improvements and access for women.
- Queensland Sexual Assault Network, partnering with specialist sexual assault services across the state to promote best practice and improve outcomes for survivors of sexual violence.
- We commenced our Lived Experience project with the purpose of creating a collective space for members of our community with lived experience to share insights and inform service-delivery.
- Attended shared decision-making workshops with regional partners focusing on driving policy, practice, and cultural changes enabling community-led collective impact.
- Through ongoing stakeholder meetings, we have contributed to advocacy papers, ensuring regional voices are heard and driving meaningful change within our community and beyond.



When a young woman reached out to Gladstone Women's Health, it was a brave step toward healing. Encouraged by a family member who had previously found support here, she came seeking help to manage the effects of past trauma and rebuild her confidence in everyday life.

With the care and encouragement of her counsellor and support team, she began therapeutic sessions focused on restoring her sense of safety and wellbeing. Slowly but surely, she started to feel more grounded—her anxiety eased, her confidence grew, and she began to open up to new possibilities.

By the end of her counselling journey, she was exploring ways to reconnect with others—looking to join a local women's sporting team, attending social events with more ease, and noticing a real shift in her overall wellbeing. Her story is a quiet reminder of the strength it takes to seek support, and the transformation that can happen when someone feels truly seen, heard, and supported.

A woman and her children were warmly referred to Gladstone Women's Health by a community partner. Facing domestic violence and isolation, she bravely accepted support. With her consent, we worked with two other organisations to prioritise safety, provide counselling, assist with key documents, and connect her with services to rebuild stability.

Through this coordinated care, she achieved a life-changing outcome—renewed safety, hope, and direction. She's since gained her driver's licence, explored job opportunities, and continues to support her children in their studies.

She expressed deep gratitude for the compassion she received: "From helping me gather the necessary documents, providing professional statements, and offering emotional support when everything felt overwhelming, each of you played a vital role in helping me reach this positive outcome. Your dedication and kindness have made a profound difference not only for me but also for my children." Her journey is a powerful reminder of what's possible when care is connected and community stands strong.

Embracing Our Community Strengths

In the past year, Gladstone Women's Health Centre has experienced transformative growth, driven by a deep commitment to community engagement, stability, and effective governance. Our focus has been on building strong foundations that enhance our ability to make a positive impact in the lives of women and families in our community.

With invaluable support from dedicated supporters including the Department of Families, Seniors, Disability, Child Safety, organisations and community members, we completed a thorough appraisal to ensure our services align with community needs, aspirations and compliance standards, to ensure that our service remains both relevant and accountable. This process allowed us to celebrate what is already working well, while identifying fresh opportunities for innovation and deep impact.

July 2024:

- Upgraded our information systems to enhance service delivery, ensuring we meet the evolving needs of our clients.
- Developed terms of reference for the Finance, Audit, and Risk Subcommittee to strengthen our oversight and accountability.

September 2024:

- Conducted a Human Services Quality Framework Audit with outstanding results, showcasing our dedication to quality service.

December 2024:

- Held our Annual General Meeting, reflecting on our achievements and planning for the future.
- Launched the Domestic and Family Violence (DFV) Practitioner embedded role at Gladstone Police Station, enhancing support for those in need.
- Opened our Wellbeing Hub on Roseberry Street, providing a welcoming space for community connection and support.

Drawing on community consultation, lived experience, and the collective wisdom of our team and supporters, we have embarked on a series of initiatives that reflect the creativity, compassion, and resilience of our region. Each step forward has been made possible by those we walk beside.

In this way, our governance, service delivery and community engagement are not only stronger but also more connected to the voices and experiences of those we serve. The past year has shown that when we invest in local strengths and create space for shared leadership, we build a foundation that is sustainable, inclusive and empowering for all.

The following highlights showcase our collective achievements, from new initiatives and partnerships to expanded services and cultural celebrations, these milestones reflect the power of working together to focus on strengths and possibilities for resilient and thriving communities.

August 2024:

- Completed enhancements to our risk management systems, reinforcing our commitment to safety and compliance.
- Successfully held our second Women's Health Expo, fostering community engagement and awareness.

October 2024:

- Hosted the Reclaim the Night event, witnessing increased community participation and support.
- Opened our first office in Agnes Water, extending our reach and services to more women in the region.
- Collaborated with Toolooa State High School on the "Small Town Culture" project, empowering youth and strengthening community ties.

January 2025:

- We expressed our gratitude to Mitra Khakbaz as she transitioned from her role as CEO, recognising her contributions to our mission.

March 2025:

- Welcomed Kate Veach as our new CEO, bringing fresh perspectives to our leadership.
- Created the Community Engagement and Development Specialist role, enhancing our connections and relationship-building efforts.

May 2025:

- Engaged our community in Domestic and Family Violence Prevention Month, featuring the Darkness to Daylight Walk and launching GWHC's Active Bystander Army, fostering community awareness and action.

February 2025:

- Initiated community consultations to develop our communications strategy, ensuring our messaging resonates with the communities we serve.
- Embedded GWHC's First Nations Liaison role, affirming our commitment to inclusivity and cultural competence.

April 2025:

- Launched the Lived Experience project, amplifying the voices of those who have navigated challenges, helping us tailor our services to better meet community needs.

June 2025:

- Collaborated with our community and team to strategise for 2025-2028, ensuring our future initiatives align with the aspirations and needs of the people and communities we serve.

Health and Wellbeing Programs:

We thoughtfully designed and delivered a series of health and wellbeing workshops tailored for women, fostering empowerment, resilience, and self-care, with participants often returning for multiple workshops.

Together, we are building a resilient and empowered community, one that prioritises the strengths of women, young people and families and fosters a supportive environment for all.

Healthy Gut
Happy Mind

Tai Chi

Anger
Management

Understanding
Trauma

Feed Your
Mental Health

Healing
Pages

Guided
Meditation

Veggie Vibes

Healthy
Relationships

Feeling
Fantastic

Mindfulness

Empower
Your Wallet

In Community

Our youth outreach extended into community activities, kindys, playgroups and schools where we delivered activities and education that fosters respect, safety, and early intervention.

International Women's Day this year saw us across our diverse region with events in Gladstone, Tannum Sands, and Agnes Water. This important day reminds us of the progress we've made toward gender equality and the work that still lies ahead, as we celebrate the strength, leadership, and resilience of women in our community.

Over 80 community members joined us for Reclaim the Night 2024 to march together in solidarity, raising awareness and showing support for victim-survivors. It was a powerful reminder of our community's shared commitment to respect, safety, and equality for all.

Our annual Women's Health Expo was an opportunity to introduce important health discussions, provide a platform for local women-led businesses to showcase their skills, and create space for women and families to connect with local services in a safe and fun atmosphere. The event celebrated women's wellbeing in all its forms; physical, mental, social, and emotional, while highlighting a range of supports available across our region.



Through the launch of our Gladstone Women's Health Active Bystander initiative, our goal is encouraging community members to feel confident to speak up and stand together with us and victim-survivors, to create a stronger, safer community for all.

Throughout the year, we have worked on establishing our Council of Women, a key initiative that has been developed to amplify women's voices, champion advocacy, and influence policy that drives meaningful, community-led change.

Over the past year, it's been a privilege to join with many local organisations and community initiatives to raise awareness, share resources, and connect with people across our region. From family fun days to sporting events and community fundraisers, each collaboration has strengthened our collective commitment to safety, inclusion, and respect. We sincerely thank our partners and the broader community for welcoming us into these shared spaces and for standing beside us in creating a future free from violence—one built on compassion, courage, and connection.

Collaboration:

Gladstone Women's Health is a proud and committed member of an Integrated Response (IR) team, working collaboratively to deliver swift and measured, coordinated action that supports community safety in response to domestic, family, and sexual violence in the Gladstone and Banana Region.

Over the past 12 months, we've built upon the strong collective impact through unified and person-centred approaches. The IR team consists of a network of dedicated agencies and service providers— including police, health, child protection, housing, legal services, DFV and SV specialists, and community organisations—working together to deliver timely, trauma-informed responses to those in need.

We deeply value the vital role each partner plays, and acknowledge the strong, trusted relationships that enable this work. It is through this alignment and collective effort that we maintain strong pathways to safety.

This past year is a testament to what we can achieve together—one team, united in purpose: to protect, support, and empower our community in the Gladstone and Banana Region.

80%

The increase in staff numbers to meet service demands
(2023-2025)



13,753

Hours of counselling
(2024-2025)

4,725

Hours of counselling
(2023-2024)

**Together,
creating pathways
for safety and
wellbeing.**



Treasurer Report



The purpose of this report is to inform Gladstone Women's Health Centre Inc members of the 2024–2025 Financial Year results and audit findings.

I am delighted to report a surplus of \$98,654 for the Financial Year (FY) ended 30 June 2025; reflecting sound financial management and ensuring that funds are reinvested into programs and services that directly benefit women, youth, families and our community.

Our financial position remains robust with an unqualified audit opinion received. The organisation is well placed to continue delivering critical support and wellbeing services for our community.

Our cash holdings are reflective of responsible management of cash flows – with income timing being infrequent (e.g. Quarterly) vs. expenses that are much more frequent (e.g. Weekly, monthly). A good indication of healthy cash flows in non-profits is that their Cash Reserves could cover 3 – 6 months of operating expenses – as at 30 June 2025, GWHC has cash

reserves that can cover 4 months of operating expenses. This conservative approach to cash management is vital to ensure continued community service delivery in the event of income delays or emergent expenses.

Non-profits focused on service delivery may also be measured on their Program Expense Ratio, which illustrates the proportion of an organisations spending that directly relates to their mission. Our people are paramount to effective service delivery, therefore Employee & Client Support Expenses (\$2.4m) reflect 74% of total expenses, which is a great indicator of purposeful financial planning.

Timely receipt of receivables and settlement of payables continues to demonstrate good internal controls and a dedication to sound community reputation. Our Operations Manager, Charmaine Tolhurst has been proactive in identifying cost saving initiatives, internal process efficiencies and quality board reporting for decision making – her leadership in this space has been impactful and I look forward to what this will bring in FY26.

Financial Results

Statement of Income and Expenditure

For the year ended 30 June 2025.

Income/Expenditure Category	FY 2025 (\$)	FY 2024 (\$)	Variance (FY25 v. FY24)	Variance (%)
Finance Income	5,240	2,917	2,323	80%
Other Income	3,315,394	2,258,451	1,056,943	47%
Employee Benefits Expense	(2,246,831)	(1,413,651)	(833,180)	(59%)
Depreciation & Amortisation Expense	(114,859)	(109,236)	(5,623)	(5%)
Client support service expenses	(124,740)	(138,047)	13,307	10%
Other Expenses	(708,311)	(591,103)	(117,208)	(20%)
Finance Expenses	(27,239)	(29,525)	2,286	8%
Surplus/(Deficit)	98,654	(20,194)	118,848	589%

Key observations:

- Our 2025 result shows a marked improvement from the prior year deficit – achieving a sustainable surplus.
- Total income increased by \$1.06M, largely due to additional grant funding and program expansion, to assist more community members.
- Employee costs rose by \$833K, reflecting workforce growth (Employee headcount increased by 35%, in line with increased funding and community services provided) and wage indexation. Investing in the team to deliver quality, trauma-informed services is vital to achieving our purpose.
- Client support expenses decreased slightly, even as demand for assistance continued to rise. This was achieved through targeted cost saving exercises and strengthening partnerships with local businesses, services and community organisations.
- Other operating costs increased in line with service delivery.
- Increased Depreciation & Amortisation expenses aligned to the increase in asset holdings (see Balance Sheet)

Balance Sheet

As at 30 June 2025.

Balance Sheet Category	FY 2025 (\$)	FY 2024 (\$)	Variance (FY25 v. FY24)	Variance (%)
ASSETS				
Current Assets				
Cash & Cash Equivalents	1,213,992	924,964	289,028	31%
Trade & Other Receivables	6,000	7,600	(1,600)	(21%)
Other Assets	33,882	27,517	6,365	23%
Total Current Assets	1,253,874	960,081	293,793	31%
Non-Current Assets				
Property, Plant & Equipment	135,960	23,607	112,353	476%
Intangible Assets	2,521	11,614	(9,093)	(78%)
Right-of-Use Assets	440,131	498,022	(57,891)	(12%)
Total Non-Current Assets	578,612	533,243	45,369	9%
TOTAL ASSETS	1,832,486	1,493,324	339,162	23%
LIABILITIES				
Current Liabilities				
Trade & Other Payables	226,613	137,151	(89,462)	(65%)
Lease Liabilities	90,879	73,086	44,309	8%
Employee Benefits	73,864	63,491	(10,373)	(16%)
Unexpended Grant Funding	308,475	123,493	(184,982)	(150%)
Total Current Liabilities	699,831	397,221	(302,610)	(76%)
Non-Current Liabilities				
Lease Liabilities	417,095	479,197	62,102	13%
Total Non-Current Liabilities	417,095	479,197	62,102	13%
TOTAL LIABILITIES	1,116,926	876,418	(240,508)	(27%)
NET ASSETS	715,560	616,906	98,654	16%
EQUITY (Retained Earnings)	715,560	616,906	98,654	16%

Key observations:

- Healthy operating cash flows with a \$99k growth in Net Assets (Equity) (+16%).
- Property, plant, and equipment assets increased due to vehicle and technology investments.
- The current ratio of 1.79 indicates a strong capacity to meet short-term obligations. (Current Assets / Current Liabilities)

Statement of Changes in Equity

For the year ended 30 June 2025.

	Retained Earnings (\$)	TOTAL (\$)
Balance at 1 July 2024	616,906	616,906
Other Income	98,654	98,654
Surplus/(Deficit)	715,560	715,560

Accounting services

Accounting and financial support services are provided by UHY Haines Norton Gladstone CQ, experienced in not-for-profit accounting, payroll, and compliance. Their partnership ensures accurate reporting and support to Gladstone Women's Health Centre. Thank you to Joe and the team at UHY for their support throughout the financial year.

Audit Services

Audit services for 2024–2025 were conducted independently by Ulton Chartered Accountants, resulting in an unqualified audit opinion with no compliance issues – our appreciation goes to the Ulton Team for their thorough audit services.

Legal Services

Legal services continue to be provided by Paxton-Hall Lawyers, Brisbane, supporting governance and contractual matters as needed – our sincere thanks to the team for their ongoing support.

Conclusion

The 2024–2025 year represents a period of consolidation and growth for Gladstone Women's Health Centre. The positive financial result, strengthened reserves, and effective cost management demonstrate that the organisation is well positioned to continue delivering high-quality, trauma-informed services for women and families across Central Queensland.

As the organisation continues to grow and expand on the support provided to our community, the team works well to balance growth with sustainable financial management and ensuring business continuity. As we look to FY 2026 and beyond, our strategic plan will guide us into diversifying funding sources, while ensuring we sustainably deliver on our purpose.

I extend my heartfelt thanks to the Board, our incredible operational leadership team (Kate Veach (CEO) and Charmaine Tolhurst (Operations Manager)) and the dedicated team for their continued efforts to ensure financial sustainability and mission success.

Prepared by:

Samantha Brown CPA
Treasurer, April 2025 – Current
Gladstone Women's Health Centre Inc.





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